

Educating Law Students on the Rights and Needs of Workers

Alumni Make the Difference

In Furthering Our Mission

Among the major elements taking our programs from 'good' to 'great' are the many PBF alumni who bolster the substance of our programming by sharing their ideas, legal knowledge, and passion for workers' rights. PBF alumni have taken on leadership positions in every aspect of our programs, from becoming a member of our Board of Directors to participating on our Conference Planning and Regional Workshops Committees, from serving as panelists and workshop leaders to running teleconferences for new Peggy Browning Fellows. They have enthusiastically engaged directly with students to help them become labor lawyers.

Our alumni are strongly committed to reinforcing the labor law community within their own regions. One way they've been doing this, is by building their local PBF Alumni Association Chapters. They've hosted gatherings for local labor law attorneys to network and to share information, ideas, resources, and news of events. They've also been developing listservs for alerting members about critical labor-related actions and events.

Beyond that, Alumni Association Chapters are terrific resources for current summer fellows, organizing



PBF Alumni Association DC Chapter Meeting, January 2018.

at least one get-together with fellows each summer such as dinners, touring art museums, and attending baseball games. Alumni use this time to build relationships with fellows, answer questions, and give advice.

The Alumni Association Chapters also developed an Alumni Mentorship Program, begun in 2016, which pairs PBF alumni employed in worker advocacy law with recent Peggy Browning alumni still in law school. Together they work to begin the student's post law-school job hunt and to prepare for the interviewing process. Alumni mentors provide advice and support for topics such as application strategy, writing samples, interviewing techniques, networking, and more. This

program is 100% run by PBF alumni, and the feedback has been so positive that participation doubled in its second year, with 54 mentors matched with 58 students.

All of this volunteer time is in addition to the dozens of introductory emails and phone calls in which alumni generously participate. They help today's new PBF Fellows make decisions about their summer fellowship offers or to find summer housing.

Our alumni give of their time, energy, knowledge and passion. Their contributions are substantive and inspiring, and we owe them a huge thank you. We are so proud of our PBF alumni community!

"This fellowship, for me, was the equivalent of the golden ticket that Charlie in the Chocolate Factory got. Because it opened my eyes to the community that was out there ... I wouldn't have been able to afford working at Make the Road without this fellowship. And my ability to move here would not be possible without the mentorship I have received from many Peggy Browning Alumni."

- Marisol Silva, PBF'15, speaking at our New York Awards Reception.



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.

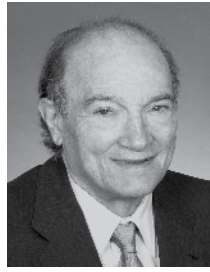
The Peggy Browning Award is presented annually to social justice champions who have distinguished themselves with passion and dedication to the rights and needs of workers and their families.

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.

Take It to the Next Level

Make a Bequest and Change the World



A key element to a successful nonprofit is the commitment of its donors. Our donors have helped us inspire hundreds of law students to make the lives of workers their life's work. We know we have been successful because more than two-thirds of the law students we have placed in fellowships are presently working as lawyers for social and economic justice.

You are a large part of our success, and I thank you for that. Your support is the engine which drives our successful program. Your financial commitment ensures that a new generation of labor lawyers will work to make the potential achievements of American workers a true reality.

Let's take it to the next level, shall we?

Helping us to become financially sustainable and complete our mission is easier than you think. Do you want to make a transformative gift?

The kind that creates a better future? A gift that leaves a lasting statement to the world about who you are and what you care about?

Consider making a gift through your will or trust. It's easy. All it takes is a simple addition to your existing documents. We can provide you with the appropriate language to give to your attorney and you can alter or revoke your gift at any time, if necessary. When you leave us a gift in your will or trust, you build our long-term financial strength and enable us to continue our mission for generations to come. Your bequest will be a lasting message to future labor lawyers to join the fight for workplace justice.

Contact us directly or visit our website at <http://peggybrowningfund.plannedgiving.org> for more information. We are here to help you every step of the way.



Joseph Lurie
President and Founder

"(A) Peggy Browning Fellowship gives you an immersive experience ... you are surrounded by people with a deep dedication to labor and so much experience in the field you are considering pursuing ... Truly, the fellowship has continued to impact me and my career years later ... I simply would not have been able to work full time at the UAW without pay. I am truly grateful that all of these great organizations and the Peggy Browning Fund are committed to pay for hours worked, even for law students who are just beginning their pursuit for labor justice. I know that the Peggy Browning Fund has a real impact in the lives of not only the law students they (fellowships) are awarded to, but all of the rank and file workers that we fight to protect every day."

- Samantha Duncan, PBF'12,
speaking at last year's DC Awards Reception.

The Union-Side Labor Bar Needs Lawyers!

Consider Becoming a Friend of Peggy Browning

The Peggy Browning Fund was founded to encourage aspiring lawyers to pursue a legal career working for economic and social justice by representing workers and their families. This endeavor is more important today than ever before.

The union-side labor bar needs a pool of bright, progressive recruits who are passionate about the labor movement. For over 20 years the Peggy Browning Fund has been filling this need. Nearly 70% of our alumni have pursued

careers fighting for social and economic justice.

To help ensure that a substantial number of law students will continue to be encouraged to pursue a career in the labor movement, we've established a new program entitled Friends of Peggy Browning. Friends of Peggy Browning pledge a modest amount as a recurring monthly or quarterly donation which in turn creates a steady, reliable source of funds to help us recruit the next

generation of lawyers who will work for workplace justice.

To join this group, you can enroll and make your first monthly or quarterly donation by going to our website at www.peggybrowningfund.org/make-a-donation or by completing and submitting the attached response envelope in this newsletter. All contributors will be listed on our website and will receive our newsletters and announcements. We're making a difference with your help every day.

2018 Regional Workshops

PBF's Regional Workshops Program, entitled *Advocating For Workplace Justice*, is held annually at law schools across the country and consists of a one-hour panel discussion followed by a one-hour networking reception. Panelists include union lawyers, labor law firm attorneys, labor law professors, Peggy Browning Fellowship Alumni and attorneys from the U.S. Department of Labor and the NLRB. PBF is currently organizing 18 regional workshops for this fall. Keep an eye on our website for their locations and speakers.

Here is what a few attendees had to say about our workshops in 2017:

Georgetown

"I will be applying for the Peggy Browning Fund, and I think my application will be stronger because of the panel's insight."

Southern University Law Center

"This information encourages me to consider labor law as a possible career choice."



2017 Regional Workshop Panel at Rutgers Camden.

2018 New Fellowships

Type of Org.	# of Orgs	# of Summer Fellowships	% of Total Summer Fellowships*
Unions	24	37	45%
Worker Centers & other NPOs	27	28	34%
Union-Side Law Firms	16	17	21%
Total	67	82	100%

* Includes one school-year fellowship

Summer Fellowships were added at eight new mentor organizations for this summer:

Cary Kane LLP – New York, NY

Cohen, Weiss & Simon, LLP – New York, NY

Construction & General Laborers' District Council of Chicago and Vicinity

Feinberg Jackson Worthman & Wasow, LLP – Oakland, CA

Health Professionals & Allied Employees, AFT/AFL-CIO - Emerson, NJ

National Federation of Federal Employees – Washington, DC

SEIU Healthcare 1199NW – Renton, WA

Washington Lawyers' Committee for Civil Rights and Urban Affairs

Fellowships Are Win-Win for Mentors

Students Bring Added Value

PBF's fellowship program has grown since our first class of fellows 20 years ago. Every year a diverse array of mentor organizations joins PBF, starting with 10 fellowships in 1998 to over 80 fellowships in 2018. Their rationale is two-fold: **they want to educate and inspire law students to enter worker advocacy law, but they also know having a summer law fellow can greatly increase their work capacity.**

Twelve new Summer Fellowships were added to our program in 2017. Three of these mentors shared their views on our program's importance to their organizations.

"It was a win-win situation in my opinion." That is how Phil Stenglein, Organizer at SMART Local 83 in Albany, NY, characterizes having a PBF

Fellow at his local union last summer. "I knew it'd be a win for us, being a small local with only a business manager, a business agent, and an organizer. Everyone wears multiple hats to support our membership. **Having a law student available to do needed research, to do things I can't get to, and having access to resources such as Westlaw and Lexus Nexus was really perfect.**"

Elizabeth Wagoner, Supervising Attorney for Workers' Rights at the New Mexico Center on Law and Poverty, and a PBF Alumna, told us: "**Having a fellowship at our organization last year, this year, and in future years, means we'll be able to hire someone who is doing workers' rights work and will expand our capacity over the summer.** We think of projects throughout the year that our PBF

Fellow can do. There is always more work to do over the summer than there are people... Until we had a PBF Fellow we didn't have any students in our labor department, just folks during their [law school] term who would do a for-credit internship, not full time. It is so difficult to give them any substantive work when they aren't here full time. Last year we had a full-time PBF Fellow. It was just like having another full-time attorney. Writing briefs and research, he was a critical part of our litigation team."

Providing fellowships in geographically diverse locations also provides students access to worker advocacy law, something they otherwise may not have the ability to experience. This is another benefit of being a mentor organization that is very important to Jessica Vosburgh, Director of the Adelante Alabama Worker Center. She says, "**Given where Adelante is located geographically and given the politics and culture of the state, there is low union density. There is little opportunity for students to work with unions or union-side firms.** Our PBF Fellowship creates an opportunity for students to work in this area of law. It's especially important to sponsor students fighting for workers' rights in the south. We get a pool of applicants from across the country including several students from the south. This opportunity really allows them to come back to their region and help support workers leading this fight."



2017 Summer Fellow Julie Pittman at a demonstration during her fellowship at Adelante Worker Center in Alabama.

Alumni Updates

Thanks for Helping Them Get This Far

We're often asked what happens to former Peggy Browning Fellows. Most of our alumni pursue careers working for social and economic justice. Nearly 42% are working in the labor movement; another 26% are in various public interest jobs; 12% are still in law school or have recently graduated. They work as lawyers for unions and union-side law firms, for worker centers, for various other workers' rights/public interest organizations, and for various federal, state and local government departments. We've told you about many of them in previous newsletters. To read more about more of our alumni, go to our website at www.peggybrowningfund.org/fellowships/alumni.

Here are some more examples:

Danielle E. Davis, PBF'08, Staff Attorney, Economic Justice Project at Southern Poverty Law Center;

Julie Gilgoff, PBF'14 & PBF'15, Borchard Fellow in Law & Aging, Sustainable Economies Law Center, Oakland, CA;

Josiah A. Groff, PBF'05, Partner at Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich, Chicago;

Omer Khwaja, PBF'15, NY Campaign Director at Jobs to Move America;



PBF Alumni in Chicago at an LCC Conference Get Together.

Yesi Lagunas, PBF'15, Associate, Schwartz, Steinsapir, Dohrmann & Sommers, California;

Arthur Liou, PBF'05, and **Lindsay Nicholas, PBF'08**, Partners, Leonard Carder, LLP, San Francisco;

Bryan Lopez, PBF'13, Staff Attorney, Immigrant Justice Project, Southern Poverty Law Center;

Lauren McGlothlin, PBF'13, Law Clerk, Outten and Golden LLP, New York;

Erin Medeiros, PBF'12, Associate Attorney, Mierzwa and Floyd PA, Florida, joining another PBF Alumnus Mark Floyd, **PBF'99**;

Colleen Normile, PBF'11, Staff Attorney, CASA de Maryland;

Junou Odige, PBF'16, Law

Fellow, United Mine Workers of America;

Devon Oser, PBF'11, Associate, Branstetter, Stranch & Jennings PLLC, Louisville, KY;

Militza M. Pagán, PBF'16, Staff Attorney/Skadden Fellow, Sargent Shriver National Center on Poverty Law;

Hirak Pati, PBF'15, Attorney, McChesney & McChesney, P.C., South Carolina;

Jessica Rutter, PBF'11, Assistant Director, Legal Department, American Federation of Teachers;

Olivia Singer, PBF'14, Associate, Cohen, Weiss and Simon, New York;

Andrea Zuniga, PBF'06, State Director and Legislative Counsel for Paid Leave US.

"The Peggy Browning Fund and its work are crucial to the labor movement, working people, and new lawyers who want to pursue a meaningful career. I am but one single example."

- Lindsay Nicholas, PBF'08

Philadelphia Awards Reception

A Joyful Evening Despite Rescheduling

Receptions scheduled in the month of March can be challenging due to Mother Nature, but everyone rose to the occasion for our Philadelphia Awards Reception. Due to a Nor'easter, we had to reschedule for the following evening, March 8. To everyone's credit, we enjoyed a beautiful evening with good food and drink and wonderful friends at Penns Landing Caterers.

Our awardees were Michael Barnes, Int'l Vice President of IATSE and Business Manager, IATSE Local 8; Esteban Vera, Jr., Business Manager, Laborers' Local 57 and Mariann E. Schick, Esq., Arbitrator-Mediator. During the awards presentation, a special segment was devoted in



Awardee Mariann E. Schick, Esq., Introducers Tim Tietze and Maribeth Altieri, RN, Awardees Michael Barnes and Esteban Vera, Jr. with PBF President Joe Lurie and Introducer and Former Awardee Walt Higgins.

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memory of Justin Hamano, a former Peggy Browning Fellow at SEIU. 2016 Peggy Browning Fellow Jennifer Willis, whose fellowship was

with the Community Legal Services Employment Unit in Philadelphia, shared her summer experience.



Student Speaker Jennifer Willis, a 2016 Peggy Browning Fellow.

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Philadelphia 2018 Reception Sponsors

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and Aerospace Workers

Int'l Brotherhood of Electrical Workers

Int'l Union of Painters & Allied Trades

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New York Awardee Says Unions Need Young Talent

On April 24th, PBF honored 3 leaders of the labor movement – Richard Lanigan, President, OPEIU; William Hill, Vice Chair of BAC and President, Tile, Marble & Terrazzo Local 7 and John E. Sands, Esq. Arbitrator and Mediator.

Especially poignant were the remarks from Richard Lanigan. The following are excerpts:

"I've always regarded working for a union as work that is really about service over self-interest. As a lawyer, I always identified with the underdog and I believe that most, or if not all, union lawyers do. I know from personal experience that management lawyers make more money working for management firms, but that is the way it is. You choose service, you stay with service, and that is your character. For those union attorneys in the room, I want to thank you for the work that you do and I want to honor you.

Employee rights and collective bargaining are about representing the interests of the have-nots in a society, which particularly in the last twenty-five years, has increasingly catered to the haves. You do not have to go further than the recent tax cut to notice that representing a union in collective bargaining has been about representing the underdog.

The Peggy Browning Fund is about the next generation of employee rights, social-justice, and union lawyers. **PBF understands that young people are interested in advocating issues**

that have societal impact. They need to be cultivated; they need to be exposed to the great work that unions do; they need to be exposed to labor relations; they need to be exposed to ADR; they need to be exposed to this world that we have all lived in..this wonderful world of labor relations. PBF understands that the most important way that a union lawyer can use their talents and their creativity is by working for people who labor every day, in sometimes very difficult circumstances.

I think that the students that come through this program are going to be on the vanguard and make the determination of who decides when sexual harassment in the work place is going to end. Sexual harassment in the workplace has gone back as far as all workplaces, but **it's going to be the people like the Peggy Browning Fellows that will be on the cutting edge, on the vanguard of making sure that there is change.**

They will be pushing unions to develop contract language. Pushing unions to fight for procedures and pushing city and state government on areas that need solutions, societal issues that are major issues and they will be creative on whether things need to be mediated, disciplined, or counseled.

They will be there to determine whether a person's activity in social media should determine whether they get a promotion or remain employed.

And so as we look at the next generation, what do we think of? We think of the gig economy, which doesn't seem to have any rules about overtime or workers comp. And who will decide what those rules are and how they work and how they may or may not be able to help people in those situations?

We think of voters' rights and who will be observers at the polls to be sure that every vote counts? These are the areas where PBF Fellows are going to be so key to really being on the ramparts of defending the democracy of the country."



2017 Summer Fellow Marisol Silva.

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New York 2018 Reception Sponsors

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Int'l Union of Bricklayers & Allied

Craftworkers

Bricklayers & Allied Craftworkers Local 7

NY/NJ

Ironworkers Local 580

IUOE Local 94

Metallic Lathers & Reinforcing Ironworkers

Local 46

New York Hotel Trades Council/

UNITE HERE Local 6

OPEIU Local 277

Pitta LLP/Pitta Bishop & Del Giorno LLC

Port Authority PBA



PBF Board member Gwynne Wilcox, Introducer Matt Guy, Awardee Billy Hill, Awardee Richard Lanigan, Introducer Mike Goodwin, Awardee John Sands, Esq., Introducer Debbie Gaines and PBF's Joe Lurie.

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Upcoming Events – Mark Your Calendars

Join us as the Peggy Browning Award is presented to:



Kenneth E. Rigmaiden
General President
International Union
of Painters
& Allied Trades



Jennifer A. Abruzzo
Special Counsel
for Strategic Initiatives
Communications Workers
of America



**Georgetown Alliance of
Graduate Employees**

Thursday, June 21, 2018
AFL-CIO Lobby & Gompers Room
815 Sixteenth Street • Washington, DC 20006

2018 National Law Students Workers' Rights Conference

October 12 & 13, 2018

Maritime Conference Center
Linthicum Heights, MD

Watch our website for details
www.peggybrowningfund.org

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

For more event information visit
www.peggybrowningfund.org/events
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100 South Broad Street, Suite 1208
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