



EQUAL JUSTICE AMERICA

Summer 2022 EJA Fellow:



Name: Juliana Chang

Law School: Harvard Law School

Organization: A Better Balance

Update 1: Sharing some updates on my work for A Better Balance this summer as one of the 2022 Equal Justice America Fellows! A Better Balance is one of the nation's leading advocates for paid family and medical leave, legal protections for pregnant workers and workers with caregiving responsibilities and is also my dream internship organization. Even three weeks in, I've already learned so much about the many state laws and policies that protect workers, a ton of which were passed because of organizations like ABB, and about all the work that's left to be done in this area.

Some highlights from the last couple weeks include helping a pregnant worker who called our hotline understand the laws protecting her right to take time off for prenatal appointments, taking a nerdy deep dive into New York State's temporary disability insurance and paid family leave programs to support a research project ABB is working on, and meeting fellow labor and employment law interns at the Low Wage Workers Task Force Happy Hour!

I'm super excited to see what else I'll learn this summer, and very thankful for Equal Justice America for helping fund my summer work.

Update 2: Excited to be sharing another EJA Fellow Update on my internship with A Better Balance! A Better Balance is one of the nation's leading advocates for paid family and medical leave, legal protections for pregnant workers and workers with caregiving responsibilities.

I've spent the past two weeks working on a Know Your Rights factsheet about people's rights to take leave from work when their child is in the NICU and doing some research into how states and cities have been spending their Fiscal Recovery Funds from the American Rescue Plan. Did you know those funds can be used to start paid family and medical leave programs, establish and expand vaccine leave programs, and expand paid leave policies to cover more kinds of workers?



EQUAL JUSTICE AMERICA

There's been a lot of empty rhetoric lately from people who purport to care about families or children, who would characterize the loss of a constitutional right and access to healthcare for millions of women as protective of families and women.

But abortion bans don't support or protect families. This stuff actually does: paid parental leave, pregnancy accommodations, paid sick time. As ABB put so well in their recent statement on Dobbs, "We all need to have the right to choose when and if to have a child, and to be supported by our society when we make either choice." I'm thankful to be working somewhere that strives every day to protect people's rights to take care of themselves and their loved ones.

Update 3: Excited to be sharing another EJA Fellow Update on my internship with A Better Balance! A Better Balance is one of the nation's leading advocates for paid family and medical leave, legal protections for pregnant workers and workers with caregiving responsibilities.

Working at A Better Balance has been incredibly informative for the kind of public interest work I want to do in the future, since I get to try both policy as well as direct services. My days are spent moving between deep research on Westlaw (and Google!) and sitting in on helpline calls with workers, who call with questions about sick leave laws, accommodation requests, pregnancy discrimination, and more.

Getting to see how the laws we advocate for actually play out in real life is one of the ways A Better Balance ensures that its policy work targets issues that genuinely impact workers, which I think is really amazing. I'm working on a research memo right now about required medical disclosures under the FMLA and ADA, which came out of conversations that ABB attorneys were having with healthcare providers who wanted to know how to best help their patients secure FMLA leave and ADA accommodations.

Update 4: Sharing my second to last update on my work for [A Better Balance](#) this summer as one of the 2022 [Equal Justice America](#) Fellows! A Better Balance is one of the nation's leading advocates for paid family and medical leave, legal protections for pregnant workers and workers with caregiving responsibilities.

I have been hard at work on a memo outlining what medical information a worker is required to share before they can get accommodations for their postpartum depression under the ADA and the FMLA. It's been really illuminating to dive deep into the federal statutes and regulations and help find an answer to a problem that I know our callers are having. It's made me realize how much I enjoy leveraging legal knowledge to come up with answers for real life problems, and I can't wait to continue working on these issues after graduation.

I'm super excited to have spent my summer with ABB, and very thankful for Equal Justice America for helping fund my work.



EQUAL JUSTICE AMERICA

Update 5: I can't believe I'm already sharing my fifth and final EJA Fellow update for my summer internship at A Better Balance! A Better Balance is one of the nation's leading advocates for paid family and medical leave, legal protections for pregnant workers and workers with caregiving responsibilities.

This past week has been a bit of a whirlwind. I wrapped up a memo on required medical disclosures under the FMLA and ADA for workers with postpartum depression, which involved reading a ton of case law, digging through EEOC guidance documents, and even some statutory analysis! It was a blast to write, and it felt incredible to turn in something that I knew would be helpful for ABB's future direct services work.

On the other hand, I also conducted my first solo intake for a caller from our helpline! I got to speak to a worker from Arizona about the anti-retaliation provisions of AZ's sick leave laws and let her know that her employer can't punish her for taking sick leave. It was a great way to end a summer of sitting in on intake calls and helping conduct legal research for our helpline, especially since I had been so nervous when I first started this internship to talk to anyone, let alone provide information about the laws!

Reflecting more broadly on my time at ABB, I feel incredibly thankful to have gotten the chance to work with this amazing organization. Even though ABB is small, I got to see firsthand how much incredible work gets done at this place, from helping shape the regulations for Colorado's new sick leave laws, to being the ones that confirmed that American Rescue Plan Funds can be used to start state paid family leave programs, ABB has clearly had a major impact on workers and caregivers all over the country.

Sometimes internships help you confirm things you don't want to do again, but for me, working at ABB really helped solidify my interest in public interest employment law, and especially in how employment law can be used to protect those with caregiving responsibilities. So excited for 2L year to begin so I can continue working towards that path!