

Summer Fellows Report Diverse Learning Experiences

Revealing a Depth of Workers' Rights Issues

Once again, PBF placed 76 law students in paid 10-week Summer Fellowships across the country helping thousands of workers and their families. Working for Unions, Workers Centers and Union-Side Law Firms, the law students gain valuable experience and hands-on knowledge of protecting and enforcing workers' rights. The experience inspires many of the Fellows to want to become lawyers working for workplace justice.

Hayley Archer, now a second-year student at University of Wisconsin Law School, shared her summer experience working in a state where unions are now pushing back against the odds.

Over the past few years, Wisconsin has faced several sweeping legal changes that have devastated organized labor. This summer I worked with employees who were pushing back and proving resilient against the odds. Much of my work, at Previant Law Firm, SC in Milwaukee, was preparing for arbitration. **A recurrent theme from my fellowship was that unions are pursuing grievances to arbitration even with a sparse history of doing so.** A major reason for this shift is the changing political landscape of labor relations, which has emboldened employers and daunted employees. The



2016 Fellow Hayley Archer participating in the Summer Fellows Wrap-Up Workshop.

changes in law include Wisconsin Act 10 in 2011, and the 2015 Right to Work law.

Union after union told us of employers' brazen attacks on established past practices. In case after case, we met with discharged or disciplined employees and listened as they explained the shifting power dynamics in their plants and cited as their primary reason for pursuing grievances to arbitration: the employers' boldness had brought about what the unions saw as clear-cut cases, and if the unions were not going to challenge

them now, they would lose their chances forever.

While public sector collective bargaining is virtually gone, private sector unions fight on. **Here, the role of labor lawyer shines through—unions struggling to prove themselves as fighting forces need smart, strategic, passionate labor lawyers to back up their claims.** While the area of labor practice is certainly not what it used to be in Wisconsin, the lawyers at Previant continue to fight the fight.

"My experience at the Previant Law Firm redoubled my commitment to helping working people advocate for themselves for fairer working conditions, higher living standards, and a secure future."

- Hayley Archer, University of Wisconsin Law School, JD'18



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.

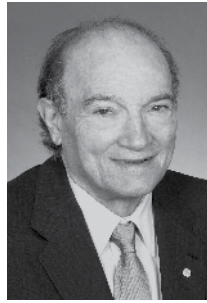
Her achievements strongly justified President Clinton's nomination of her as the first union-side lawyer in history to be appointed to the National Labor Relations Board.

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.

Going Strong in Our 20th Year



In 1997 when the Peggy Browning Fund began, we planned to educate and inspire law students to become lawyers working for workplace justice. Our first program

was a ten-week summer fellowship. **We believed if bright, progressive and passionate law students worked for unions, worker centers and the NLRB, their interest in such organizations would become inspirational in determining their future.** This belief proved to be true.

A year later, we launched our National Law Students Workers' Rights Conference to reach a broader group of students across the country and recently we added regional workshops held at law schools around the country for law

students to learn from and talk with labor law practitioners in their town and learn about the programs of PBF.

Since our beginning, two thirds of our alumni who have graduated law school are working today as lawyers helping working people. We have many of you to thank for our success.

Now, after twenty years, the word 'sustainability' has become our goal. Sustainability both financially and in our ability to develop programs which attract and recruit the next generation of lawyers for the labor movement.

You can read more about all three of these programs throughout this newsletter and on our website. In a few weeks, we'll ask you to join us in celebrating our 20th Anniversary by helping us to remain sustainable. Thank you for your continued support and best wishes during the holiday season.



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18th National Law Students Workers' Rights Conference

“Eye-Opening, Informative and Inspirational”



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*Keynote Speaker
Mark Gaston Pearce, Chairman,
National Labor Relations Board*

Two beautiful October days were the backdrop of PBF's 18th Annual Workers' Rights Conference, hosting over 150 law students from throughout the country at the Maritime Institute in Baltimore. It began with 2016 Fellows networking and reporting on their summer fellowship experiences at the Wrap-Up Workshop on Friday afternoon. Then the conference kicked off at dinner with the documentary *Farewell Ferris Wheel* and a discussion led by Rachel Micah-Jones, Attorney, Founder & Executive Director of Centro de los Derechos del Migrante, Inc., about the controversial H-2B guestworker visa program.

On Saturday, a number of popular workshops from years past provided a wealth of information, while various new panels took on exciting and trending topics from the gig economy to immigration to sports law. **Among the speakers were many Peggy Browning alumni drawn from almost 800 former fellows throughout the labor movement, academia, and government.**

In the “Immigrants’ Rights Are Workers’ Rights: Protecting and Organizing Immigrant Workers,” workshop, LiUNA’s Mid-Atlantic General Counsel Brian Petruska and organizer Xiomara Vasquez walked students through a realistic hypothetical of an organizing campaign at a restaurant. Many 2016 fellows in the room had hands-on experience at PBF mentor organizations that routinely face these kinds of issues, including Make the Road and LiUNA. **“The panelists really showed how important communication between organizers and lawyers is to protecting workers and how powerful that partnership can be,”** stated Mindy Garland, former SEIU organizer and PBF fellow at UNITE HERE Local 2 in San Francisco.

During the “Public Sector Labor Law” workshop, PBF alumni, including AFSCME attorneys Michael Artz and Matthew Blumin, underscored the increasingly important role that state-based labor law plays in union



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Plenary Session panel on “Organizing Workers in the Gig Economy”

Conference 2016 Sponsors

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Int'l Brotherhood of Electrical Workers

IBEW Local 11

IUOE Local 150

Session

Int'l Brotherhood of Boilermakers

members’ lives. Panelists walked students through an animated and upbeat discussion of the pros and cons of state labor law.

The day culminated in the Plenary Session “Organizing Workers in the Gig Economy,” led by former National Labor Relations Board Chair Wilma Liebman. Panelists included Jess Kutch from Coworker.org, Teamsters attorney Michael Manley and Elly Kugler, Federal Policy Director at the National Domestic Workers Alliance. They talked about new approaches to organizing the “Uber” economy, from online platforms and independent guilds to traditional bargaining units and worker co-ops.

Excerpted from a report by Leo Gertner, PBF’14

“I’ve felt inspired and empowered to be surrounded by a diverse group of advocates who are all like-minded in one way: passion and drive to protect workers’ rights. I’m ready to go into the world and fight for workers, with my new network of allies. Thank you!”

- from a conference student attendant

2016 Fellow

“This experience solidified my desire to participate in the labor field long-term. I loved the MLBPA because I was working with a group of people who all had a common goal and believed in the work they were doing.”

- Sally Ness, Benjamin Cardozo School of Law, JD'17



Richard Montgomery
New Orleans Black Workers' Center for Racial Justice (NOWCRJ)
New Orleans, LA

My time working at the New Orleans Workers' Center for Racial Justice was a once-in-a-lifetime experience. NOWCRJ is essentially a legal team charged with providing legal support to three grass roots organizations. My work included everything from immigration to labor law, criminal justice reform to community organizing, social movement strategy to self-care techniques to be a healthy advocate for change. I was able to network with several community organizers, political figures, academics, and attorneys. One of the highlights of my summer was participating in a rally announcing a class action lawsuit challenging Louisiana's felon disenfranchisement laws.

I liked the diversity of the subject matter, the hands-on experience, and the impact on the community. **I especially loved the folks I worked with. They were beyond helpful in helping me develop professionally and personally. This summer was transformative!**

“I am more sure after this summer that I am more equipped for policy work and organizing. I regularly recommend students to apply for a Peggy Browning Fund fellowship!”

- Richard Montgomery,
Southern University Law
Center, JD'17



Sally Ness
Major League Baseball Players Association (MLBPA)
New York, NY

My experience at the MLBPA this summer was amazing. To begin, it is a bargaining year with Major League Baseball. This only happens once every six years, so I feel incredibly fortunate to be able to participate in the process. I was frequently asked to research issues related to collective bargaining. This covered a wide range of topics including domestic violence, comparing policies across sports leagues, the replay system, and specific terms contained within the CBA. **I enjoyed these projects because they were a mix of legal research and non-traditional legal work and because I knew exactly how this information would be used.** Additionally, I was lucky enough to sit in on a collective bargaining session, where players were present. This allowed me to gain a different perspective in the process, and to hear what matters to the players themselves.

Throughout the summer, the MLBPA put on lunches for us, where someone in the office would come discuss their role and answer any questions. This was one of my favorite parts of the summer, because the labor department only makes up a small part of the union. Therefore I was able to understand how everyone else fit in the picture, including licensing, salary arbitration, and agent issues.



Yevhenii Shatskyi
International Labor Rights Forum
Washington, DC

My work at the International Labor Rights Forum was the best fit for me to improve my understanding of international law, my understanding of NGO work and how advocacy works in human rights. **Mostly I was focused on international labor rights around the world, specifically a Cotton Campaign - a global coalition of human rights, labor, investor and business organizations dedicated to eradicating child labor and forced labor in cotton production.** The main focus of the campaign for the last 7 years is to stop forced and child labor used for cotton production in Uzbekistan and Turkmenistan. There are millions of people forcibly mobilized to pick cotton under a threat of punishment in Uzbekistan each year and tens of thousands in Turkmenistan.

I was assigned a lot of different tasks, from drafting and translating press releases to on-line investigation and filling petitions for U.S. Customs seeking enforcement action under the Tariff Act. I would say that my work was very interesting and self-fulfilling. I am 100% sure now that I want to work on global issues.



2016 Fellows at a rally for AFGE

Highlights

“Overall, my summer created a unique opportunity to bridge a traditional labor side firm with a thriving worker center. Both complemented each other.”

- Stephanie Medina, University of California Davis School of Law, JD'17



Stephanie Medina
CLEAN Carwash Campaign
Los Angeles, CA

My Summer Fellowship was split between the CLEAN Carwash Campaign and the firm Gilbert and Sackman: A Law Corporation. This provided a juxtaposed view of labor law in action within my hometown of

Los Angeles. **At the CLEAN Carwash Campaign, the work was somewhat non-traditional as my mentor and I created the foundation of a Carwash Worker Legal Clinic.** I also worked to actively create materials and essential toolkits for carwash worker leaders, training them to understand basic wage and hour law, workers' rights and the different state and federal agencies that handle different areas of workers'

rights. The goal of the summer was to ensure there was at least one successful legal clinic night, run by the Carwash worker leaders.

At Gilbert and Sackman I was given the opportunity to research insurance law and write a 'white paper' draft addressing how to implement insurance law and California civil procedure to best benefit workers who are seeking funds from the Carwash Fund.

“I was not simply a lawyer, I was an international advocate for labor rights, which includes legal work, but goes much more beyond it.”

- Yevhenii Shatskyi, University of Pittsburgh School of Law, JD'18

The Lynn R. Williams Endowment Fund

Helping Students at the CLEAN Carwash Campaign

A few years ago, the United Steelworkers generously created an endowed fund at PBF named for their two-term International President who was a true giant of the American labor movement and an early supporter of PBF – Lynn R. Williams. The endowment provides a law student each year with a Summer Fellowship at a worker center.

For the past five summers that fellow has worked for the CLEAN Carwash Campaign in Los Angeles. The campaign's goal is to achieve workplace justice for the 10,000 carwash workers throughout the Los Angeles area. **At the onset there were no unionized carwash facilities in LA. Today there are 30.**

PBF Fellows have played a significant role helping organizers, researching legal issues and protecting workers from wage theft. Our thanks to United Steelworkers for making this possible.

Facts About the Peggy Browning Fund*

76 Summer Fellowships in 2016 from a pool of over 325 applicants	66.5% Alumni working for workers' rights or other public interest organizations (of PBF alumni who have graduated from law school)	Over 2,500 Students have attended PBF's National Law Students Workers' Rights Conferences
155 Participating Law Schools		
59 Mentor Organizations		
782 Alumni (including the 2016 PBF Fellows)		

**As of press time*

Alumni Spotlight

Launching the PBF Mentorship Program for 2017

Mentorship is important for student self-discovery and learning the intricacies of a profession. Having had a mentor during their PBF Summer Fellowship, PBF alumni take the mentor/mentee relationship very seriously. Many of them are now becoming mentors themselves. Some work at our participating mentor organizations and supervise new Peggy Browning Fellows. In addition, our DC and NY alumni chapters have organized an exciting pilot program to provide former PBF Fellows, now in their 3L year, with resources to help land a job defending the rights of workers. Interested PBF Fellows will be paired with graduated PBF alumni/mentors who are labor law practitioners and who can provide encouragement and share wisdom about job application strategies, writing samples, interview techniques, networking, labor law expertise, and other related areas. Below are highlights of some of their insights and activities.



**Erin Medeiros,
PBF'12**

Erin was a PBF Fellow at AFSCME and is now an Associate and mentor to PBF's

Summer Fellows at Previant Law Firm in Milwaukee, WI. **“As a PBF Fellow, I learned the importance of networking and observing attorney/client interactions and representations; as a mentor, I make sure students feel comfortable asking questions and are exposed to as many practical experiences and networking events as possible.”**

PBF alumni know, to be a good mentor you not only need to answer questions on the challenges of labor law, but it is equally important to provide ample opportunities to network in the community. “I invite fellows to every work-related event, including informal events such as associate lunches.” She emphasizes, “Good work coupled with a personality leaves a lasting impression and connections.”



**Pia Winston,
PBF'11**

As an Attorney and mentor to PBF Summer Fellows at Mehri & Skalet in Washington, DC,

and as a co-organizer of the pilot 3L Mentorship Program, Pia stresses that students take ownership of their mentorship.

“I have benefitted from meaningful mentor/mentee relationships throughout both my personal and professional life. **The most valuable lesson I learned from my PBF Fellowship at Mehri & Skalet was to be proactive and seek help when needed.** Now, as a mentor, I encourage my mentees to be outspoken about their assignments and interests. My goal is to work with my mentee to create an experience that benefits them in their careers.”



**Lauren McGlothlin,
PBF'13**

Lauren is a Legal Fellow at New York State United Teachers. She knows

providing support to young labor law attorneys is imperative to the future of the labor movement. That is why she became a co-organizer of the pilot program to mentor 3Ls in New York.

“In corporate law there is a significant network of attorneys who provide support to law students and new hires throughout their job search and early careers. **This pilot mentorship program will connect graduating students with PBF alumni who are working in the field, creating a support system that will encourage 3Ls to stay in labor law and maintain their passion and dedication to workers' rights, even if it is difficult to find that initial job after law school.** We hope to help students bridge the gap between graduating from law school and landing their first job in union-side labor law.”



DC area alumni organizing their Alumni Association Chapter

“This pilot program for 3rd-year PBF alumni will be fantastic and is much needed in the labor and employment community as it is important for the next generation of labor lawyers to create relationships early on in their careers.”

- Pia Winston, PBF'11

Washington, DC Awards Reception

Recognizing Good Friends



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PBF President Joe Lurie with Jody Calemine, Awardees Larry Cohen and Rich Brean, Fred Redmond, Awardee Elizabeth Bunn and Alice Audie-Figueroa

June 8 was a special evening in Washington, DC, as the Peggy Browning Fund honored three leaders of labor and good friends of PBF. Larry Cohen, Past President, Communications Workers of America; Richard J. Brean, Esq., General Counsel, United Steelworkers and PBF Board Chair; and Elizabeth Bunn,

Director of Organizing were feted by over 200 guests.

McLean Johnson, a 2013 Peggy Browning Fellow at IUE-CWA who is now a Legal Fellow at the AFL-CIO, shared especially meaningful remarks on the impact of her fellowship. "Most of my responsibilities and assignments

were direct responses to issues raised by local members. I saw how much union representation affected these peoples' everyday lives," she said. **"As a result of this fellowship, I went back to school and immediately enrolled in labor law. Now I am at the AFL-CIO, fortunate enough to work every day for working people."**

San Francisco Awards Reception

Our most successful to date!



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San Francisco 2016 Awardees and their Introducers

San Francisco's third awards reception was held on September 29th at the Holiday Inn Golden Gateway. The evening was a great success as PBF and all in attendance joined together to honor the achievements of Lou Paulson, President, California Professional Firefighters; Peter Nussbaum, Esq., formerly of Altshuler Berzon LLP; and Fight for 15 Campaign, East Bay Organizing Committee.

A highlight of the evening was the remarks given by the Fight for 15 Campaign upon accepting their award.

Pablo Narvaez, a member of the Campaign, shared via translation: "I have three jobs already... It's hard to work and not being able to rest and only have three hours of rest. Just like me, there are so many workers who are in the same situation... That's why we have decided to unite up our voices and come together so that we can have a better life. We will keep on fighting until we have \$15 and a union!" 2016 Peggy Browning Fellow Miguel Zavala spoke about his summer at the Employment Justice Center and the impact of his fellowship experience.

"My work experience this summer allowed me to reconnect with the people I hope to assist in my career. It really instilled in me that it's imperative to continue to fight for the rights of employees against injustice in the workplace."

- Miguel Zavala, University of California Berkeley School of Law, JD'18

Washington, DC 2016 Reception

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San Francisco 2016 Reception Sponsors

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Peggy Browning Fund

Educating Law Students on the Rights and Needs of Workers

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Upcoming Events – Mark Your Calendars

Join us as the Peggy Browning Award is presented to:



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 Local 19



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For more information visit www.peggybrowningfund.org/events

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2016 Regional Workshop Schedule

- Sept. 20 Drexel University Thomas R. Kline School of Law
Southern University Law Center
- Sept. 22 Ohio State University Moritz College of Law
- Sept. 27 University of Miami School of Law
University of Michigan School of Law
- Oct. 5 Fordham University School of Law
- Oct. 10 University of California,
Hastings College of Law
- Oct. 18 University of Alabama School of Law
- Oct. 25 University of Washington School of Law
- Oct. 31 UCLA School of Law
- Nov. 2 Georgetown University Law Center
- TBD Harvard Law School

For more information visit our website:
www.peggybrowningfund.org/workshops

