

*Educating Law Students on the Rights and Needs of Workers*

## Summer Fellowship Numbers Continue to Grow!

*Showing Increased Interest in Advocating for Workers' Rights*

**O**ur Summer Fellowship Program placed 77 law students in paid 10-week summer fellowships this year! Their work helped thousands of workers at unions, worker centers, union-side law firms, the U.S. Department of Labor and the NLRB. The Fellows gained hands-on experience to determine if a career in labor and public interest law is right for them. William Kellogg, IV, a second-year student at Pepperdine University School of Law, shared his unique experiences in Los Angeles.

As a non-traditional-age student, William came to his summer fellowship with considerable experience. He served in the U.S. Army in Afghanistan where he managed battalion security and helped soldiers through security clearances. Using skills developed at the Straus Institute for Dispute Resolution, William completed an externship with the EEOC in Los Angeles, where he successfully mediated dozens of employment discrimination and retaliation cases.

Immediately upon his arrival at the Los Angeles Black Worker Center, he was thrust into action as the Center was participating in a march on City Hall. He walked through the streets of Los Angeles, connecting with fellow staff and dozens of worker center members.

Soon after, William quickly established himself as knowledgeable in matters



*William Kellogg, center right, celebrates the LABWC victory with fellow staff members on June 3rd after City Council voted to raise the minimum wage to \$15 per hour and protect against wage theft with the newly-created Los Angeles Office of Labor Standards and Enforcement.*

of employment discrimination and was soon advising numerous worker center members on their rights and expectations when communicating with government agencies. He noted, **“The members I came in contact with opened my eyes to the problems in my city that I had only heard about but never witnessed.”**

William’s fellowship provided him with the opportunity to meet with the Director of the California Department of Fair Employment and Housing discussing strategies on fighting employment discrimination. He also

spoke before the Los Angeles City Council on anti-discrimination law.

With the help of his co-workers, William reopened doors at the EEOC to help worker center members form a strong pipeline for justice from state and local agencies, while waiting for the new Los Angeles Office of Labor Standards and Enforcement to be created. **“Being a part of this historic process is far beyond anything I could have hoped for entering this fellowship with the Peggy Browning Fund.”**

*“William integrated his skills, experiences and himself into the life of the LA Black Worker Center. He became a valuable member of our team.”*

Lola Smallwood Cuevas, Esq., Project Director



## 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.

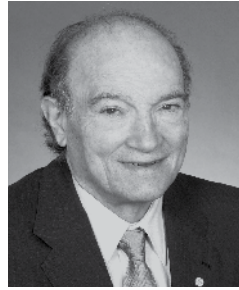
Her achievements strongly justified President Clinton's nomination of her as the first union-side lawyer in history to be appointed to the National Labor Relations Board.

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.

# Together, Our Impact Is Compelling



You know what I love about the Peggy Browning Fund? Every one of our small staff comes to work each day to do something we love.

We get to inspire young lawyers to work for workplace justice. **The impact we are making on law students, the organizations they work for and the workers they help is compelling.**

There's no better time to experience our impact on law students than at our annual National Law Students Workers' Rights Conference this fall. In its 17th year, our conference continues to attract more than 150 law students from around the nation who are interested in learning more about

a career in labor and public interest law and who want to network with other law students with similar interests.

If you look at our statistics on page 5, you will see that we placed the largest number of Summer Fellows this year, from the largest number of participating law schools, with the largest number of mentoring organizations! **Our growth is significant.** Our message to law students is clear - as lawyers working for workplace justice, you will fulfill your inspiration, help working people and earn a sustainable living.

**We have not done this alone.** Just as we inspire law students, we hope you are inspired to join us and ask that you spread the word of the impact we are having on the community which we serve.



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### *Supports All Programs*

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

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# National Law Students Workers' Rights Conference

*17th Annual Event Called "Best Ever"*



*(L to R) Conference planner Marley Weiss; Friday evening panelists, Renee Manrique, Homer C. La Rue, Mahoma López and Ben Dictor.*

In mid-October PBF hosted 150 students from 97 law schools at our 17th annual National Law Students Workers' Rights Conference, held at the Conference Center at the Maritime Institute near Baltimore, MD.

The conference got off to an energized start on Friday evening with a showing of the film *The Hand That Feeds*, which documented the successful efforts of a group of low-wage, undocumented workers fighting illegal wages, dangerous machinery and abusive managers. Professor Homer C. La Rue from Howard University School of Law moderated a lively, interactive discussion, including attorney and PBF alumnus, Ben Dictor and worker activist Mahoma López, who led the fight depicted in the film. Students

were enthused at the chance to meet them and to discuss their work in more depth.

Saturday's keynote speaker, Solicitor of Labor M. Patricia Smith, followed up on the themes from Friday night as she addressed the need to make sure that workers have a voice and that their voices are heard.

The plenary session on Saturday afternoon, *Low-Wage Workers Rising: Redefining Labor Organizing*, included workers, an organizer and attorney from the front lines of the Fight for \$15 Campaign. Their very moving stories gave a clear picture of the challenges of living and supporting a family on a minimum-wage salary and organizing their co-workers to stand up to their bosses. Ending with the rousing chant

## Conference Sponsors

### Program

Int'l Brotherhood of Electrical Workers  
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### Session

No. CA Carpenters Regional Council

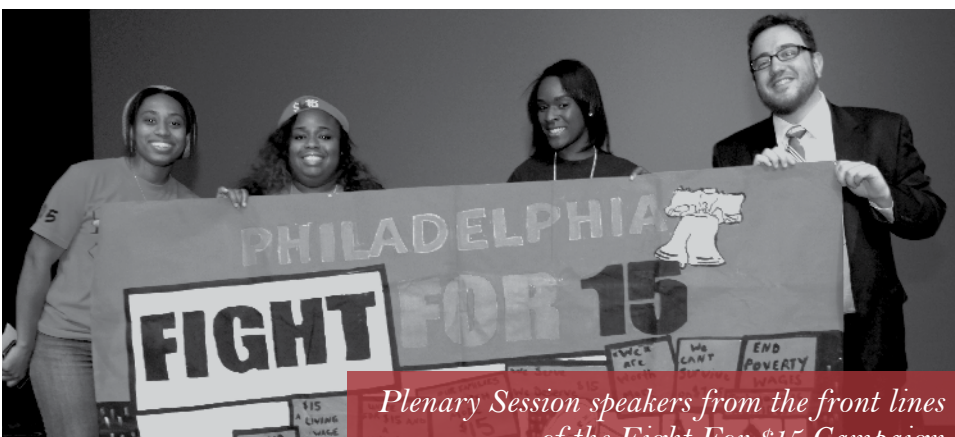
I Believe That We Will Win, the panelists had everyone on their feet and storming the stage in a vivid display of support for their work.

Pivoting around such engaging sessions, the conference was also packed with seven other interactive workshops on a wide variety of labor law topics. By the closing session, Professor Marley Weiss from the University of Maryland School of Law, who has been on the planning committee for this conference since the beginning, proclaimed it to be the best one ever presented by PBF.

As always, we are indebted to the dozens of labor law professionals (including an increasing number of PBF alumni) who volunteered their time to plan and carry out this year's conference. Without their selfless contributions, it would be impossible to achieve this success each year.

*"Our history, after all, shows that there's no greater force for strengthening the middle class than worker voice. In fact, without the American labor movement and the voice it's provided to generations of workers, there would not have been an American middle class as we've known it."*

M. Patricia Smith



*Plenary Session speakers from the front lines of the Fight For \$15 Campaign*



*Keynote Speaker M. Patricia Smith, Solicitor of Labor*

# 2015 Fellow



*Nick Chang*  
Centro de  
Trabajadores  
Unidos en la  
Lucha (CTUL)  
(Center of  
Workers United in  
Struggle)

Minneapolis/St. Paul, MN

My fellowship experience was unique in that in addition to my primary fellowship location, my work was done in conjunction with two other organizations: the North Central States Regional Council of Carpenters, and the law firm of Cummins & Cummins LLP.

**One of my major projects was to develop a legal toolkit for residential construction workers concerning available protections for CTUL's Defensores, or workplace rights defenders program.** I also developed a "construction worker bill of rights" and forms and sample legal documents that could be used easily by organizers.

With CTUL's staff, I was involved in a day of action in support of retail cleaners on strike, a protest against office buildings using services from certain cleaning companies, an action in conjunction with the Fight for \$15 Campaign and efforts to raise the minimum wage.

I was also able to see the day-to-day operations of the Regional Council of Carpenters, participating in a ride-along with a union representative to see the difference between union and non-union job sites, including the construction of the Minnesota Vikings Stadium.

*"Now I understand that you need both organizing and behind-the-scenes work to create lasting change."*

- Nick Chang, University of Wisconsin Law School



*Denis Nolasco*  
Communication  
Workers of  
America  
Washington, DC

One of my fellowship goals was to improve my legal writing and research skills. **My supervisor helped me develop these skills by providing me with challenging assignments.** Most of these assignments were pertaining to unlawful termination of union members and other unfair labor practices for which the attorneys provided me with helpful feedback.

The project that I enjoyed most was an unfair labor practice complaint before the National Labor Relations Board. As part of this experience, I was able to attend hearings and research current legal issues.

Through my experience at the Solidarity Center, I learned about CWA's strong international presence and their campaign with Telefonica workers. My passion for this work grew when I learned about significant wins for the U.S. labor movement including Purple Communication, a National Labor Relations Board case allowing employees to use their employers' email address to provide workers with union information.



*Sayra Gordillo – on right – at the Law For Black Lives Conference hosted by The Center for Constitutional Rights in New York City on July 31 and August 1st*



*Marisol Silva at her mentor organization Make the Road New York.*

# Highlights



*Adriel Orozco*  
Friends of  
Farmworkers  
Philadelphia, PA

Since I had never been on a mushroom farm, I had never seen the terrible housing conditions expected of migrant farmworkers and guest-workers. In order to speak with them, we had to be fearless in finding them and take mental notes of our conversations and their working conditions – always aware that the owners or contractors could show up at any time and ask us to leave.

This was not an atypical experience. I traveled to Chambersburg, PA, to speak with immigrant workers in varied industries. I also conducted four outreach trips to the Philadelphia-based Mexican Consulate, presenting to more than 150 individuals about their labor and employment rights.

**Because of the varied and in-depth experience I obtained at FOF, I gained a deep appreciation for learning how labor and employment laws could affect a worker.** In addition, I learned how immigration laws can play an important, and even critical, role in assisting those workers with workplace claims.



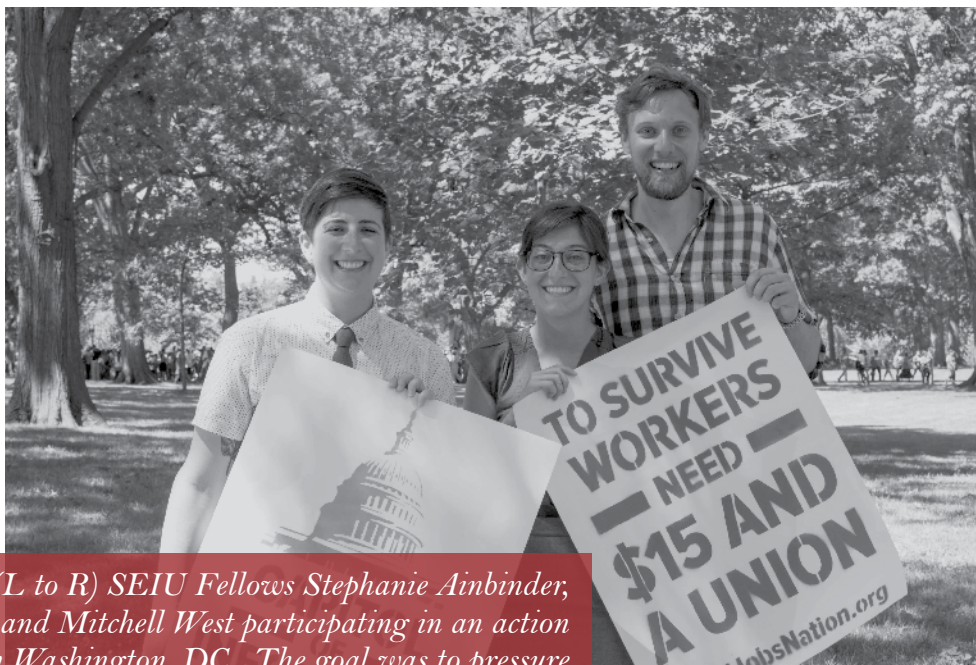
*Carolyn Purcell*  
U.S. Department  
of Labor, Region 3  
Philadelphia, PA

This summer, my favorite assignment was working on a full-length legal analysis, a memorandum that took half the summer to complete. I had to consolidate the facts that the OSHA investigator had uncovered from many interviews and other texts, and then decide which facts were important and organize them chronologically. **I was reminded of how my work would have an effect on the complainant – a real person in the real world.** In the end,

it was up to me to decide whether the solicitor's office should pursue the case. **It was a great deal of responsibility and I was incredibly lucky to have experienced this during my summer.**

What I enjoyed most was the fact that I never felt that I was being given “busy work”. I was given a necessary part of a real case and it was apparent in the urgency and care with which I had to perform.

I would absolutely recommend this fellowship because of the sheer amount of learning and real-world experience you can obtain.



*(L to R) SEIU Fellows Stephanie Ainbinder, Sarah David Heydemann and Mitchell West participating in an action organized by Good Jobs Nation in Washington, DC. The goal was to pressure the federal government to raise wages to \$15/hour and support the unionization of government subcontractors.*

## Facts About the Peggy Browning Fund

- 77 Summer Fellows
- 64 Mentor Organizations
- Over 2,350 Law Students Attending National Conference since 1999
- 153 Participating Law Schools
- 706 Alumni

# A Mentor's Prospective

## *Nicolas M. Manicone, Staff Counsel, International Brotherhood of Teamsters*

The Teamsters Legal Department has mentored Peggy Browning Fellows for eleven years and I have supervised or helped supervise them for the past six. In total, we've mentored 21 law students. It has been a very rewarding experience. Interviewing applying Fellows helps expose me to up-and-coming lawyers, and to hear about the labor movement from the perspective of lawyers just starting their careers. **This is valuable because their generation is the one we need to address if we are to grow.** After their fellowships are completed, I often hear back from our former Fellows

as they start their careers, which is also rewarding, especially if I am able to help with a recommendation or advice.

**The best part of mentoring with the Peggy Browning Fund is working with the Fellows during their summer fellowships.** They provide a needed boost of energy and enthusiasm. Our goals are to introduce them to a variety of subjects that a labor lawyer may encounter and to work with as many of our attorneys as possible. We also try to include them in arbitration hearings, negotiations, court arguments – whatever is going on – so they can see



the contexts in which we apply our skills, and have contact with the members we represent.

*"We have found PBF Fellows not only enthusiastic but also great at researching and writing. A number of our Fellows have gone on to careers as union-side attorneys, and it is satisfying to know that their experience at the Teamsters Legal Department started them down this road."*

Nick Manicone, Staff Counsel, IBT

**PBF thanks all 64 of our mentor organizations for their commitment to our mission—the largest number in our history!**

## Alumni Spotlight

### *Elizabeth Rowe, PBF '11*

Growing up in a socioeconomically diverse town outside Chicago is what led Libby Rowe to a career in union-side law. **"Recognizing from an early age the disparity that exists in this country, it was important to find a career that contributed to social justice,"** Libby shared.

While attending the University of Illinois College of Law, Libby became a Peggy Browning Summer Fellow, spending ten-weeks at the union-side firm of Schwarzwald, McNair & Fusco in Cleveland, Ohio. While there, she attended collective bargaining sessions, and conducted research for grievance arbitrations, strike actions, and Ohio Senate Bill 5, to fight

limits on collective bargaining rights for public sector workers.

After graduation, Libby worked in the SEIU Legal Department as a Law Fellow, living on the road providing legal support to healthcare organizing campaigns. **Her experience underscored the importance of workers' understanding their legal rights and feeling empowered to exercise them.**

Now an attorney at Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich in Chicago, Libby focuses on employee benefit fund representation and traditional labor law matters, like the Fight For \$15 rally. She noted, **"I can honestly say I feel good about**

**the work I do and about whom I represent."**



*(L to R) Kimberly Sanchez, Assistant General Counsel at SEIU and Libby Rowe, PBF '11, at a Fight For \$15 rally in Chicago.*

# Washington, DC Awards Reception

*Celebrating & Affirming Workplace Advocacy*



*(L to R) PBF President Joe Lurie and Awardees Mary Joyce Carlson, Esq.; R. Thomas Buffenbarger, President, IAMAW and Homer C. La Rue, Esq., Arbitrator, Mediator & Professor of Law.*

PBF had the pleasure of hosting its annual Awards Reception on June 10th in Washington, DC, at the AFL-CIO Lobby and Gompers Room. Over 200 guests enjoyed the opportunity to network with their colleagues in the labor community as well as celebrate the achievements of three advocates for workplace justice – Thomas R. Buffenbarger, President, IAMAW; Mary Joyce Carlson, Attorney and

Homer C. La Rue, Arbitrator, Mediator and Professor of Law.

Highlighting the evening were remarks from Maria Roeper, a 2009 Peggy Browning Fellow who now works for IAMAW, a union helmed by one of the night’s awardees. She imparted memories of her fellowship at the National Employment Lawyers Association (NELA), and

# Washington, DC Awards Reception Sponsors

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IAMAW  
LiUNA!

## Guardian

Cohen Milstein Sellers & Toll PLLC  
Int’l Brotherhood of Boilermakers  
UFCW Local 1994

her descriptions exemplify the experiences and challenges shared by so many fellows every year: **“As a Peggy Browning Fellow, I had to adapt daily. I had different tasks every day. I had to design my own research project,”** she said. **“After adapting, I also learned that there are many, many roles that we can play in the labor movement.** As a Peggy Browning Fellow, I became part of a cohort of many different fellows working for different kinds of labor organizations, in house counsel, workers centers, nonprofits, law firms and government agencies.”

# Advocating for Workplace Justice

*Eleven Regional Workshops Pique Students’ Interest in Labor Law*

The Peggy Browning Fund hosted Regional Workshops at eleven law schools this fall. The workshops introduced law students to careers in labor law and gave them a chance to learn what it’s like to advocate for workplace justice and how they apply for PBF Summer Fellowships.

Workshop panelists come from varied backgrounds as attorneys in unions, union-side law firms, worker centers, and the NLRB. Every panel has at least one Peggy Browning Fund Fellow or alumni. **The panelists spoke of their experiences in labor law including what they find inspiring and difficult in their work along with advice for how students can secure positions in workplace justice.**

Fall workshops were scheduled at the

following law schools: University of Southern California, University of California, Berkeley, Notre Dame University, Washington University in St. Louis, Southern University, University of

North Carolina, St. John’s University, Northeastern University, Rutgers University, University of the District of Columbia and the University of Nevada Las Vegas.



*At Southern University Law Center are panelists (L to R) Tracie L. Washington, Co-Director, Louisiana Justice Institute; Caitlin Bergo, Field Attorney, NLRB, PBF ‘08; Kevin Mason-Smith, Assoc. Dir., Robein, Urann, Spencer, Picard, Cangemi, APLC; Patrick Harrington, President, Student Bar Association; Latoya Lewis, Community Organizer, NOWCRJ; Daniela Conde, Legal Fellow, NOWCRJ, PBF’12; Tracy LeDuff, Student, PBF’13 and Chancellor John Pierre, Moderator.*

# Peggy Browning Fund

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The official registration and financial information of the Peggy Browning Fund may be obtained from the Pennsylvania Department of State by calling toll-free, within Pennsylvania, 1-800-732-0999. Registration does not imply endorsement.



## Upcoming Events

Join us as the Peggy Browning Award is presented to:



**Jorge Ramirez**  
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*Chicago Federation of Labor*



**Keith Kelleher**  
*President*  
*SEIU Healthcare Illinois & Indiana*



**Thomas D. Allison, Esq.**  
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**Tuesday, November 10, 2015**  
**Sheraton Chicago Hotel & Towers**  
**301 North Water Street, Chicago, IL**

**6:00 p.m. Networking, Open Bar and Buffet**  
**7:30 p.m. Award Presentations**

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