

# **A.J. DHALI.**

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**Admission:** Washington D.C. & Maryland Federal District Court. U.S. Court of Appeals D.C. Circuit.

## **EXPERIENCE**

**DHALI PLLC ~ Principal Attorney**, Washington D.C. 2008-Pres  
Principal Employment Law Attorney at Dhali PLLC engaging in all facets of federal and state employment law, civil rights and general litigation matters.

**Deputy Director ~ Advocates for Justice & Education**, Washington D.C. 2008-2009  
As the Deputy Director of Programs for Advocates for Justice and Education (AJE), a non-profit working in the area of special education law and the Individual with Disabilities Education Act (IDEA), I was responsible for supervising educational advocates and managing our core programs in the areas of: educational advocacy, community organizing, direct services and parent training.

**SOC Attorney ~ Change to Win**, Washington D.C. 2007- 2008  
As In-house counsel, worked in the litigation and labor organizing department of Change to Win's (CtW) Strategic Organizing Center (SOC) for SEIU, Teamsters, UNITE and other affiliate unions in the area of employment law, labor law and regulatory law.

- Provided legal advise to Directors of the SOC on day to day operational and business matters, including union campaigns, federal and state employment discrimination laws, NLRA and federal contracts or procurement law.
- Coordinated legal strategy with outside counsel on union campaigns and CtW union organizing staff in California.
- Worked with labor organizers in initiating and targeting union campaigns against employers as under the NLRA.
- Successfully filed FOIAs with the DoD and military bases, resulting in the release of federal contracts on base.
- As part of the SOC "Presidential Transition Team" worked on policy papers on federal procurement, and researched federal laws and regulations on the National Environmental Policy Act (NEPA), Service Contractors Act (SCA) & the David-Bacon Act and their application to federal contractors in the service industries.

**Executive Director ~ ACORN**, Fresno, CA. 2004–2006.  
As Ex. Director of an international NGO, advocated, lobbied and organized on behalf of low- and moderate-income families on predatory banking practices, affordable housing, civil liberties, and other social issues. I also lead political campaigns to increase voter registration, the state minimum wage, access to affordable housing, and education opportunities for Californians. I managed all business operations of the Fresno office including a budget of more than \$250,000 and supervision of professional staff of four.

- Successfully represented employer at the California Labor Board on the issue of late payment of wages and penalties.
- Worked with the Alliance for a Better California (ABC) a coalition of labor unions SEIU,CLF & the California Teachers Association, during the November 8, 2005 California Special Election. Managed a political organizing staff of 70 political canvassers, increasing voter turnout in a historically depressed region by 8-10%.
- Grant writing experience, having effectively written numerous grants to private foundations (the Catholic Campaign for Human Development, Bank of America, and Common Cause) for operating costs and organizing proposals.
- Served on numerous public panels including with the Assistant of the California Lt. Governor on the issue of immigrant farm labor; predatory lending and affordable housing.
- Worked with civil rights groups, housing advocates and the IRS combating predatory lending practices in the area of pay day vendors and refund anticipation loans (RALs).
- Held discussion with California Assemblymen Juan Arambula on the formation of a Community Development Financial Institution (CDFI). Worked on a project to bring a billion dollars to failing schools.

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**Associate ~ LAUGHLIN, FALBO LEVY & MORESI, Fresno, CA.** 2002–2004

Provided legal advice to insurance companies & HMOs, including AIG, Liberty Mutual, and Kaiser Permanente, in the areas of FLSA, ERISA, HIPPA, Wage & Hour, California Labor Code, and other state and federal employment laws.

- Drafted and successfully negotiated all out-of-state employment contracts, saving considerable litigation costs, including saving \$80,000 for an employer-sponsored appeal with negligible chance of favorable outcome.
- Drafted a contract for an out-of-state employer, which excluded California jurisdiction of all injuries to California citizens in foreign states and resulted in significant savings to the corporate client.
- Authored winning briefs to the California Workers' Compensation Appeals Board and California Court of Appeals.
- Counseled clients in such critical areas as health insurance plans, medical disability, and employee management.
- As part of pro bono work, effectively challenged the legality of local zoning code under RLUIPA. (Religious Land Use & Institutionalized Persons Act., 42 U.S.C. §§ 2000)

**Tax Associate ~ ARTHUR ANDERSON, New York, NY.** 1999-2002

Handled all legislative & corporate transactional matters affecting the firm and its corporate clients, in the areas of securities law, tax, labor, employment and antitrust law.

- Researched legislative changes in Tax and Labor Law from U.S. Congress, Tax and Federal Courts, and National Labor Relations Board (NLRB).
- Negotiated and drafted corporate contracts and union security agreements; advised corporate clients on §19 of the NLRA and Title VII of the Civil Rights Act.
- Reviewed corporate documents pertaining to an SEC complaint against a corporation for option backdating.
- Advised and mediated disputes between individual and corporate clients in areas of corporate law, labor law – collective bargaining agreements, wills, trusts and estates.
- As part of the antitrust investigation, worked in unison with Microsoft's litigation team in reviewing its licensing agreements with computer vendors.

### **SPEAKING ENGAGEMENTS**

(A) **Office of the California Lt. Governor Cruz Bustamante.** California ACORN Political Convention.  
Sacramento, CA. "Immigration Rights and Labor Law Enforcement." June 12, 2005.

Together with the Chief of Staff from the California Lt. Governor's Office, we addressed the issue of farm worker rights in the area of labor law in regard to fair payment of wages and salary. We also discussed the rights of immigrants at the time of arrest and detention and how to change immigration policy at the local grassroots level.

(B) **San Francisco Federal Reserve Bank.** Central Valley Round Table Series. Fresno, CA Dec 8, 2005.  
"Accessing New Banking Clients."

In a meeting with Leena Robinson, Community Reinvestment Act (CRA) Director of the San Francisco Federal Reserve Bank and CEO's of National and California Banks, we discussed ways to increase banking opportunities for low and moderate income families. We also talked about funding for the Earned Income Tax Credit (EITC) – a federally funded program proven to remove families out of poverty, and the ways banks and business leaders can encourage families to obtain free tax filing at Voluntary Income Tax Assistance (VITA) sites to claim their EITCs.

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(C) **United Health Care Workers (UHCW) & ACORN.** Fresno, CA  
“Wake Up Walmart.”

Jan 2006

Participated in a panel chaired by Fresno ACORN, UHCW, California State University Faculty Association President & Professors, from California State University Fresno, on the harmful effects of Wal-Mart in our communities. We discussed the issue of low wages to Wal-Mart employees, the tax burden imposed on consumers by Wal-Mart’s low prices, and the subsidy of Wal-Mart’s health care plans by American citizens. At the time of the panel discussion, Wal-Mart was proposing the building of a Super Center in Modesto, California.

(D) **PICO – ACORN. Education Leadership Institute.** Sacramento, CA.  
“Great Schools Now.”

Feb 2006.

In an education forum attended by national education scholar Jeannie Oaks - Presidential Professor & Director of Urban Schooling at the University of California Los Angeles (UCLA), faculty of Stanford University School of Education and California Secretary of Education Jack O’Connell, we talked about the education crisis in California schools. We proposed implementing best practices for school district hiring methods, working with teachers to create a model support system for new teachers, and increased funding for state-of-the-art school facilities for all students in California public schools.

### EDUCATION

**Juris Doctor ~ NEW YORK LAW SCHOOL,** New York, NY

2001

**Bachelor of Arts in Philosophy ~ CALIFORNIA STATE UNIVERSITY,** Fresno, CA

1998

### ASSOCIATIONS

**Board Member. Metropolitan Washington Employers Lawyers Association.** A trial lawyers association helping employees in the greater Washington area.

**Member. National Employment Lawyers Association.** An Association that helps to achieve and promote employee rights at the workplace.

**Board of Director. Crittenton Services of Greater Washington.** A Washington D.C. Non-Profit that helps local teenage girls overcome obstacles and achieve their goals by encouraging academic, cultural and social enrichment.