



EQUAL JUSTICE AMERICA

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EJA FELLOWSHIP RECIPIENT



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Update 1: For the first two weeks of my summer job, I have been focused on research for an upcoming opposition to motion for summary judgment. The case is a disability discrimination case, and I am specifically researching case law on essential functions and reasonable accommodations under the ADA and Massachusetts law. I have been working on a memo to summarize this research, and I read through hundreds of pages of depositions to find evidence in support of our opposition. The research is very interesting, and I have enjoyed helping to frame a theme of the case. I'm glad I get to experience in-practice litigation, because it is very different from the controlled and narrow legal research and writing we did in class. As part of a separate case, I had the opportunity to meet a client in person to deliver his settlement check. My colleagues and I also got to speak with another client on the phone. I have realized that in law school, it is easy to lose sight of the complete story of the parties involved in cases. When we spoke with this client, it was clear how much emotion was at the core of her case. It made me really want to win for her.

Update 2: For the past couple of weeks at my summer job, it has been all hands-on deck for opposition to summary judgment. The case is a disability discrimination case in federal court. I continued researching and refining the arguments on essential functions and reasonable accommodations under the ADA and Massachusetts law. I also helped to frame the legal theories behind the misconduct and failure to accommodate arguments. I was lucky to have the opportunity to draft a large portion of the memorandum of law. Additionally, I helped to prepare the statement of additional facts to be filed with our opposition. In preparation for the filing, I also organized our exhibit work. Once we got the motion filed, we began to discuss our other case assignments for the summer. I will be working on various trial-level state cases in Massachusetts this summer, as well as doing some appellate research. I am excited to work on a variety of housing, employment, and family law cases this summer, and each case is at various stages in the litigation cycle, so I will gain experience in all types of filings and negotiations. Furthermore, it has been interesting learning how appellate practice works, as it is a very different skill set from what I have experienced so far.



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Update 3: The first few weeks of my job were focused on preparing and filing opposition to summary judgment for a disability discrimination case, and since that was filed, we have turned to focusing on a variety of other cases at various stages at the trial court level. I am learning how litigators organize their caseloads and track various deadlines in court. I have been assigned to a few cases dealing with housing issues and wage-hour disputes. I assisted a client with preparing public housing applications while the litigation is pending on his current apartment. The client is facing uphill battles on multiple fronts, in addition to his housing situation. We are also beginning to turn back to our summary judgment proceedings. The opposing counsel filed a motion to strike on several of our facts, and we have been preparing for oral argument in federal court. I prepared revised filings to file along with a motion for leave in response to the motion to strike. Next week, I am meeting with a client to investigate his wage-hour dispute more thoroughly. We hope to counsel the client and get to the root cause of his concerns without making his relationship with his employer more contentious.

Update 4: Over the past couple of weeks at my internship, I have assisted with a variety of client matters. I interviewed a client regarding his wage-hour issues with a former employer. I also counseled him on other issues he is having with his current employer. I have learned that it is a good idea to tailor interview styles to each client. Following this client interview, I prepared a research memo regarding wage and hour laws in Massachusetts, particularly regarding reimbursements for expenses incurred on the job. The case law on this point is split, so I will continue doing research into this matter until the end of the summer. I also interviewed a client regarding his eviction action. The client is facing several uphill battles and a sensitive health situation, so it was important for me to have empathy while gathering all of the facts I needed. As an intern with multiple supervising attorneys, I have learned that there is often more than one way to approach a legal problem. Each course of action in a case has its pros and cons. Finally, I have continued to track appellate matters on a Title VII issue, as well as evaluated other cases for potential appeals.

Update 5: This summer, I worked at the Civil Litigation and Justice Program at Boston University School of Law. Because the program houses several individual legal clinics, I had the opportunity to work across clinics on various trial and appellate matters.

I began the summer helping to prepare opposition to summary judgment. The case was a disability discrimination case in federal court. In preparation for our filing, I combed through deposition transcripts, pulling out instances where the plaintiff had requested reasonable accommodations from her employer. I also completed legal research on the prima facie case of disability discrimination under the federal ADA and Massachusetts law. Finally, I was fortunate to write components of the brief, arguing that the plaintiff could complete the essential functions of her job with a reasonable accommodation. I later assisted with oral argument preparation. We discussed how to structure the argument and held moot court. One of the highlights of my summer was going to federal court.

I spent the second half of my summer on a housing and a wage-hour matter. My housing case was a no-fault eviction case for a client who is severely disabled and needs to stay close to the



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hospital for treatment. I completed legal research on the sufficiency of the notice to quit and assisted with negotiations for a potential settlement. In the wage-hour matter, I investigated our client's claims that his former employer failed to pay him wages and reimburse expenses. I interviewed the client and completed legal research on whether the unreimbursed expenses could be recovered. Finally, I prepared a memo assessing the viability of his claims under a contract approach or a terms and conditions approach to his employment.

Lastly, I was glad to gain exposure to appellate practice. I helped with case acquisition for appellate practice, which taught me what makes a good appeal. I also helped to assemble joint appendices in two appeals cases, which was not only an integral component of the appeals, but also taught me to read the court rules and evaluate the trial record to determine all relevant portions for appeal. Overall, I got to experience many aspects of litigation this summer.