

ACCESS TO CIVIL JUSTICE

WORKER JUSTICE

Strategy Description

This service strategy will support employment and related legal services, including (but not limited to) job discrimination, wage claims, employee rights and other employment matters.

When a client-attorney relationship has been established, service types can include Limited Services and Extended Services. Additional eligible activities include community-based prevention workshops and know-your-rights education, and outreach that results in referrals to San Francisco's Office of Labor Standards Enforcement (OLSE) and/or other related administrative agencies.

Limited Services may include:

- Counsel and advice, such as preparing and providing advice to the client, reviewing relevant information, and counseling the client on how to take action to resolve the issue; and
- Limited action, such as services provided to a client that involve the preparation of relatively simple or routine documents and relatively brief interactions with other parties. This may include preparing short letters, drafting routine documents or power of attorney, making a telephone call, or helping a pro per client prepare court or other legal documents.

Extended Services may include:

- Negotiating a settlement with or without litigation;
- Representing a client in court or in an administrative agency; and
- Providing another extensive service, which may include research, preparation of complex legal documents, interaction with third parties on behalf of clients, ongoing assistance to clients, etc.

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Strategy Description (continued)

Benefits in employment matters may include, but are not limited to:

- Obtaining unpaid wages due;
- Overcoming or obtaining relief from job discrimination, harassment, retaliation and/or other adverse employment action;
- Improving an employer's compliance with employment law and best practices;
- Overcoming or obtaining relief from health and safety violations;
- Successfully referring a case to an administrative agency (especially OLSE); and
- Removing barriers to employment.

Key Metrics

Here are some suggested outcomes to include in your proposal:

Outcome Metric
of residents receiving legal counsel or advice
of residents receiving legal representation
of residents who obtained wages or other relief
of residents whose barriers to employment were removed
of residents referred to an administrative agency, such as OLSE

Feel free to expand on these, or offer other measures of success in your proposal.

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Applicant Qualifications

- Applicants must be nonprofit organizations whose purpose or mission is to provide free civil legal services to vulnerable populations in San Francisco;
- Applicants must have demonstrated expertise in employment law; and
- Applicants must have the ability to provide culturally competent and humble legal services or translation in languages needed to serve the target population(s).

