

## How can I join?

To join, contact our Secretary Treasurer:

Hon. Dorothy A. Harbeck  
National Association of Immigration Judges  
New York Immigration Court  
26 Federal Plaza, Rm. 1237  
New York, NY 10278  
(212) 917-454-1060

Or visit our website at [www.NAIJ-USA.org](http://www.NAIJ-USA.org)

## How does being a member benefit me?

Our ability to promote and educate the public and legislators regarding our important work, as well as collaborate with management regarding changes that impact our courts, is influenced by our colleagues willing to join.

The more who are willing to take on some personal responsibility over their career and work life by joining with their colleagues, the more influence we have as a group in the eyes of DOJ officials and policy makers.

As such, the more EOIR IJs involved, the more it benefits you, as with any professional association or democratically run organization.

## Why have dues, and what are they used for?

As with any member driven organization, we need funds to carry out our goals. Dues are used, for example, to fund training, insurance, office supplies, and legal support.

It should be noted that our dues do not go to politicians or political parties.

## Are there any NAIJ publications?

*Still a "Legal Cinderella"? Why the Immigration Courts Remain an Ill-Treated Stepchild Today*  
The Federal Lawyer, March 2012

NAIJ Written Testimony Before Senate Subcommittee, May 2019.  
See [NAIJ-USA.Org](http://NAIJ-USA.Org).

*Commentary - I'm An Immigration Judge. Case Completion Quotas Are a Really Bad Idea*, Fortune Apr 2018

# National Association of Immigration Judges

Professionalism, Dignity, & Efficiency

## About NAIJ

The NAIJ is a non-profit professional organization, run by and for U.S. Immigration Judges within the Department of Justice's (DOJ) Executive Office for Immigration Review (EOIR). We were founded in 1971, designated as the recognized representative for collective bargaining for all U.S. Immigration Judges in 1979, and affiliated with IFPTE in 2000.



The Department of Justice (DOJ) prohibits Judges from speaking publicly about their work, but as a legally constituted labor organization, we can speak publicly and lobby Congress regarding the working conditions of Judges. We also can bargain with the DOJ about changes in working conditions, and defend individual judges who are threatened with adverse employment actions.

To learn more, visit [www.NAIJ-USA.org](http://www.NAIJ-USA.org)

## About IFPTE

The International Federation of Professional and Technical Engineers (IFPTE) is a non-profit, umbrella employee based organization, made up of autonomous local affiliates.



IFPTE advocates on behalf of more than 80,000 women and men in professional and technical occupations. Members are employed within the private, public, and federal sector.

Unique in representing highly educated and skilled women and men, IFPTE combines the strength of collective bargaining with the autonomy and specialization of a professional association.

To learn more, visit [www.ifpte.org](http://www.ifpte.org).



## National Association of Immigration Judges

Promoting independence and enhancing the professionalism, dignity, and efficiency of the Immigration Court



Photo by Matt H. Wade

## What are the advantages of being part of IFPTE ?

As an autonomous local affiliate of IFPTE, along with all other professionals in the federal government, such as the Social Security Judges, we are able to network, learn, and advocate together on important issues, while retaining control over our own affairs.

IFPTE also provides us legal support, training, and assistance when it comes to advocacy and public outreach. For example, IFPTE connections were critical in getting us front page coverage in the Washington Post about how overworked and short staffed we are within EOIR.

IFPTE affiliation also affords our members access to various UNION PLUS benefits, such as discounts, insurance programs, mortgage benefits, and scholarship availability.

## How does the NAIJ benefit me?

### Education and Public Outreach

Our officers work extensively to educate the public about the Immigration Court system and the role of the judges through speaking engagements and mass media appearances.

Due in part to our meetings with federal court judges and attorney organizations we have been able to explain our working conditions, the paucity of resources, and the staggering volume of cases we face. As a result, we have seen criticism from Circuit Court Judges decrease.

Our substantial outreach efforts have resulted in regular requests for input by Congress and the media.

### Advocacy

The NAIJ's Congressional lobbying efforts have been spectacularly successful. We were instrumental in obtaining pay increases for Judges, statutory contempt authority, and funds for the hiring of new Judges.

We continue to advocate for more resources and increased judicial independence.

### Representation

The grievance and arbitration procedure provided by our contract with the DOJ has protected Judges from arbitrary and unreasonable disciplinary actions.

Our contract also has provided many other rights for Judges, including administrative time for training.



Photo by Matt H. Wade

## What do members say about NAIJ?

"Soon after my appointment to the immigration judge corps in late 1982, I joined the Association and then was privileged to serve as its president from 1984-1989. I continue to be a member and great supporter of this outstanding organization. Representing the interests of immigration judges, the Association has been responsible for many changes and improvements that affect the daily lives of our corps.

Here are but a few of the many accomplishments and successes on behalf of the NAIJ: pay reform; legislative recognition of our title 'immigration judge;' negotiated and secured a strong labor contract with EOIR and OCIJ that protects the corps and all its members; successfully represents many members on matters, such as transfers; established NAIJ liaison with circuit courts, the ABA, and the AILA; and established NAIJ committees for labor, legislation, negotiation, and judicial independence.

The NAIJ continues its work on behalf of the judge corps daily. It deserves your support, it needs your support. Where there are numbers there is strength. Join us! Join the many IJs who are proud members of the NAIJ."

*Hon. John F. Gossart  
Retired Immigration Judge  
Baltimore, MD*

"At the time I was appointed, I didn't know how joining the NAIJ would impact my career. Starting my dream job, I just wanted to complete probation and become a capable judge. Could joining be perceived as "taking on" management – the same group that had just appointed me? Although I did sign up, it took time to understand what I had gained by doing so.

Now as a Local Rep, I have a more nuanced understanding of how NAIJ, through constructive dialogue, makes EOIR stronger. Whether formulating positions on cutting edge issues, or debating best practices, through NAIJ I get to know how my colleagues scattered across the country think on important issues, and my window into variations in local court culture is much clearer. For me, at its core, NAIJ offers unparalleled mentorship and support."

*Hon. Mimi E. Tsankov  
Eastern Vice President and Co-Grievance Chair  
New York, NY*