

## **SENIOR COUNSEL**

The Legal Services Department of the Writers Guild of America, West is currently seeking qualified applicants for the position of Senior Counsel. This position is full-time, non-exempt (salaried) with full benefits. Compensation is commensurate with relevant experience. The annualized base salary range is \$165,000 – \$195,000.

The WGAW is an activist union representing thousands of writers of feature films and episodic content. Throughout its history, the WGAW has successfully secured creative rights, fair compensation, and premium benefits for its members, and recently reformed talent agency business practices to better align with the interests of writers. One way the WGAW builds power among writers is by providing them with the resources they need to understand, navigate, and confront challenges in the entertainment industry. In a landscape of corporate consolidation and technological change, an informed and organized membership has never been more important.

Under the direction and supervision of the Director of Legal Services, the Senior Counsel is responsible for handling litigation, administrative proceedings and arbitrations in connection with the Guild's contract enforcement and organizing activities.

### **ESSENTIAL FUNCTIONS**

- 1) Handles arbitration cases involving complex issues under collective bargaining agreement and individual writers' contracts.
- 2) Handles litigation, including all aspects of pleading, discovery, pretrial and trial practice.
- 3) Handles representation and unfair labor practice cases before the National Labor Relations Board.
- 4) Handles employment law claims, such as wage and hour litigation.
- 5) In connection with such proceedings, investigates facts and prepares case for trial or hearing by interviewing potential witnesses, compiling and analyzing contracts, financial records, statistical information, bargaining history and other documentary evidence; prepares all pre-hearing and post-hearing documents; conducts arbitration hearings.
- 6) Conducts research related to traditional NLRA labor law and contract enforcement issues.
- 7) Negotiates and drafts settlements of disputes when possible.
- 8) Provides supervision of counsel, business representatives and administrative support staff, as assigned.
- 9) Provides support to Director of Legal Services and performs other duties as requested.

### **OCCUPATIONAL REQUIREMENTS**

Graduation from law school with a J.D. degree and admission to California State Bar required. Must have seven or more years of litigation experience, with substantial trial or evidentiary hearing experience. Must have the ability to handle a heavy case load and be adept with working in an adversarial position with employers. Experience in employment law matters, particularly cases before the National Labor Relations Board, is preferred. Superior analytical and writing skills required. Computer literate. Supervisory experience preferred. Good math skills also helpful.

### **PHYSICAL REQUIREMENTS**

Sedentary work: occasional lifting from floor level to overhead levels, reaching, bending, sitting, stooping, twisting, turning, visual acuity and manual dexterity.

### **MENTAL REQUIREMENTS**

Must have the ability to: comprehend and interpret complex bargaining agreements; perform activities on schedule, maintain regular attendance and punctuality and interact with others professionally and with discretion. Must have the ability to remain calm and focused under pressure.

### **ENVIRONMENTAL CONDITIONS**

Does not require working near hazardous equipment or machines. Low exposure to noise, dust, gas, odors, fumes.

Interested applicants should email **cover letter and resume** to the Human Resources Department of the Writers Guild at [Recruitment](#).

The WGAW offers excellent range of benefits to employees, including: no employee premium for self-coverage in medical, dental, and vision plan; pension plan; 401(k) plan with partial employer match; 13 paid holidays; generous paid vacation leave and sick leave; and 12 weeks of paid parental leave (in coordination with statutory family and medical leave benefits).

For more information on the WGAW, please visit: [www.wga.org](http://www.wga.org)

*WGAW is an equal opportunity employer. We strongly encourage qualified people with diverse backgrounds to apply.*