



UNITED STATES DEPARTMENT OF LABOR

OFFICE OF THE SOLICITOR OF LABOR



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For more than one hundred years, the U.S. Department of Labor (DOL) has advanced the nation's economic vitality by safeguarding the rights of America's workforce. The Office of the Solicitor (SOL) plays a pivotal role in supporting this mission by providing a wide range of essential legal services to the Secretary of Labor and the Department's component agencies. In providing these legal services, SOL diligently works to ensure that federal labor laws are fairly enforced to protect over 150 million workers.



OFFICE OF THE SOLICITOR OF LABOR

SOL is unique among the federal government's legal offices because it has independent litigating authority under numerous federal statutes. As a result, SOL attorneys regularly appear in courts throughout the United States pursuing enforcement actions against employers and others who violate labor laws. These statutes, and the work of SOL, have a significant impact on the health, safety, and financial security of America's workers. For example, SOL helps enforce employers' obligations to pay workers their earned wages and benefits, treat workers equitably in hiring and employment, provide safe working conditions, and protect the financial security of retired workers. SOL also seeks to enforce democratic standards applicable to union officer elections and fiscal responsibility in labor unions, supports employment and training programs, advises on benefits to certain workers who sustain injuries because of their employment (as well as benefits to survivors if such a worker were to die due to such injury), and helps establish international labor standards.

SOL has approximately 500 attorneys nationwide, who support the administration and enforcement of over 180 federal statutes and their implementing regulations. Half of SOL's attorneys are located in Regional Offices across the country and are primarily engaged in trial litigation in federal court and federal administrative tribunals. The remaining SOL attorneys are located in the Washington, D.C. National Office, where they provide advice on varied and complex legal issues, review and guide the development of regulations and interpretative materials, represent the Secretary in appellate litigation, and, in some cases, litigate enforcement cases in district court and administrative tribunals.

THE SOLICITOR OF LABOR

The Solicitor of Labor, a Presidential appointee confirmed by the Senate, serves as legal advisor to the Secretary and other Department of Labor (DOL) officials. Based in Washington, D.C., the Solicitor is the Department's third highest-ranking official and chief legal officer. All attorneys in the Office of the Solicitor of Labor (SOL) report to the Solicitor, rather than to client program agency heads, as is the practice in many executive branch departments. This independence gives SOL lawyers a uniquely strong voice in the handling of legal matters.

SOL'S FRONT OFFICE

The SOL Front Office directly supports the Solicitor and provides centralized legal services within the Department. Three Deputy Solicitors, two of whom are career civil servants, assist the Solicitor by providing advice and overseeing legal work in the National Office and Regional Offices, including coordinating enforcement efforts in the Regional Offices, making recommendations on appellate and amicus briefs in appeals courts and the Supreme Court, and reviewing rulemakings and briefs provided to the Solicitor General for all Supreme Court cases in which DOL is a party or has an interest. Front Office attorneys also act as a resource on appellate matters and other legal issues for the Solicitor's Office, perform special assignments and legal analyses for the Solicitor, and comment on appeal and amicus recommendations generated by the National Office.



SOL'S MISSION STATEMENT

SOL's mission is to meet the legal service demands of the entire Department of Labor. As the Secretary of Labor and other Department officials seek to accomplish the Department's overall mission and to further specific priorities, the Office of the Solicitor (SOL) provides legal advice regarding how to achieve those goals. In doing so, SOL ensures that the Nation's labor laws are forcefully and fairly applied to protect the Nation's workers.

SOL fulfills its mission by representing the Secretary and the client agencies in all necessary litigation, including both enforcement actions and defensive litigation, and in alternative dispute resolution activities; by assisting in the development of regulations, standards and legislative proposals; and by providing legal opinions and advice concerning all the Department's activities.

COMMITMENT TO DIVERSITY AND INCLUSION

SOL is committed to achieving and sustaining a diverse and inclusive workplace environment. In furtherance of this goal, SOL works tirelessly to cultivate a working environment which promotes the inclusion of every employee, regardless of individual differences. Throughout SOL, our diversity and inclusion initiatives are evident in all aspects of business operations, to include recruitment, placement, promotion, development, and strategic and succession planning.

SOL'S DIVERSITY AND INCLUSION POLICY

The Department of Labor's mission is to promote the welfare of wage earners, job seekers, and retirees, to improve working conditions, to advance opportunities for profitable employment, and to ensure work-related benefits and rights. The Office of the Solicitor (SOL) plays a crucial role in enabling the Department to carry out its mission. SOL is more effective when its workforce embraces and includes individuals whose backgrounds reflect the rich diversity of the communities it serves.

For that reason, the Office of the Solicitor recognizes our employees are our most valuable asset. SOL strives to recruit, hire, compensate, promote, train, and retain diverse employees. SOL considers diversity as the unique experiences, characteristics, capabilities, and perspectives of its employees, including, but not limited to, age, religion, disability, race, color, ethnicity, national origin, gender, gender identity, sexual orientation, veteran status, political affiliation, language, family structure, marital status, socio-economic status, geographical background, education, and professional experience.

Additionally, SOL's ongoing commitment to diversity and inclusion is reflected in our agency's affinity groups, flexible work schedules, Diversity and Inclusion Committee and trainings, and other endeavors—agency-specific and Department-wide—aimed at fostering, enhancing, and celebrating a diverse and inclusive workplace environment.



FRANCES PERKINS

First and longest-serving U.S. Secretary of Labor, 1933-1945



THE WORK OF SOL'S DIVISIONS

The Office of the Solicitor (SOL) National Office includes ten Divisions that provide varied legal services to the Department of Labor's (DOL) client agencies and the Front Office. Associate Solicitors and Deputy Associate Solicitors head the National Office Divisions. Legal services include drafting and reviewing regulations and legislative proposals; providing legal advice; representing the Secretary in appellate litigation in circuit courts and administrative tribunals, briefing and arguing amicus briefs on behalf of the Secretary; assisting the U.S. Solicitor General in cases before the Supreme Court; assisting the Department of Justice (DOJ) in criminal and civil cases; and, for certain divisions, conducting enforcement litigation before Administrative Law Judges (ALJs) and in district court.

SOL's National Office Divisions:

- Division of Black Lung and Longshore Legal Services
- Division of Civil Rights and Labor-Management
- Division of Employment and Training Legal Services
- Division of Fair Labor Standards
- Division of Federal Employees' and Energy Workers' Compensation
- Division of Management and Administrative Legal Services
- Division of Mine Safety and Health
- Division of Occupational Safety and Health
- Division of Plan Benefits Security
- Office of Legal Counsel

DIVISION OF BLACK LUNG AND LONGSHORE LEGAL SERVICES (BLLS)

BLLS provides legal representation and advice under the Black Lung Benefits Act and the Longshore and Harbor Workers' Compensation Act to its client agency, the Office of Workers' Compensation Programs. BLLS attorneys brief and argue cases before U.S. Courts of Appeals and a departmental appeals board. They also draft regulations, enforce benefits awards, and represent the government's interests in employer bankruptcies.

DIVISION OF CIVIL RIGHTS AND LABOR-MANAGEMENT (CRLM)

CRLM provides legal services, including advice, rulemaking, and litigation, to numerous client agencies. CRLM provides legal services to the Office of Federal Contract Compliance Programs, Civil Rights Center, Office of Apprenticeship, Job Corps and Center for Faith-Based & Neighborhood Partnerships in administering and enforcing a variety of civil rights laws that ensure equal opportunity in employment and in DOL-funded and conducted programs. CRLM provides legal services to the Office of Labor-Management Standards, which enforces labor laws that govern the internal operations of unions such as the conduct of union officer elections and financial reporting. CRLM also provides advice to the Office of Disability Employment Policy and the Women's Bureau.

DIVISION OF EMPLOYMENT AND TRAINING LEGAL SERVICES (ETLS)

ETLS provides legal services to the Employment and Training Administration in the administration of the Federal-State unemployment compensation program; foreign labor certification programs; Job Corps; apprenticeship programs; and the national workforce investment and employment service programs. ETLS also provides legal services to the Veterans' Employment and Training Service's programs in its administration of employment and training programs for veterans and the Uniformed Services Employment and Reemployment Rights Act, and to the Bureau of International Labor Affairs related to all of the Department's international labor activities.

DIVISION OF FAIR LABOR STANDARDS (FLS)

FLS provides legal services—including handling appellate cases before U.S. Courts of Appeals and an administrative appellate board, assisting with the promulgation of regulations, and providing legal advice—to the Wage and Hour Division (WHD). WHD administers and enforces a broad range of Federal labor standards, including the minimum wage, overtime pay, and child labor provisions of the Fair Labor Standards Act; leave entitlement and job protections under the Family and Medical Leave Act; prevailing wages for workers on federal contracts under the Service Contract Act and Davis-Bacon and Related Acts; various worker protections afforded to temporary foreign workers, including workers with H-1B, H-2B, and H-2A visas; and wage and working condition protections for farm workers under the Migrant and Seasonal Agricultural Workers Protection Act. FLS also provides legal services to the Directorate of Whistleblower Protection Programs within the Occupational Safety and Health Administration (OSHA) to assist with the administration and enforcement of the whistleblower protection provisions of various statutes.



DIVISION OF FEDERAL EMPLOYEES' AND ENERGY WORKERS' COMPENSATION (FEEWC)

FEEWC provides legal services to the Office of Workers' Compensation Programs. FEEWC provides legal advice, review of legislative and regulatory proposals, and legal assistance to DOJ in representing the Department before the courts in connection with the Federal Employees' Compensation Act (FECA) and the Energy Employees Occupational Illness Compensation Program Act. FEEWC protects the subrogation interest of the United States in judgments and settlements obtained by beneficiaries of the FECA as well as adjudicates claims under the Federal Tort Claims Act.

DIVISION OF MANAGEMENT AND ADMINISTRATIVE LEGAL SERVICES (MALS)

MALS is a combined legal and administrative office within SOL. On the legal side, MALS represents and advises the Department on varied legal issues, including appropriations law; delegations of authority; employment law and labor relations; Freedom of Information Act and Privacy Act; procurement law and government contracts; the Department's Suspension and Debarment program; and third party subpoenas. On the administrative side, MALS manages and administers services SOL provides to its Divisions and liaises with the Department's central business offices. MALS also handles SOL's internal systems for budgeting and financial management, human resources and labor relations, information technology, and litigation support.

DIVISION OF MINE SAFETY AND HEALTH (MSH)

MSH assists the Mine Safety and Health Administration in enforcing the Federal Mine Safety and Health Act of 1977 to protect the safety and health of coal, ore, and other miners who often work in dangerous conditions and are subject to lung and other diseases. MSH attorneys provide legal advice, help MSHA promulgate rules, and defend these rule promulgations in the U.S. Circuit Courts of Appeals. When mine operators violate MSHA's laws and rules, MSH attorneys litigate at the trial and appellate levels, refer potential criminal cases to DOJ, and assist DOJ in criminal prosecutions.

DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (OSH)

OSH provides legal services to the Occupational Safety and Health Administration. OSH attorneys represent OSHA in enforcement cases at the appellate level, and defend agency rules in the U.S. Courts of Appeals when they are challenged after promulgation. OSH attorneys also advise OSHA on rulemakings and enforcement policy, and provide advice on novel, significant, and complex cases, including potential cases considered for referral to DOJ for criminal prosecution. In addition, OSH attorneys assist OSHA in administering the whistleblower protection provisions in the Occupational Safety and Health Act of 1970, and several other worker protection statutes.

DIVISION OF PLAN BENEFITS SECURITY (PBS)

PBS provides legal services to the Employee Benefit Security Administration (EBSA), which protects the rights of America's workers and retirees to their pension, health, and other employment-related benefits under the Employee Retirement Income Security Act of 1974 (ERISA). PBS attorneys have three major practice areas: (1) District Court Litigation: enforcement actions throughout the nation and legal support of DOJ in legal challenges to the Department's ERISA regulations; (2) Appellate and Amicus Litigation: all appeals in ERISA enforcement actions in the U.S. Courts of Appeals, briefing and arguing amicus briefs, and provision of legal support to the Solicitor General in ERISA cases before the Supreme Court; and (3) Regulations, Advice, and Opinions: legal support for all EBSA rulemaking and sub-regulatory guidance and legal advice and opinions concerning ERISA and the Federal Employee Retirement Income Security Act, which applies to the Thrift Savings Plan.

OFFICE OF LEGAL COUNSEL (OLC)

OLC analyzes and prepares official views on legislation and Executive Orders that may affect the Department; drafts and clears testimony to be presented by Departmental officials appearing at congressional committee hearings; drafts legislation to accomplish Administration and Department objectives; advises and provides training to all Department employees on ethics laws and regulations; administers the Department's financial disclosure program; and advises on administrative law and regulatory procedure.



EXAMPLES OF HOW SOL DIVISIONS ADVOCATE FOR U.S. WORKERS

FEEWC ASSISTS IN DEVELOPMENT OF REAL-TIME SOLUTIONS TO THE OPIOID EPIDEMIC

Working closely with the Office of Workers' Compensation Programs (OWCP), FEEWC developed a pre-authorization process applied to newly-injured federal employees who are prescribed opioids for an employment injury. FEEWC also continues to work with OWCP to develop policies and procedures to address the prescribing of opioids to existing FECA claimants, to remove barriers to treatment for opioid dependence, and to reduce the use of opioid drugs.

PBS PRESERVES THE INTEGRITY OF EMPLOYEE BENEFIT PLANS

EBSA, the Securities and Exchange Commission, and DOJ investigated a major bank in which pension plan fiduciaries held assets. The investigation revealed that the bank applied marked up and undisclosed valuations of overseas trading prices, resulting in a loss to employee benefit plans. The bank's failure to accurately and candidly disclose how it priced its foreign exchange practices to its pension plan clients violated ERISA. PBS negotiated a settlement agreement that recovered tens of millions of dollars for the pension plans.

FLS SECURES A WRIT OF MANDAMUS TO PROTECT GOVERNMENT INFORMANTS

After Heart II Heart LLC was charged with failing to pay the minimum wage and overtime premiums to approximately 42 employees, it filed a motion to compel production of interview statements, which had been redacted pursuant to the government informer's privilege. When a district court granted the company's motion, FLS filed an emergency motion to stay the district court's order and a petition for writ of mandamus with the Third Circuit Court of Appeals. The Court of Appeals granted FLS's motion and directed the district court to "immediately" and "without unreasonable delay" vacate its order compelling the Secretary to produce unredacted employee interview statements.

BLLS SUCCESSFULLY DEFENDS ALJS' USE OF THE 2000 BLACK LUNG BENEFITS ACT (BLBA) REGULATORY PREAMBLE IN SIX COURTS OF APPEALS

DOL updated the BLBA regulations in 2000 to ensure they reflected current medical knowledge regarding the effects of coal dust on the lungs. The medical and scientific premises upon which DOL relied are set forth in the preamble to the regulations. ALJs adjudicating black lung claims have used the preamble as a guide to assess physicians' opinions and credibility. When coal mine operators have opposed this practice, BLLS has successfully defended use of the preamble in all six courts of appeals in which it has been challenged.

MSH HELPS PROTECT MINERS FROM UNDERGROUND ROOF FALLS

MSH attorneys won an important mine safety victory in the D.C. Circuit Court of Appeals, overturning a Federal Mine Safety and Health Review Commission judge's finding that a roof control plan violation in an underground coal mine (which increased the likelihood of a roof fall) was not likely to result in a serious injury. Recognizing that the Mine Act and roof control plans contain redundant safety measures directed toward preventing hazards like roof falls, the Court of Appeals ruled that the judge should not have considered those other measures in determining the significance of the roof control plan violation. The ruling makes mines safer by helping to ensure that mine operators take all needed steps to avoid crushing miners through roof falls.





EXAMPLES OF HOW SOL REGIONS ADVOCATE FOR U.S. WORKERS

BOSTON PROTECTS WORKERS FROM RETALIATION FOR RAISING SAFETY CONCERNS

On January 2019, Boston RSOL secured a consent judgment in the U.S. District Court for the District of Connecticut permanently enjoining Eastern Awning Systems, Inc. and its owner/president from violating the anti-retaliation provision of the OSH Act and obtaining \$160,000 for two employees who had been discharged from the company. The employees were terminated after complaining both to management and to OSHA about hazardous working conditions that led them to seek medical attention and miss work. The Court also ordered defendants to post the judgment and information about workplace rights at defendants' place of business.



NEW YORK RECOVERS BACK WAGES AND LIQUIDATED DAMAGES ON BEHALF OF RESTAURANT WORKERS IN MANHATTAN

In October 2017, after a trial in the Southern District of New York, the New York RSOL obtained a judgment that four defendant companies and an individual employer, collectively doing business as the Italian restaurant Gina La Fornarina, willfully violated the FLSA. To evade the FLSA's overtime requirements, defendants assigned their employees to work at multiple restaurant locations throughout the same workweek and paid them from each location without regard to their total hours worked. Given defendants' awareness of the requirement to pay overtime and their failure to take any reasonable steps to determine the legality of their practices, the court found that defendants willfully violated the FLSA. The court awarded a total judgment of \$363,284 in unpaid overtime wages and liquidated damages for over 100 employees, and enjoined defendants from further violating the FLSA.

PHILADELPHIA OBTAINS CONSENT JUDGMENT REQUIRING RESTAURANT TO PAY NEARLY \$830,000 TO RESOLVE FAIR LABOR STANDARDS ACT VIOLATIONS

In March 2017, Philadelphia RSOL filed a complaint in U.S. District Court for the Eastern District of Pennsylvania alleging that two Philadelphia restaurants, Mixto and Tierra Columbiana, had committed FLSA violations. Servers, bartenders, barbacks, runners, hostesses, kitchen chefs, and dishwashers regularly worked more than 40 hours a week, but were not paid overtime. During the

course of the litigation, the employer agreed to settle the matter, and on November 30, 2017, the court approved and entered a consent judgment requiring Mixto, Tierra Columbiana, and Jorge and Mercy Mosequera (individually liable employers) to pay employees \$414,765 in back wages and an equal amount in liquidated damages for committing FLSA violations. The consent judgment included injunctive relief requiring all defendants to comply with the minimum wage, overtime, recordkeeping, and anti-retaliation provisions of the FLSA, and requiring payment of a \$10,000 civil money penalty due to the willful nature of the violations.

ATLANTA LITIGATES AND WINS OSHA CASE INVOLVING FATALITY OF EMPLOYEE IN THE FILM INDUSTRY AND ELEVENTH CIRCUIT UPHOLDS ALJ'S OPINION

In February 2014, Film Allman, a movie company, knowingly trespassed onto a private train trestle to film a movie scene and intentionally misled its employees into believing it was safe to film on the trestle. The company directed the crew to set up filming equipment on the trestle and to set up a bed across the railroad tracks. During filming, a train came through and killed one employee and injured others. OSHA cited Film Allman for a willful violation of the OSH Act's general duty clause. After a multi-day trial, an ALJ upheld the willful violation and assessed the maximum \$70,000 penalty. The company appealed the decision to the Eleventh Circuit Court of Appeals, which upheld the ALJ's opinion and affirmed both the willful violation and the \$70,000 penalty.

CHICAGO RECOVERS \$11 MILLION IN PLAN ASSETS FROM OFFSHORE ACCOUNTS TO HELP REPAY UNPAID MEDICAL CLAIMS

In November 2017, Chicago RSOL secured a restraining order through an ex parte motion in federal district court against AEU Benefits, LLC, AEU Holdings, LLC, and Black Wolf Consulting, Inc., removing the companies as fiduciaries, freezing bank accounts containing plan assets, and appointing an independent fiduciary to manage the plans. Chicago RSOL argued that the companies had failed to pay \$50 million in medical claims, causing up to 14,000 participants irreparable harms, and that the losses occurred because the companies charged excessive fees and held plan assets in offshore Bermuda accounts. As a result of Chicago RSOL's efforts, the companies transferred \$11 million in plan assets to the court-appointed independent fiduciary to solely benefit participants and pay medical claims. Chicago RSOL also worked with EBSA to stop any sub-brokers and aggregators from marketing the plan and accepting new applications for enrollment.

DALLAS RESOLVES SYSTEMIC HIRING DISCRIMINATION CASE FOR MONETARY RELIEF AND CORPORATE-WIDE EVALUATION AND REVISION OF HIRING PRACTICES FOR THE AFFECTED POSITIONS

On November 14, 2018, an ALJ approved the entry of a consent decree consolidating and resolving two systemic hiring discrimination cases against JBS USA, a nationwide processor of beef and pork. In December 2014, Denver and Dallas attorneys filed a complaint alleging that JBS USA's Hyrum, Utah beef processing plant discriminated against female, white, black, and Native American applicants in favor of Asian and Hispanic applicants for production jobs. In December 2016, Dallas attorneys filed a complaint alleging JBS USA's Cactus, Texas beef processing plant discriminated against Native American, black, Hispanic, and white applicants in favor of Asian applicants for production jobs. When resolved, Denver and Dallas attorneys had completed six weeks of an anticipated 8-week trial in the Hyrum case and Dallas attorneys were taking discovery depositions in the Cactus case. The consent decree required JBS USA to pay \$4 million in back pay to 12,625 affected applicants and to hire 1,664 affected applicants into production jobs. The consent decree further provided corporate-wide relief with an enhanced compliance agreement. JBS USA agreed to join its subsidiary, Pilgrim's Pride Corporation, and to hire a human resources consultant to evaluate policies and procedures related to

the production hiring process, implement recommendations at all 56 of their beef, pork, and chicken processing plants in the United States, and work with OFCCP to monitor implementation progress for five years.

SAN FRANCISCO PROTECTS FARMWORKERS IN TRANSIT BY ENFORCING MSPA AGAINST FARM LABOR CONTRACTORS

In April 2018, the San Francisco RSOL secured a consent judgment with Valley Garlic, Inc., one of California's largest growers. The consent judgment ended litigation initiated after four farmworkers, including a sixteen-year-old girl on her first day of work, died while returning home from the fields. The farmworkers were passengers in an unsafe vehicle whose driver had no driver's license and which was operated by X-Treme Ag, Valley Garlic's farm labor contractor (FLC). The consent judgment was the nation's first restraining order enforcing the Migrant and Seasonal Agricultural Worker Protection Act's transportation safety provisions. In granting this first-ever injunction, the court found that the grower and the FLC jointly employed the farmworkers and that the grower caused the workers' transportation to the fields. In the consent judgment, Valley Garlic agreed to sweeping requirements regarding all employee transportation to its farms, including the first-ever agreement by a grower to only use FLCs authorized by DOL to transport workers.





OPPORTUNITIES @ LABOR

The Office of the Solicitor (SOL) seeks to hire attorneys and other professionals with a commitment to SOL's mission and experience relevant to our work. SOL welcomes applications for open positions from a diverse range of candidates. SOL welcomes and encourages applications from persons with physical and mental disabilities (including disabled veterans—see below) and will reasonably accommodate the needs of individuals with disabilities upon request. It is the policy of the government not to deny employment simply because an individual has been unemployed or has had financial difficulties that have arisen through no fault of the individual. Information about an individual's employment experience will be used only to determine the person's qualifications and to assess relative levels of knowledge, skills, and abilities. Although an individual's personal conduct may be relevant in any employment decision, including conduct during periods of unemployment or evidence of dishonesty in handling financial matters, financial difficulty that has arisen through no fault of the individual will generally not itself be the basis of an unfavorable suitability or fitness determination.



OPPORTUNITIES FOR EXPERIENCED ATTORNEYS

SOL regularly seeks experienced attorneys to work in our National Office and Regional Offices. To learn about openings in the SOL National Office, please visit <https://www.usajobs.gov/> and conduct an agency search for "Department of Labor - Office of the Solicitor."

OPPORTUNITIES FOR THIRD-YEAR LAW STUDENTS AND GRADUATE CLERKS

The SOL Honors Program gives recent law school graduates or individuals completing post-graduate clerkships or fellowships a unique opportunity. Honors Program attorneys in the National Office spend their first two years in SOL handling a variety of assignments from the National Office Divisions. Honors attorneys in the Regional Offices focus on developing trial litigation skills. After two years, Honors attorneys are permanently placed in a National Office Division or a Regional Office. Applications are available online at <https://www.dol.gov/sol/honorsprogram/>. The application period generally opens in the summer and closes in the fall.

OPPORTUNITIES FOR CURRENT LAW SCHOOL STUDENTS

SOL's National Office Divisions and Regional Offices often accept current law students to intern on an unpaid for academic credit basis. Legal interns perform legal research and writing related to advice, litigation, and/or rulemaking projects for client agencies. Interns may also attend meetings with Department of Labor (DOL) client agencies, other SOL Divisions, and other executive agencies. If you are interested in an internship with a Division or Regional Office, please contact the Division or Region directly. You can find contact information for the Divisions and Regional Offices at <https://www.dol.gov/sol/jobs/Internships.htm>.

OPPORTUNITIES FOR ALL STUDENTS

SOL selects student volunteers each year through the Student Volunteer Service Program. These positions are without compensation but are highly sought after because of the responsibility and experience they offer. Student volunteers experience the SOL work environment and learn about the missions and responsibilities of the client agencies and Department. Volunteer opportunities are available to students in high schools, colleges, and graduate programs. Opportunities are also available for individuals seeking paralegal internships. If you are interested in volunteering with a Division or Regional Office, please contact the Division or Regional Office directly.

OPPORTUNITIES FOR OTHER PROFESSIONALS

SOL regularly seeks paralegals and other administrative specialists for our National Office and Regional Offices across the country. To learn about openings in the SOL National Office, please visit <https://www.usajobs.gov/> and conduct an agency search for "Department of Labor - Office of the Solicitor."

OPPORTUNITIES FOR VETERANS

Attorney appointments within the Department are positions in the excepted service, not the competitive service. There is no formal rating system for applying veterans' preference in attorney appointments; however, the Department considers veterans' preference eligibility as a positive factor in attorney hiring. In order to receive positive consideration, you must indicate your eligibility, in response to the appropriate item on the vacancy questionnaire. Additionally, you must submit a copy of your Certificate of Release or Discharge from Active Duty, DD214, showing the type of discharge and dates of active duty and, if applicable, a VA letter certifying the present existence of the service-connected disability, which indicates the percentage of your disability. Without this documentation, you will not receive veteran's consideration.

OPPORTUNITIES FOR MILITARY SPOUSES

If you are a military spouse, you may be eligible to apply using a non-competitive process designed to help you get a job in the federal government. Federal agencies can use the military spouse non-competitive hiring process to fill positions on either a temporary or permanent basis. Your eligibility does not entitle you to a job within the Federal Government. You must still apply and meet qualification standards and additional requirements, such as a background investigation. You are eligible if you are:

- A spouse of an active duty member of the armed forces.
- A spouse of a service member who is 100% disabled due to a service-connected injury.
- A spouse of a service member killed while on active duty. You are no longer eligible if you remarry.





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