VIRTUAL WELCOME

The NLRB Find Your Career Path Webinar Will Begin Shortly!
Find your career path

Internships:
- HONORS (LAW)
- PATHWAYS (ALL MAJORS)
- STUDENT VOLUNTEER (ALL MAJORS)

learn about:
- DAY IN THE LIFE OF NLRB PROFESSIONALS
- CAREER OPPORTUNITIES
- USAJOBS APPLICANT PORTAL

Connect with us on:

Join Us On:
Wednesday, April 26, 2023
1:00 PM - 2:30 PM EST.

The National Labor Relations Board will host a 2023 Find Your Career Path Webinar on Zoom.

Students, Jobseekers, & University Career Advisors are invited to attend.

RSVP here:

Contact us at: careers@nrlb.gov
or
Visit us at: www.nrlb.gov/careers
NLRB FUN FACTS

Established in 1935

Created to Enforce the National Labor Relations Act

Protects the Rights of Most Private-Sector Employees to Join Together, With or Without a Union, to Improve Their Wages and Working Conditions.
NLRB LOCATIONS

Headquarters located in Washington, D.C.

26 – Regional Offices

9 – Sub Regions

13 – Resident Offices

All Over the United States
Visit the NLRB Careers Webpage

www.nlrb.gov/careers

e-mail us at careers@nlrb.gov
Student Programs

HONORS PROGRAM
- Law Students

PATHWAYS PROGRAM
- All Majors

STUDENT VOLUNTEER PROGRAM
- All Majors
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# Find Your Career Path: Informational Webinar

**National Labor Relations Board**

**April 26, 2023**

**1:00 - 2:30 pm EST**

**Virtual Event**

**Platform:** (Zoom)

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<tr>
<th>Topic</th>
<th>Presenter</th>
<th>Time Allocated</th>
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<td>Introduction</td>
<td>Maurice MlH, HR Specialist (Recruitment) Office of Human Resources</td>
<td>1:00pm – 1:06pm</td>
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<td>Program Remarks</td>
<td>Lashawn Hamilton, Director Division of Administration</td>
<td>1:05pm – 1:10pm</td>
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<td>Opening Remarks</td>
<td>Lauren McFerran, Chairman National Labor Relations Board</td>
<td>1:10pm – 1:15pm</td>
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<td>Opening Message</td>
<td>Jennifer Abuzzo, General Counsel National Labor Relations Board</td>
<td>1:15pm – 1:20pm</td>
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<td>About the NLRB</td>
<td>Fred Jacob, Solicitor Office of the Solicitor</td>
<td>1:20pm – 1:30pm</td>
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<td>Attorney/Field Examiner Experience</td>
<td>Catherine Terrell, Field Attorney Subregion 04 – Hartford</td>
<td>1:30pm – 1:50pm</td>
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<td>Joshua Rosenberg, Field Examiner Region 4 - Philadelphia</td>
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<td>Student Program Experience</td>
<td>James Klein, Honors Attorney Board Member Kaplan Office</td>
<td>1:30pm – 2:10pm</td>
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<td>Destiny Rivera, Pathways Intern Subregion 04 - Hartford</td>
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<td>NLRB Opportunities &amp; USAJOBS Application Portal</td>
<td>Lisa Haddell, Associate Director Office of Human Resources</td>
<td>2:10pm – 2:20pm</td>
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**Question & Answer Session**

2:20pm – 2:25pm

**Closing Remarks**

Lawrence W. Patterson, Director Office of Human Resources

2:25pm – 2:30pm
Program Highlights...

- Day In The Life – Field Attorney & Field Experience
- Student Intern Experience
- NLRB Opportunities
- USAJOBS Recruitment Portal
National Labor Relations Board
Find Your Career – Webinar
Wednesday
April 26, 2023
About The NLRB

presented by:

Fred Jacob, Solicitor
National Labor Relations Board
What is collective bargaining?
What is collective bargaining?
The Taft-Hartley Act (1947):
It’s okay to say no thank you.
The Taft-Hartley Act (1947):

It's okay to say no thank you.

“RIGHTS OF EMPLOYEES

“Sec. 7. Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all of such activities except to the extent that such right may be affected
ELECTIONS: We help employees decide whether they want a union to represent them, and we make sure the vote is fair.
UNFAIR LABOR PRACTICES: We prevent employers and unions from hurting employees on the job and make sure they play fair with each other.
WHAT ARE UNFAIR LABOR PRACTICES?

If an employer ...

- Fires someone from their job because they support or don’t support the Union.
- Refuses to allow employees to discuss work concerns while on a lunch break.
- Won’t talk with the union employees have selected as their representative.
- Disciplines an employee for talking to a NLRB agent.

If a union ...

- Refuses to help an employee resolve a “grievance” with his employer for no good reason.
- Won’t help an employee it represents because he is not a union member.
- Protests, strikes, or pickets in certain ways that coerce people who are “neutral” to a problem the union has with an employer.
HEADQUARTERS: At 1015 Half Street, the Board
The Board has Regional Offices throughout the United States, where we serve the public. Anyone can walk into a Regional Office for help.
Day In The Life Of A Field Attorney

presented by:

Catherine Terrell, Field Attorney
Subregion 34 – Hartford, Connecticut
Field Attorney - Experience

• Graduated law school in 2010 and had completed internships in various areas (Immigration, Family, Criminal, Legal Aid) but NLRB was by far my favorite.
  - Wanted to work with people, everyday.
  - Wanted work with a “ripple” effect, not just transactional or task-based service.

• Why the NLRB?
  - Protecting workers’ right to advocate for themselves is meaningful work!
Field Attorney - Experience

Field Attorney: Never a Dull Day

• Litigator (ALJ and District Court)
  – Preparing witnesses/evidence
  – Brief writer
  – “on the record” within my first year

• Investigator
  – Fact finding, legal research, compiling reports
  – Make recommendation to decision maker

• Settlement Negotiator
  – On behalf of the Agency
  – Facilitating resolutions between the parties

• Hearing Officer
  - Decision writer

• Conduct Representation Elections

• Conduct Outreach

• Information Officer
Field Attorney - Experience

Important Fringe Benefits Offered

• PUBLIC SERVICE LOAN FORGIVENESS!
  – Recipient in October 2022

• Union Strong!
  – NLRBU/NLRBPA actively represent employees’ interests

• Flexible working schedules/Telework

• Offices nationwide with transfer availability

• Mentors who care and want you to succeed
  – Not a competitive atmosphere

• Serving the Public Interest (Neutral), not particular clients

• Work that makes a difference in the lives of those we help – empowering workers to improve their own lives.
Day In The Life Of A Labor Management Relations Examiner (Field Examiner)

presented by:

Joshua Rosenberg, Field Examiner
Region 4 - Philadelphia, Pennsylvania
Labor Management Relations Examiner (Field Examiner) – Experience

- Began Co-Op internship while enrolled at MILR program in 2011
- Took leave of absence while working in Region 4 (Philadelphia)
- In contrast to past internships, was given real work, including case assignments and running elections
- Graduated in January 2012
- In February 2012, became full-time Examiner in Region 5’s Washington Resident Office in D.C.
- In October 2014, transferred back to Region 4
Labor Management Relations Examiner (Field Examiner) – Experience

• Duties include processing petitions for elections and investigating charges of unfair labor practices (ULPs)

• Typical week includes taking sworn witness statements (affidavits), negotiating stipulated election agreements and ULP settlements, communicating with parties via phone and email, researching caselaw, and drafting documents to dispose of cases

• Some travel in the field, especially for elections, but mostly a computer-based desk job (including telework)

• Rewards my MILR-learned skills and Spanish fluency
Labor Management Relations Examiner (Field Examiner) – Experience

• Good fit for:
  – Attending or considering law school
  – Do not want to go law school but nonetheless want to work in the legal field
  – Aspiring attorneys who want litigation experience
  – Care about social justice but do not conform to a traditional activist mold
Honors Student Program Experience

presented by:

James Kirwan, Honors Attorney
Board Member Kaplan Office
Honors Attorney Experience

• The Board
• The Honors Attorney Role
• The Hiring Process

James Kirwan, 2022-2024
Board-side Honors Attorney
The Board has three main duties:

• Overseeing union elections
• Reviewing unfair labor practice cases
• Shaping nation-wide labor policy
Honors Attorney Experience

Overseeing Union Elections:
Honors Attorney Experience

Reviewing unfair labor practice cases:

Labor board rules Tesla must let workers wear union clothing

Associated Press
Published 5:01 p.m. ET Aug. 20, 2022 | Updated 10:25 a.m. ET Aug. 30, 2022

T-Mobile’s Employee Feedback Group Violated Labor Law, NLRB Says

Robert Iafolla
Senior Legal Reporter

NLRB v. International Ass’n of Bridge, Structural, Ornamental, & Reinforcing Iron Workers, Local 229

Ninth Circuit Holds that First Amendment Does Not Protect Encouraging Secondary Boycotts.
Honors Attorney Experience

Shaping nation-wide labor policy:

NLRB Dramatically Increases Liability for Unfair Labor Practices with Far-Reaching “Consequential Damages”

By Adam C. Abraham, Neressa A. De Biasi & Catherine Kang on December 15, 2022

POSTED IN NLRB, NLRB DEVELOPMENTS, UNFAIR LABOR PRACTICES

NLRB Is Looking to Review (Again) Independent Contractors And Who is Covered

By Robert T. Dumbacher & Stephen P. Kaplan on March 17, 2022

POSTED IN AGENCY DEVELOPMENTS, LABOR

Spike in Grad Student Union Petitions Likely With NLRB Changes

The New York Times

Labor Board Ruling Eases Way for Fast-Food Unions’ Efforts

A McDonald’s in Times Square. The National Labor Relations Board ruled that unions could negotiate with parent companies.  Brennan Hoffman/Reuters
Honors Attorney Experience

Board employees assist with the Board’s three main functions by:

• Reviewing election results
• Reviewing unfair labor practice decisions
• Suggesting and drafting new policy
Honors Attorney Experience

The Honors Attorney:
Pathways Student Internship Experience

presented by:

Destiny Rivera, Pathways Intern
Subregion 34 – Hartford, Connecticut
Pathways Student Intern Field Examiner

• Started my career working as a Pathways Student Intern for the Department of Homeland Security - United States Citizenship and Immigration Services from 2018-2021
  – Did not convert over to a permanent employee at this time
• Graduated in 2021 with a Bachelor’s in Business Management and a minor in Economics
• Started to try a career in HR, opened a businesses
• Started my Master’s Program in Human Resource Management at UCONN
• Rejoined the Federal Workforce with the National Labor Relations Board.
The Pathways Internship Program

- The Pathways Internship Program provides students enrolled in or attending college, with paid opportunities to work either part- or full-time with the Service
- The program provides students the opportunity to explore career paths
- Opportunity for conversion after completion of studies.
- Flexible schedule
Student Programs

**Honors (Attorneys and Law Clerks)**
Comprehensive program designed to introduce highly motivated individuals to the field of labor law.

**Pathways (All Majors)**
The program is designed to provide students and recent graduates with the opportunity for Federal internships and potential careers in the Federal Government.

**Student Volunteer Program (All Majors)**
A non-paid program that offers students 16 years of age and older who are enrolled in high school or an accredited academic institution, the opportunity to learn about the NLRB, gain valuable on the job work experience in the federal sector, and earn credit towards their degree for their volunteer service.
USAJOBS is the Federal Government’s official employment site for posting federal jobs.

USAJOBS is the vehicle used to connect job seekers with federal employment opportunities across the globe.

All Federal Agencies use this application to advertise opportunities.
USA jobs: Key Points and Features

- Create an account (using your real name)
  Login every 30 days

- USAJOBS now requires a login.gov account –
  this is for added security

- Applicants may store up to 5 resumes – recommend
  resume builder

- Applicant may store up to 10 documents – additional
  information required (SF-50, DD-214, transcripts,
  certificates, cover letters)

- Make your resume searchable – Resume Mining

- Establish USA job alerts –
  https://www.usajobs.gov/help/how-to/search/save

- USAJOBS Help Center FAQs
Searching for Job Opportunity
How Can I Search?

- **Series** – 4 digit code that identifies a particular family, type of work or title; Attorney, Finance, or Public Affairs;
- **Key Words** – Legal, COVID, Health, Student, Pathways;
- **Job Opportunity Announcement (JOA) number**;
- Department or Agency Name;
- **Location** (city, state or zip code)
Understanding The Job Opportunity Announcement (JOA)

- Title, series, grade
- Area of Consideration (Who Can Apply)
- Closing Date - 11:59 EST
- Location of the position
- Conditions of Employment

- Duties/Responsibilities
- Qualifications/Specialized Experience
- How you will be Evaluated
- Required Documents
- How to Apply
Key Tips for Creating a Custom Resume

- Full Official Name
- Email address
- Contact Information
- Citizenship
- Brief Statement listing the position title and summary statement of your interest
Highlight Work Experience

- Employer Name
- Position Title (federal: pay plan grade, non-federal org title, function)
- Paid and Non-paid
- Salary or wage
- Start and End dates
- Schedule (FT/PT or hours worked per week)
- Duties/Responsibilities
- Accomplishments
- Education/Work Related Training
- Certificates/Licenses
- Professional References
### Current and Upcoming Positions:

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Thank You For Attending

Please use the Survey QR code below to fill out the Event Survey: