

Educating Law Students on the Rights and Needs of Workers

Immigrant Background Motivates New Fellow

Committed to Law and Social Policy

Luis was eight years old when his family immigrated to the United States in 1998. The decision was abrupt. It followed the collapse of Ecuador's financial system, taking with it all of his parents' savings. Confronted with the reality of having to rebuild their lives, Luis' parents decided to uproot their family and give their children a more secure future in the U.S.

His personal experiences growing up in this country, including the fear of living as an undocumented immigrant, have fueled his interest in the law and commitment to social policy. As an undergraduate, Luis helped organize a project that introduced underprivileged students from the greater Austin, TX, community to the many colleges within the university and the value of an education.

Luis co-founded an online journal where students were encouraged to research and participate in constructive dialogue about national and international affairs. The goal was to promote international awareness and acceptance. He also participated on a scholarship committee that funded students interested in studying or performing research abroad.



(L to R) University of Michigan Law School classmates Abe Matsui, Luis Arias, PBF'15, and Gabriel Godoy-Dalman, also a member of the Latino Law Students Association, leaving campus for the summer.

During his study abroad in Shenzhen, China, Luis was a marketing intern for Mind Over Mandarin, where he conducted extensive research of the study abroad market. He was also a student finance advisor at the August Escoffier School of Culinary Arts after his undergraduate years, translating the school's curriculum from English to Spanish for the online-based Spanish curriculum.

In law school, Luis has become co-chair of the Juan Luis Tienda Banquet of the Latino Law Students Association. At this event each year, a student who shows passion and dedication is awarded a scholarship for his or her commitment to the Latino community. Now, in his second year of law school, Luis is working as a Peggy Browning Fellow for the Equal Justice Center in Austin, TX.

"I want to be the lawyer to immigrants and low-income families that I wish my family had had. Through my summer fellowship, I hope to develop my advocacy skills by working directly with clients and learning about the litigation process."

- Luis Arias, PBF'15



Margaret A. (Peggy) Browning

A Beacon for Workers' Rights

Our namesake was, by all accounts, an exceptional person whose life and qualities left their mark upon the legal community and on the national scene. Born in Tennessee and educated at Swarthmore and the University of Pennsylvania Law School, Peggy was a creative and dynamic attorney.

While her name could have graced the masthead of any mega law firm, she chose to devote her energies to workers' rights. In her defense of workers' interests, she never lost a case in the Third Circuit Court of Appeals. Peggy was tirelessly focused on issues such as union representation, fair and equal pay and decent working conditions.

Her achievements strongly justified President Clinton's nomination of her as the first union-side lawyer in history to be appointed to the National Labor Relations Board.

The Peggy Browning Award is presented annually to social justice champions who have distinguished themselves with passion and dedication to the rights and needs of workers and their families.

MISSION STATEMENT:

The Peggy Browning Fund educates and inspires the next generation of advocates for workplace justice. Through fellowships, workers' rights conferences, networking and other programs, the PBF provides unique opportunities for law students to work for economic and social justice.

Fellowships Continue to Grow

Impact of PBF Fellows is Spreading



Our 2015 Peggy Browning Fellowship Program has begun. We have placed 77 law students in positions contributing to the cause of economic and social justice for workers. That's the largest number of students we've ever placed!

Everywhere I go now I run into Peggy Browning Fund alumni. I was recently in New York at the Peggy Browning Fund Awards Reception, followed by a symposium in New York sponsored by the Cornell School of Industrial Relations to commemorate the 80th anniversary of the National Labor Relations Act. **At both events I encountered many alumni of our Summer Fellowship Program, our National Law Students Workers Rights Conference, and our Regional Workshops.** I also attended a reception sponsored by the AFL-CIO Lawyers Coordinating Committee in Philadelphia, at which the LCC

recognized the Peggy Browning Fund for its contributions to mentoring law students to become labor lawyers. **At that reception I was greeted by several prominent labor lawyers from around the country who got their start as Peggy Browning Fellows.** All of these encounters are but a small indication of how much influence the Peggy Browning Fund has had on advancing workers' rights.

Our award receptions in Los Angeles, Philadelphia and New York were a resounding success and contributed greatly to our ability to continue these programs that have made such a lasting contribution to the workers' rights movement. It is the students who are embarking on the adventure of these fellowships today who need your help to continue this great work. Thank you for all you do for the Peggy Browning Fund.

PBF, Board Chair

Facts About the Peggy Browning Fund

- 77 Summer Fellowships in 2015 from a pool of over 400 applicants
- 150 Participating Law Schools
- 64 Mentor organizations
- 633 Alumni
- 288 Alumni working for workers' rights or other public interest organizations
- Over 2200 Students who have attended PBF's National Law Students Workers' Rights Conferences

A Mentor's Perspective

Lena M. Ackerman, Associate General Counsel NYSUT, New York, NY



(L to R) Assistant General Counsel, Claude I. Hersh with 2015 PBF Fellow Alana Miles and Associate General Counsel Lena M. Ackerman.

Over the years, we here at New York State United Teachers (NYSUT) in the Office of General Counsel (OGC) have had the pleasure of mentoring Peggy Browning Summer Fellows. They

work directly with our staff attorneys and managing attorneys providing research, writing, and litigation support across a broad spectrum of labor and employment issues. NYSUT represents more than 600,000 people who work in, or are retired from, New York's schools, colleges, and healthcare facilities. Our Fellows have quickly become part of the OGC team and have worked on matters ranging from defense preparation, where an individual employee's job is at risk, to drafting brief points and participating in strategy sessions related to high-profile tenure litigation with the potential for State-wide impact on public employees.

As someone who started her career at OGC as a law clerk over 18 years ago, I am the product of good mentoring and I especially take great pride in working with PBF Fellows to continue this important tradition. Our goal is to expose them to the practical side of union-side labor and employment law, while helping them to feel comfortable and included in our organization. Participating in the Peggy Browning Fund has proved immensely rewarding for our office. Not only does OGC have a history of hiring PBF Fellows for staff attorney positions, but we enjoy meeting, working with and shaping the outlook of the best and brightest of the next generation of union lawyers.

"As a mentoring attorney, it is refreshing to see the excitement and hear the fresh perspectives of law students who are eager to dedicate their legal careers to the labor movement and to watch our PBF Fellows' careers grow and advance."

Lena Ackerman, Associate General Counsel, NYSUT

Advocating for Workplace Justice

Regional Workshop Sneak Peak

The Peggy Browning Fund is entering the third year of successful programming with its Regional Workshop Program, Advocating for Workplace Justice. Since 2012, PBF has provided law students with an opportunity to explore their interest in a career working for the labor movement and learn about labor law from accomplished movers and shakers within the field.

In 2014, workshops were held at universities in 10 cities - Cornell, ITT Chicago-Kent, Georgia State, Howard, Rutgers-Newark, Tulane, UCLA, Michigan, Washington and Vanderbilt. Engaging students at their universities encourages them

to learn more about the labor movement and PBF. Panelists included alumni, labor lawyers, professors, NLRB members and worker center representatives, providing a varied and in-depth look at the movement in its entirety.

Positive feedback provided by panelists and attendees prompted the planning committee to increase the number to 11 workshops in 2015. Currently confirmed are the University of Notre Dame, the University of North Carolina, and the University of the District of Columbia. As more locations are confirmed, check PBF's website for the latest information.



Panelists at 2014 Regional Workshop at Tulane University,

Top row (L to R) Julie Richard-Spencer and Louis L. Robein, Partners, Robein Urann Spencer Picard & Cangemi; Tracy LeDuff, PBF '13,

Bottom row (L to R): Daniela Conde, PBF '12, Staff Attorney, New Orleans Workers' Center for Racial Justice (NOWCRJ); Kathleen McKinney, Director, Region 15, NLRB; Jennifer (JJ) Rosenbaum, Legal and Policy Director, NOWCRJ

2015 Alumni



**Marie Duarte,
PBF '13**
Representing
union clients

Marie gives a lot of the credit for her recent success as a union-side labor lawyer to her Peggy Browning Fellowship. **“My fellowship opened a lot of doors for me. It allowed me to meet valuable mentors and provided access to people who helped me throughout the job search process.”** She followed up her Peggy Browning Fellowship at Murphy Anderson PLLC, continuing to work for them in their Boston office on a part-time basis. Marie then went to San Francisco to work as an intern for the union-side firm of Altshuler Berzon LLP.

After graduating from law school last year, Marie began working for Schwerin Campbell Barnard Iglitzin & Lavitt LLP, a union-side law firm in Seattle, WA. There, she represents union clients in both the private and public sector, individual employees in litigation in state and federal court and arbitrations and administrative proceedings.

“My fellowship allowed me to gain valuable experience in the field, and provided me with an opportunity to meet like-minded people who are now doing amazing work all across the U.S.”

Marie Duarte, PBF '13



**Adrian Healy,
PBF '08**
Supporting
his union

Always interested in worker rights and economic justice, Adrian genuinely began to appreciate the importance of the labor movement as an undergraduate volunteering alongside union members in support of political campaigns. As a law student, he became a 2008 Peggy Browning Fellow at the United Steelworkers in Pittsburgh.

Upon graduation, Adrian joined Spivak Lipton LLP, a union and employee benefits law firm in New York City. In 2014, after five years in private practice, he became the

“The Fellowship meant a great deal to me and I thought it was an incomparable experience. I was grateful to learn many facets of private sector labor law that are still relevant to my current practice. I also valued the career guidance that several of the United Steelworkers attorneys offered during that summer.”

Adrian Healy, PBF'08

second in-house attorney at the New York headquarters of the International Alliance of Theatrical Stage Employees (IATSE), representing workers in every part of the motion picture, television, broadcast and live entertainment industries. “In my new role, I look forward to supporting union efforts that will have a direct impact on working people and helping IATSE continue to flourish.” Adrian is happy to hear from current law students who have questions about practicing as union-side labor lawyers.



**Christopher
Lewis, PBF '13**
Representing
Workers

Christopher's grandfather started and served as president of a janitor's union shortly after he returned from World War II. His father was a 30-year Teamster, spending most of that time as a shop steward. Although neither of his parents attended college, they were able to provide a comfortable life for his family. Chris pursued a career in labor law because he believes the best and most comprehensive way to reverse troubling economic trends is to empower workers and give them a say in the terms and conditions of their employment.

Chris' fellowship with the Communications Workers of America helped prepare him for the career he'd chosen. **“One of the best aspects of labor law is that younger lawyers are able to take on assignments that they wouldn't in other offices in other fields.”** He had just finished his second year of law school, and wrote and filed a brief with the D.C. Circuit Court of Appeals. Not many people can say they've done that at any stage of their career.

Now, Chris is working as associate general counsel for NYSUT. He represents individual workers and unions and is closely involved with litigation that addresses free speech, income inequality, and access to high-quality public education. It is this work that any progressive attorney would love to take on so early in their career that is truly special.

“Without my Fellowship, there's no way I would have gotten my current position at NYSUT.”

Christopher Lewis, PBF'13

To learn who are our 2015 Summer Fellows and where they're working, go to our website.

www.peggybrowningfund.org

Highlights



*Ana Polanco,
PBF '05
Advocating for
Women*

Ana's fellowship at AFSCME in Washington, DC, gave her an understanding of labor law that helped her to realize that she did not want to practice law in the traditional sense. Instead, she decided to apply her training to political work.

After law school Ana worked with UNITE HERE! as their New York political director, then with Amnesty International as an organizing director. **In these positions she worked to pass legislation on behalf of workers and to organize and support campaigns on a wide range of human rights issues.**



Ana Polanco, PBF '05 with Amnesty International campaign, membership and organizing directors from around the world taking action on behalf of Women of Zimbabwe Arise (WOZA).

Today Ana has her own consulting business, Polanco Consulting, which she has run for the past three years. She helps organizations build and implement their projects, which often focus on helping people, especially women, who are economically and otherwise vulnerable. These projects focus on economic rights and personal

safety, particularly safety from sexual violence and assault, and ask employers to consider these issues and take action.

Ana also co-founded Si Tú Quieres LLC, an organization dedicated to coaching women, especially Latinas, on how to find success in their professional and personal lives.

Leadership Circle

Supports All Programs

The Leadership Circle affords donors the opportunity to make one annual leadership-level gift per year that would support all PBF's programs. Members are recognized at all annual receptions, at our National Conference, in our newsletters and on our website. To join the Leadership Circle, contact Rhonda Gelman Kelley, CFRE, Director of Development and Marketing at 267-273-7994 or rkelly@peggybrowningfund.org.

The Peggy Browning Fund gratefully acknowledges the following annual Leadership Circle donors:

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Los Angeles Inaugural Awards Reception

*In Solidarity with
Southern California*



(L to R) PBF Board Chair Dennis Walsh, LiUNA! General President Terry O'Sullivan, Awardee Emma Leheny, Awardee Sergio Rascón, Hon. Dolly Gee, PBF President Joe Lurie, Awardee Randy Cammack and Previous Awardee Art Pulaski

February 3rd was a special evening as PBF held its inaugural Awards Reception in the City of Angels. Guests from around the state flocked to Los Angeles to honor three great champions of social justice: Randy Cammack, Western Region Vice President of the Int'l Brotherhood of Teamsters; Emma Leheny, Esq., Chief Counsel of the California Teachers Association; and Sergio Rascón, Vice President of LiUNA! And Business Manager of LiUNA! Local 300. **The awardees were enthusiastically celebrated**

Los Angeles Award Reception Sponsors

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and the Peggy Browning Fund so warmly welcomed, the solidarity with the Southern California labor community was palpable.

Renee Manrique, *PBF'14*, shared her

fellowship experience with the New York State United Teachers. Our sincere thanks go to the awardees, the Host Committee and all of our reception sponsors.

New York Awards Reception

Celebrates 2015 Awardees



Awardees Richard Roberts, Barbara Deinhardt and Amy Gladstein with PBF President Joe Lurie and PBF Board Chair Dennis Walsh

The room at the Sheraton New York Times Square Hotel was filled with over 300 guests committed to celebrating the work and achievements of three leaders in New York labor. Honored, on April 16th for their accomplishments on behalf of workers were Richard B. Roberts, Business Agent at Large at Enterprise Association of Steamfitters Local 638; Amy Gladstein, Esq. of Gladstein, Reif & Meginniss, LLP; and Barbara Deinhardt, Esq., Arbitrator. Each awardee was introduced warmly with stories of their dedication and service to the labor movement. 2014 Peggy Browning Fellow Leo Gertner

spoke about his gratitude for his summer fellowship with the United Steelworkers, saying, **“My summer (fellowship) confirmed for me that the labor movement is the way forward for workers; that nothing can replace the power of collective action and bargaining; that we have to work together to organize non-union workers and treat workers’ rights as sacred. Workers’ rights are human’s rights. I am incredibly fortunate to have this experience which I owe to the Peggy Browning Fund and its donors.”**

Philadelphia Awards Reception

With Respect and Admiration



PBF's Joe Lurie, Awardees John Kane, Joan Parker and Wendell Young IV with PBF Board Chair Dennis Walsh at the 2015 Philadelphia Reception.

This year's Philadelphia Awards Reception was a sparkling occasion as three leaders were recognized for their work on behalf of workers' rights: John Kane, Business Manager of Plumbers Union Local 690; Joan Parker, Arbitrator, Mediator and Educator; and Wendell Young IV, President of UFCW Local 1776. **The love and admiration for these three exceptional leaders could be felt throughout the room.**

2014 Peggy Browning Fellow Kate Bichner addressed our guests, exuding pride over her fellowship with Bricklayers & Allied Craftworkers Local 1 PA/DE. We thank our awardees, the Host Committee, and all of our generous reception sponsors for helping make this special evening a success!

Philadelphia Award Reception Sponsors

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UFCW Local 464A
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USW Local 10-00086

"I was so impressed with the diversity and amount of opportunities I was afforded considering this was the first year that the Bricklayers have ever had a Peggy Browning Fellowship. I think that it is truly a testament as to just how dedicated my mentors were to making this a positive and rewarding experience for me."

Kate Bichner, PBF'14

New York Award Reception Sponsors

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Peggy Browning Fund

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Wednesday, June 10, 2015

**AFL-CIO Lobby & Gompers Room
815 Sixteenth Street, Washington, DC**

Tuesday, November 10, 2015

**Sheraton Chicago Hotel & Towers
301 North Water Street, Chicago, IL**

For more information visit www.peggybrowningfund.org/events

Or call 267-273-7994

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October 16 & 17

2015 National Law Students Workers' Rights Conference

The Conference Center at the Maritime Institute • Linthicum Heights, MD

For more information, contact Mary Anne Moffa, Executive Director at 267-273-7992