

Educating Law Students on the Rights and Needs of Workers

Summer 2020 Proves Challenging For PBF and Mentor Organizations

All 91 Fellowships Transitioned to Meaningful Experiences

Planning for the 2020 season of PBF Summer Fellowships was mostly completed when the pandemic hit and the country shut down. PBF had awarded 91 fellowships at unions, union-side law firms, worker centers and non-profit organizations - the largest class of fellows in our history.

Fortunately, most of our mentor organizations transitioned to having their Summer Fellow(s) work from home. New mentor organizations were added as needed, so all 91 fellowships were implemented. As this year's fellows worked remotely to assist workers and their families, many have stories to tell of their experience during the pandemic as well as the Black Lives Matter movement. *(to learn more about all 91 Summer Fellows, go to www.peggybrowningfund.org/news/fellows-brochure)*

You can see why our Summer Fellowship Program is needed now more than ever from the following students in their own words:



Mollie Ponds is a rising 2L at Southern University Law Center. She rates her Summer Fellowship with the New Orleans Worker Center for Justice (NOWCRJ) as nothing short of rewarding and purposeful. NOWCRJ provided her with legal exposure to the challenging field of

fighting racial injustices and providing community resources every day.

Pandemic and the Future

Your Help is Needed

These times have become very challenging for everyone and we recognize how we all have had to transition to working from home and how staying safe at home has placed a tremendous burden on the labor community. The coronavirus pandemic has created a very serious financial challenge for the Peggy Browning Fund. Since its founding in 1997, the PBF's principal source of revenue has been hosting awards

One of the many highlights from this summer was being appreciated and knowing that she was valued and invested in from day one. She now sees the importance of workers' rights and labor movement attorneys. Her supervising attorney knew that immigration law was a high interest of Mollie's and did not think twice about providing her the opportunity to participate in local and national calls, assist in a partnered asylum clinic, and expose her to the obstacles immigration attorneys battle.

Before this summer Mollie was aware of the gruesome treatment and conditions that immigrants were forced to endure. After working with them she was left astonished and motivated.



Mollie Ponds in her Welcome photo at the NOWCRJ.

(continued on pages 4-5)

"This summer's work during the global pandemic was an amazing opportunity that provided legal experience but also life jewels and I am truly grateful for the opportunity," shared Mollie Pond.

receptions honoring labor leaders and attorneys representing workers and unions. These events are held each year in New York, Philadelphia, and Washington, and every other year in Chicago, Los Angeles, and San Francisco.

This year, we anticipated holding four awards receptions from January through June. The San Francisco and Philadelphia

(continued on pg 2)



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.

Pandemic and the Future *(cont'd)*



events occurred on schedule, but the pandemic resulted in the cancellation of the June Washington, DC event and the postponement of the April New York event to September 30th. Given the widespread predictions for a second wave of infections in the fall, our largest event in New York will be virtual. In short, PBF faces the loss of anywhere from a quarter to more than half of our projected event income. We are attempting to limit this loss by raising funds electronically, but it is clear that PBF must increase receiving donations from our supporters.

One way to help would be to become a member of PBF's Leadership Circle, comprised of organizations and individuals who make an additional annual contribution of at least \$1000.

Donors who give in addition to an event gift understand the vital role that PBF plays in creating the next generation of labor's lawyers. You can see the list of current Leadership Circle members listed below. For more information about the many benefits of Leadership Circle membership, contact rkelly@peggybrowningfund.org.

Another way to help PBF would be to become a Friend of Peggy Browning. This donor makes a modest monthly recurring gift that, over the course of the year, will grow into a meaningful contribution to PBF. For example, if you can spare a dollar a day, your \$30 monthly gift will provide \$360 each year. Simply go to www.peggybrowningfund.org/make-a-donation. The amount you pledge each month is up to you, and any amount is deeply appreciated.

Richard J. Brean, Chair
PBF Board of Directors

2020 Leadership Circle

| | | |
|---|---|---|
| Pacesetter United Steelworkers | Robbins, Geller, Rudman & Dowd | Patron AFL-CIO Lawyers Coordinating Committee Michael L. Artz |
| Leader AFL-CIO | Sheet Metal Workers Union Local 19 | Creighton, Johnsen & Giroux CWA District 4 David Jury |
| Champion AFSCME | Patrick J. Szymanski United Auto Workers | Walter A. Kamiat James C. Kokolas, CPA Danielle Leonard Levy Ratner, PC LIUNA Local 300 Mehri & Skalet, PLLC National Association of Letter Carriers National Nurses United Pond Lehocky Rosanne & Samuel Spear Sherman Dunn, PC United Mine Workers Gwynne A. Wilcox Winebrake & Santillo, LLC |
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| Joseph Lurie Service Employees Int'l Union | American Federation of Teachers | |
| Benefactor American Income Life | Richard J. Brean | |
| Bush Gottlieb, a Law Corporation | Cohen, Weiss and Simon LLP | |
| Galfand Berger, LLP | Communications Workers of America | |
| Gilbert and Sackman | IBEW Local 134 | |
| Int'l Assoc. of Machinists and Aerospace Workers | Int'l Union of Bricklayers & Allied Craftworkers | |
| Int'l Union of Painters & Allied Trades | NFL Players Association | |
| New York State United Teachers | Vincent Pitta | |
| Pitta LLP | Sheet Metal Workers Int'l Association | |
| | United Food & Commercial Workers | |
| | USW Local 7-1 | |

July 23, 2020

2020 Conference Going Virtual: October 16 – 18

We'll miss the energy and excitement of gathering students at our annual National Law Students Workers' Rights Conference this year, but the pandemic won't stop us from hosting a virtual event. We're hoping this will enable even more students than usual to attend, and we're busy planning for ways to make it as impactful as ever. In addition to substantive workshops, we're planning a number of small networking sessions, so students will still be able to connect with other students and labor law professionals in a more personal way. In the meantime, we'll remember the energy and enthusiasm of last year's conference, as seen in this photo from the closing session.



Facts About the Peggy Browning Fund*

| | |
|--|---|
| 1,137 Fellowships Awarded 1998 - 2020 | 3,027 Students attended PBF's National Law Student's Workers Rights Conferences 1999 – 2019 |
| 92 Fellowships Awarded in 2020 (including 2020-2021 School-Year Fellowship) | 1,805 Students attended PBF's Regional Workshops 2012 – 2019 |
| 157 Participating Law Schools | 70% Alumni working for workers' rights or other public interest organizations (of PBF alumni who have graduated from law school) |
| 69 Mentor Organizations | |

**As of press time*

PBF Alumna Fights for Black Lives Protesters And PPE for Essential Workers



2011 PBF Alumna, Sonya Z. Mehta, is now a partner at a civil rights firm in Oakland, CA. Her Peggy Browning Summer Fellowship was with UNITE HERE Local 2 in San Francisco. **Sonya credits her PBF Fellowship as having helped her to continue to work as an activist lawyer.** Now, she and her firm

continue to fight for justice and equality for all.

Most recently, Sonya's firm filed a lawsuit to protect the amazing protest actions and solidarity movement for Black lives in the streets of Oakland this past May and June. Over several days, the police indiscriminately tear gassed and shot projectiles into peaceful crowds. The lawsuit seeks to enjoin the Oakland Police Department and 'mutual aid' law enforcement from using these chemical weapons, 'less-lethal' bullets and projectiles, and other dangerous tactics against protestors. It also seeks damages for the many people injured by the police. They won a temporary restraining order limiting police use of these war 'toys' and now move forward towards a permanent injunction.

Sonya's firm has also been at the negotiating table for SEIU Local 87, the San Francisco janitors' union, as they fight for personal protective equipment and other fair conditions in this age of COVID-19. She is making sure employers treat them like the 'essential workers' that they are. In addition to these historic fights, Sonya continues the legal work against employment discrimination, for whistleblowers, and against police brutality in their other cases.



Black Lives Matter Protesters in Oakland, CA

©2020 Brooke Anderson Photographer

"My thanks to PBF for their important work growing activist lawyers. I am honored to continue the struggle and share our story!" - Sonya Z. Mehta, PBF'11.

2020 Fellow



Autumn Clarke
**Mehri & Skalet,
 PLLC**
Washington, DC

A rising third-year law student at American University Washington College of Law (WCL), Autumn was awarded a Peggy Browning Fellowship at Mehri & Skalet, PLLC in Washington, DC. This experience enabled Autumn to put into practice the knowledge she obtained during her Employment and Labor class in law school.

This summer, Autumn worked on several exciting employment-related cases. For example, she supported the firm's efforts in advocating for employees who lost their jobs due to COVID-19 related circumstances. Autumn also worked on class action litigation related to employees who faced sexual assault and harassment in the workplace and on a class action suit where employees were denied promotions and raises because of a discriminatory evaluation system.

Despite working remotely due to COVID-19, Autumn developed professionally by attending brown bags organized by the firm and virtual panel sessions organized by PBF. She is excited to apply what she has learned this summer towards her next endeavor as a student attorney at WCL's civil advocacy clinic, where she will represent low-wage workers in cases against exploitative employers.

"My thanks to the Peggy Browning Fund and Mehri & Skalet for providing this incredible summer experience," shared Autumn Clarke.



Arturo Gómez
**Wage Justice
 Center**
Los Angeles, CA

The Wage Justice Center in Los Angeles, CA continued to enforce judgment liens and mechanics' liens to secure worker-creditors' debts from employer-debtors in the middle of the coronavirus pandemic. **Although they could not meet their clients directly, they were still able to conduct calls and keep them updated so they could secure economic relief through the payment of their stolen wages.** Arturo's personal work experience

was in assisting in facilitating these discussions by scheduling the calls and conducting legal research to help their clients and to change the law long term.

On the legal research side, Arturo was assigned to work in conjunction with a PhD candidate from UCLA. He studied due process issues, raised against other states' mechanics' lien statutory schemes, in order to better understand how this helpful information could be applied towards forming a wage lien for California. In addition to longer-term policy research, he also conducted legal research for specific cases to assist in the office's preparedness in helping their clients.

"The pandemic may have dealt a blow to the working class' well-being," noted Arturo, a rising third year student at Southwestern Law School, *"but our solidarity with their struggle, and our shared fight against those who seek to exploit and abuse them only strengthens."*

Fellowship Facts, 2020

| Type of Org. | # of Orgs | # of Fellowships | % of Total Fellowships* |
|-----------------------------|-----------|------------------|-------------------------|
| Unions | 23 | 37 | 40% |
| Worker Centers & other NPOs | 32 | 36 | 39% |
| Union-Side Law Firms | 14 | 19 | 21% |
| Total | 69 | 92* | 100% |

* Includes one school-year fellowship

Experiences



Cayla Rodney
Levy Ratner, PC
New York, NY

As a PBF Summer Fellow at Levy Ratner, PC and a rising third year student at the University of North Carolina School of Law, Cayla describes her experience as having had the immense privilege of advocating for workers' rights during a time when workers have needed it most. Whether it's demanding the correct pay during emergency paid-leave due to COVID-19, challenging an employer's discriminatory practices, or advocating for broader policy changes - she has seen unified workers make it all happen.

One of her favorite long-term assignments this summer was one that put her in direct contact with employees and their delegates to discuss work conditions and treatment during the pandemic. This allowed her to better understand the needs of workers while also learning that her role as a fellow, and eventually as an attorney, is to make sure she's listening to those needs so that she can transform her role to best support organizers.

Cayla shared, "I am extremely grateful to both the Peggy Browning Fund and Levy Ratner, PC for giving me this opportunity and I am excited to take my new skills and continue to work within the labor movement."



K. Jeff Wang
Communication Workers of America (CWA)
Washington, DC

A second year student at the University of Michigan Law School, Jeff Wang was awarded a Summer Fellowship at the Communication Workers of America (CWA.) He worked on a wide variety of interesting assignments, with topics ranging from unfair labor practices to intellectual property. As a result, he observed how union attorneys support the labor movement, including workplace organizing and collective bargaining, community mobilization and political advocacy, and internal

operations and governance. One of his favorite assignments dealt with defamation and involved a wealth of interesting case law.

Jeff felt fortunate to work with a wonderful legal team at CWA. **The attorneys and staff created a warm and open environment for him and his co-clerks despite their remote locations, which included virtual mentorship chats, department meetings, and happy hours.** In addition, his union helped him participate in a valuable two-day conference for students of color interested in labor law, hosted by the AFL-CIO Lawyers Coordinating Committee.

"Overall, my Peggy Browning Fellowship reinforced my desire to become a labor movement attorney and provided me with a great experience to carry forward in my life and career," said Jeff Wang.



Jeff Wang and friend working from home.

PBF's 2020 Advocating for Workplace Justice regional workshops will be virtual in the Fall. For more information go to www.peggybrowningfund.org/workshops

San Francisco Awards Reception

Recognize PBF's Contributions to the Labor Movement



2020 San Francisco Awardees and Introdurers – Joseph Bryant, SEIU Local 1021; Awardee Roxanne Sanchez, SEIU Senior Advisor; Awardee Jason Rabinowitz, Teamsters Local 2010; Hon. Marsha Berzon, U.S. Court of Appeals; Awardee Stephen Berzon, Altshuler Berzon, LLP; PBF's Jay Smith and Danielle Leonard; Alumna Speaker Anika Holland, Astrid Zuniga, UDW and Willie Pelote, former AFSCME Political Legislator

On Thursday, February 13, PBF and the Bay Area labor community recognized the labor careers of Jason Rabinowitz, Secretary-Treasurer of Teamsters Local 2010 and Director of IBT Public Services Division; Stephen P. Berzon, Founding Partner, Altshuler Berzon LLP; Roxanne Sanchez, Senior Advisor, SEIU and United Domestic Workers of America, Executive Director Doug Moore. The reception was held at the San Francisco Marriott Marquis just before the country was shut down due to the pandemic.

PBF Alumna Anika Holland, a student at Berkeley Law and a 2018 Summer Fellow at Feinberg, Jackson, Worthman and Wasow LLP, spoke of her fellowship experience and shared,

“Working as a Peggy Browning Fellow the summer after my first year of law school was the ‘aha’ moment for me. It was then that I realized how powerful a union can be and how powerful workers



*Alumna speaker
Anika Holland, PBF'18*

can be when they come together and empower each other.”

The first award was presented to the United Domestic Workers of America. Their Executive Director, Doug Moore who noted, “The work of the Peggy Browning Fund is more important than ever, protecting the rights of workers to organize and join a union. By reaching out to law students and helping to educate them in labor law, PBF is helping the next generation understand what’s at stake and giving them the tools to prepare for that fight.”

In her remarks, Roxanne Sanchez opined that “the struggle for justice is as old as the human race itself, and it is unlikely that any one generation can ever accomplish it. But, if humanity is to ultimately survive, **each new generation must find and provide those who are willing to dedicate themselves to advancing a just society. The Peggy Browning Fund helps to do just that.**”

Stephen Berzon was presented his award and thoughtfully noted that, “We live in a time of great contradictions. The issue of unfair wealth and equality is more

2020 San Francisco Reception Sponsors

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Altshuler Berzon, LLP
Int'l Brotherhood of Teamsters
Teamsters Joint Council 7
Teamsters Local 2010

Guardian

Beeson, Tayer & Bodine
SEIU California State Council
SEIU Local 1021
Teamsters Local 63
Teamsters Local 350
Teamsters Local 853
United Domestic Workers of America

“PBF offers so much support in terms of professional development, community and financial support to law students dedicated to workers’ rights.”

- Anika Holland, PBF'18.

front and center actually than any time since the 1960's. There are actually 300 law firms in the U.S. representing unions and 2,000 attorneys, and **it's critically important that there continue to be committed young lawyers in the pipeline. PBF is part of that pipeline.**”

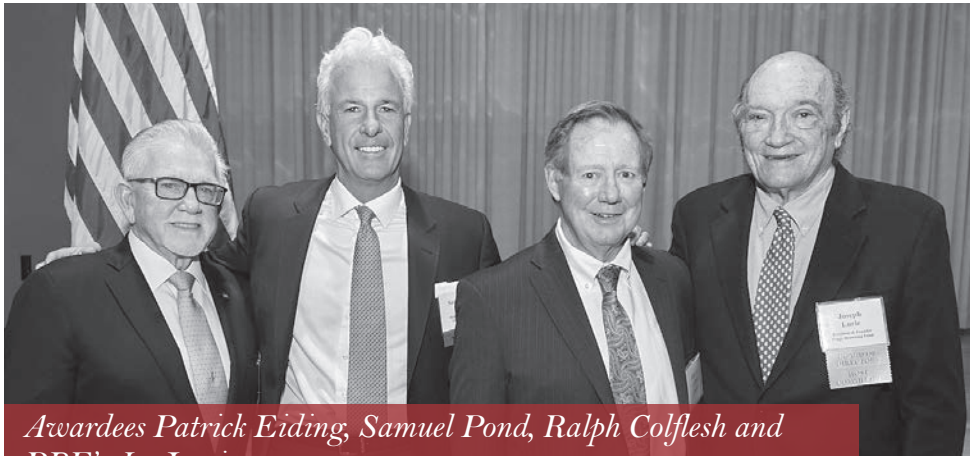
The final award of the evening was presented to Jason Rabinowitz of IBT. “**The great thing about the PBF at this moment is that it looks to the future of labor.** We need to look at the future in this movement because everything that we built, everything we've accomplished is under attack and under threat today.”

“The labor movement which is still vibrant as the voice of workers is very much under siege. We need lawyers representing unions to be there and to be strong. That's where the Peggy Browning Fund comes in.”

- Stephen P. Berzon, Altshuler Berzon LLP.

COVID-19 Could Not Deter Us In Philadelphia

Awards Reception Held Just Under the Wire



Awardees Patrick Eiding, Samuel Pond, Ralph Colflesh and PBF's Joe Lurie

2020 Philadelphia Reception Sponsors

Steward

IBEW Local 98

Guardian

Fox Rothschild, LLP

Fritz & Bianculli

Law Offices of John T. Dooley, LLC

Sheet Metal Workers Local 19

Just before the country shut down due to the coronavirus pandemic, PBF held its Philadelphia Awards Reception on March 4 at Penns Landing Caterers. PBF recognized labor leader Patrick Eiding, President of the Philadelphia Council AFL-CIO; Samuel H. Pond, Managing Partner of Pond Lehocky and Ralph H. Colflesh, arbitrator. Each received the coveted Peggy Browning Award.

2010 Alumna Ashleigh Q. Gallagher from Villanova University School of Law spoke about her summer experience working at Sheet Metal Workers Local 19 where she observed the negotiations of a collective bargaining agreement. She said, **“Observing the negotiations process of CBAs and assisting in the drafting of contract language was**

an invaluable experience. It showed me how an attorney could use their knowledge and expertise to directly improve the lives of workers. Seeing this firsthand, I knew that, whatever position I entered into after law school, I wanted to be able work towards bettering workers lives.” Ashleigh is now a Senior Associate at Pond Lehocky.

“Thanks to the Peggy Browning Fund, I was able to realize that I wanted a career where I could assist workers on a more direct, personal level,” stated Ashleigh Q. Gallagher.



Alumna Speaker Ashleigh Q. Gallagher, PBF'10



PBF's Joe Lurie, Introducer Jerry Lehocky, PBF's Rhonda Gelman Kelley and Awardee Samuel H. Pond

The Fight for Workplace Justice Needs Lawyers!

Make certain there are opportunities for bright, progressive law students to fill that need. Become a Friend of Peggy Browning at www.peggybrowningfund.org/make-a-donation

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Upcoming Event – Mark Your Calendars

Join us as the Peggy Browning Award is presented to:



Michael Apuzzo
*Business Manager
 UA Plumbers Local 1*



Brent Garren
*Deputy General Counsel
 SEIU 32BJ*



Rosemary Townley
*Arbitrator & Mediator
 Townley ADR, PC*

At a Virtual Awards Program

Wednesday, September 30, 2020 • 7:00 – 7:30 pm

You must have purchased either a sponsorship, a table or a reservation to attend.

For more information go to www.peggybrowningfund.org/events or call 267-273-7994. Login information will be provided prior to the program.

www.peggybrowningfund.org/make-a-donation#charitable-disclosure

SAVE THE DATES IN 2020

National Law Students Workers's Rights Virtual Conference

October 16, 17 & 18, 2020

If you have questions or would like more information, contact Mary Anne Moffa at mmoffa@peggybrowningfund.org or call 267-273-7992

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For more information about this and other planned giving opportunities, please contact us today.



2019 PBF Summer Fellows Jacqueline Uranga, Consuelo Amezcua and Rosie Brown at Lobby Day in Oakland, CA.

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Peggy Browning Fund

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