

LEGAL AID AT WORK

OUR MISSION

We secure justice on the job for low-wage workers and their communities.



"Sometimes, I feel like I can fly, I feel so relieved."

— Client Helen James speaking about her civil rights victory

OUR PROGRAMS AND PROJECTS

The **National Origin and Immigrants' Rights Program** advances fair and equal treatment for all workers regardless of their place of origin or immigration status.

The **Wage Protection Program** brings economic security to our clients and their families as they struggle against rampant wage theft and, in some cases, forced labor.

The **Work and Family Program** ensures that workers do not have to choose between the health of themselves or their families and their economic livelihoods.

The **Gender Equity and LGBT Rights Program** combats sex-based discrimination, harassment, and domestic and sexual violence while advancing the rights of women and persons who are lesbian, gay, bisexual, transgender, or non-binary.

Project SURVIVE works to break the cycle of violence and poverty for survivors of domestic violence and their children by empowering them to exercise their right to stay safe while maintaining basic economic security.

The **Racial Equality Program** addresses new iterations of race discrimination and advocates for equality for all, regardless of skin color.

The **Fair Play for Girls in Sports Project** promotes the health, educational achievement, and future employment opportunities of girls from low-income communities.

The **Disability Rights Program** enables persons with disabilities to participate fully in work, schools, and life in their communities.

The **Workers' Rights Clinic** operates 11 clinic sites around the State and serves as a point of entry and assistance for the thousands of low-wage workers it provides advice and counsel to each year.

RECENT ACCOMPLISHMENTS

- **Expanding our Workers' Rights Clinics** by launching our 10th and 11th Clinic site locations in the chronically underserved communities of San Bernardino and South Central Los Angeles. Each year our Workers' Rights Clinic provides free legal advice and counsel to thousands of vulnerable low-wage workers throughout California.
- **Protecting Undocumented Workers from Retaliation** by winning a landmark victory where the 9th Circuit held that it would constitute unlawful retaliation under federal law for an attorney in an employment lawsuit to call the immigration authorities to have our client deported at his deposition.
- **Expanding Paid Family Leave Protections** by working with a broad coalition in successfully sponsoring the New Parent Leave Act (SB 63), which expands access to job-protected parental leave by lowering the employee threshold for such leave. Now up to 2.7 million more new parents will have access to this important benefit—including many low-wage workers, who are much more likely to work for small employers.
- **Securing Disability Access in Public Transportation** by joining Disability Rights Advocates in filing a class action against BART on behalf of persons with mobility disabilities who rely on BART's services but are unable to access them because of filthy elevators soiled by human waste, non-working escalators, and other consistent failures in the system.
- **Ensuring Equal Athletic Opportunities for Girls** by securing a significant settlement in a Title IX class action brought on behalf of high school girls living in the rural and low-income community of Red Bluff, California. This is one of several similar and successful actions, bringing awareness to parents, schools, coaches, girls, and the community about the need for gender equity in sports programs run by public schools.
- **Securing Justice for Victims of Human Trafficking** by settling, with co-counsel, a groundbreaking human trafficking lawsuit alleging horrific working conditions on commercial fishing boats that docked in San Francisco. The settlement included the unprecedented adoption of a defendant's "code of conduct" that included a requirement that seamen be told of their rights under United States law, setting the stage for industry-wide change.

KEY NUMBERS*

Clients Served Annually: **3,408**

Clinic Site Locations Statewide: **19**

Law Students/Clerks Trained: **101**

Volunteer Attorneys: **103**

Full-Time Staff: **34**

Total wages, fees, and other monies recovered: **\$4,696,440**

* Clinics include the Workers' Rights Clinic, Wage Claim Clinic, Workers' Rights Disability Law Clinic, and Medical-Legal Partnership Clinics; All numbers are for the most recently completed year.

WHO WE SERVE

