

Educating Law Students on the Rights and Needs of Workers

PBF Alum at the Center of the Starbucks Unionization Movement

“This is the moment every living person in the labor movement has been waiting for their whole lives.”

In December of 2021, workers at a Starbucks store in Buffalo, NY became the first corporate-owned location to vote to form a union. In early May of this year, a store in Watertown, MA became the fiftieth. As this newsletter goes to print, Starbucks workers in thirty-four states across the U.S. are organizing.

PBF 2011 alumnus, Ian Hayes, has been a key part of this wave since the earliest days of the campaign in Buffalo. “By Labor Day there will be hundreds [of Starbucks stores with organizing workers] and by this time next year it will be over a thousand, and it’s just going to keep going.”

Formative Years

Hayes credits his upbringing and education with setting the foundation for his work in the labor movement. His parents are “strongly religious and have a strong sense of right and wrong and justice.” He also points to his time at Fordham University, with its Jesuit tradition of activism and social justice. Hayes involved himself in student activism, in particular United Students Against Sweatshops.

After college, Hayes worked as an SEIU organizer. “They’re very good at training people and letting them do real organizing work.” For a year, he traveled across the country assigned to work with city employees in Houston, workers in California, and organizing nursing homes in rural Pennsylvania.

These experiences made applying for a PBF Summer Fellowship a clear next step once he started law school. Of his fellowship with the former union-side firm of Kennedy,



PBF 2011 Summer Fellow, Ian Hayes, on right, with his law partner Michael Dolce and Starbucks workers Casey Moore, Michelle Eisen and Jaz Brisack

Jennik & Murray, Hayes shared, “**The lawyers there really went out of their way to expose me to a good variety of experiences, all of which were new to me... Watching the partners operate on a day-to-day basis and seeing what their lives were like became a model in my mind for what a labor lawyer is.**” Hayes also spent time during law school at the National Labor Relations Board.

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For Hayes, the labor movement is, “*so fundamental to everyday life, because everybody has to work... Trying to get more control and more democracy in that aspect of your life.*”



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.

New PBF Executive Director Connecting Our History to Our Future



When I first started my appointment as the new executive director of the Peggy Browning Fund, I noticed the incredible pride every member of our community showed in our

Summer Fellowship Program. I was reassured frequently that I was walking into a warm community, deeply invested in the future of the workers' rights movement. I had no idea how true that was!

It has been a tremendous honor to join such an impactful organization, during its 25th Anniversary year, in such a strong movement. **The fellowship process has been one of the greatest joys of my career, connecting with fierce advocates in the spirit of solidarity and with passionate students who want to change the world.**

Each fall, the PBF team starts working with our current and potential mentor organizations. We connect with long standing organizations to prepare for the year ahead, while considering the applications of organizations interested in joining our program. This year we were able to add 16 new and returning mentor organizations to our 2022 Summer program. As I connected with mentors from coast to coast, I was consistently delighted by the sense of purpose and comradery each person

shared. I knew that our fellows would be in good hands.

Our PBF Board of Directors has been deeply considering the growth of our organization and the desire to make pathways for labor lawyers from all backgrounds and circumstances. **To this end, we were able to increase our base stipend rate for this year's fellows to \$7,000 for their 10 weeks of service.**

This year we saw an increased interest in our fellowship program with over 4,000 applications from over 650 law students. The interest in labor is growing, and many of our applicants have already deeply engaged with the workplace justice movement. Mentor after mentor commented on the incredible quality of our applicant pool.

As energizing as it was to talk to our mentors, making phone call offers to the applicants over a rainy MLK Day weekend was electrifying. The 2022 class of 104 fellows represents our largest, most diverse cohort in our 25-year history. Our fellows are working on some of the most critical workplace justice issues of our time, alongside our network of dedicated mentors. **We know these students WILL change the world, in ways large and small, and we are grateful to be a part of their story.**

In solidarity,
Rachel Del Rossi,
executive director

"This is our mission in action, connecting our most passionate and talented rising labor lawyers with current movement leaders. We are connecting our history to our future, strengthening our ability to achieve justice on behalf of all workers," shared Rachel Del Rossi, executive director.

PBF Adds New Board Members With Perspectives on the Future

In the Spring of this year, PBF's Board of Directors welcomed four new members, making this circle of leadership seventeen strong. In this newsletter and the next, we will introduce you to these new directors and share their perspectives with you. We recently touched base with Antonia Domingo and Ingrid Nava to learn more about what brought them to PBF and what they might have to say to current and prospective fellows and alumni. *(The following was edited for space)*

Antonia Domingo,
Assistant General Counsel,
United Steelworkers,
2013 Peggy Browning Alumna

What excites you most about your new role?

I'm on the External Committee, and we're looking at new ways to fundraise for the organization. We're also looking at creating connections with other progressive organizations. I'm



PBF's Antonia Domingo (on left) at an immigrants rights protest with Yanzi Xiao McClarren and Sabrina Liu.

Ingrid Nava,
Associate General Counsel,
SEIU Local 32BJ

What excites you most about your new role?

Developing the next generation of labor lawyers. What I confront in my practice is the difficulties of young people getting into labor law. Some of that is geographical. **Many labor positions, unlike other kinds of law, really do want you to have familiarity with labor.** It's important for students to get that during their law school years.

What is a memorable moment from your personal history with PBF?

Every year that I've done the panel, at PBF's national conference, on the nexus between immigration law and

really excited about that. We're also thinking a lot about how to connect to our alumni. **One thing that's so great about PBF is it reaches all sorts of law students, including older students, students with families and a fair number of first-generation students.** Our union membership is diverse, so the more people we can bring into the movement as lawyers that have many kinds of backgrounds puts us in a stronger position.

What is a memorable moment from your personal history with PBF?

When I was a fellow, I attended the annual conference. That was a highlight of law school. In most law schools there aren't a ton of students interested in workers' rights and the labor movement specifically [out of a broader community of social justice-minded students]. To suddenly be

labor law, I get students who follow up with me afterwards and ask me how to pursue this work on behalf of immigrant workers. That is very gratifying to me. **I tell them workers' rights are immigrant rights. A worker is a worker is a worker.** Under U.S. law, the rights that are afforded to workers are afforded to immigrant workers, too.

What about your daily work as a labor lawyer might surprise our Summer Fellows or other law students?

There are many ways to practice law. A lawyer might spend a relatively small amount of time doing research and writing, the things that are considered core legal skills. Being able to listen and be empathetic, being able to strategize and think big picture are skills that can be called upon. Some people think,



2013 PBF alumna Antonia Domingo (on left) with USW Local 1066 members at PBF's 2019 Chicago Awards Reception.

around eighty people is an experience that certainly stands out.

What about your daily work as a labor lawyer might surprise our Summer Fellows or other law students?

Labor law is actually [a] really interesting... challenge. We're just dealing with a handful of statutes, but new issues come up all the time that nobody really has answers to, requiring us to be flexible in our approach.



New Board member, Ingrid Nava, facilitating an immigration workshop at PBF's 2019 National Conference

"oh, I can't be adversarial or I have problems in public speaking." **Usually, there's a way to have a practice that's the right practice for you, tailored to what you do best.** What I like about my practice is that I get a sample of everything: federal court litigation, arbitration, and I also do policy-related work.

PBF Celebrates 25

During PBF's 25th Anniversary year, we were finally able to meet in person at our New York and Washington, DC Awards Receptions. All guests were respectful of the pandemic restrictions including vaccination requirements and masking. Everyone was grateful to have the opportunity to come together and recognize leaders of the labor movement who have dedicated their lives in pursuit of an even playing field for workers and their families.

New York City Reception

Held on May 4, our New York reception recognized the leadership of **Maria Castaneda**, secretary-treasurer, 1199SEIU United Healthcare Workers East; **Franklin K. Moss**, partner, Spivak Lipton LLP and **Jacquelin F. Drucker, Esq.**, arbitrator, Arbitration Offices of Jacquelin F. Drucker, Esq. New PBF Board members Samantha Dulaney, general counsel, IATSE and Melissa Woods, partner, Cohen, Weiss & Simon, LLP served as our hosts. Our guests were also able to hear directly from 2021 & 2022 PBF Summer Fellow, Heather Ramirez, who spoke about her experience last year and expectations for this summer. Topping off the evening was a video on PBF's past 25 years and vision for the future. Congratulations to all!



Melissa Woods, Frank Moss and Samantha Dulaney with the award



Maria Castaneda of 1199SEIU United Healthcare Workers East accepting the Peggy Browning Award



PBF Alumna Heather Ramirez shares her Summer Fellowship experience.



MC's Samantha Dulaney and Melissa S. Woods – both new PBF Board members



Melissa Woods, Jackie Drucker, Samantha Dulaney and Arthur Matthews with the Peggy Browning Award



2022 Awardees with their Introducers and PBF Board Chair Rich Brean



Mary Stovall-Merrill, Maria Castaneda, Melissa Woods & Samantha Dulaney



PBF 2022 Summer Fellows and Alumni at the reception

Years In Person

Washington, DC Reception

Recognizing two high-profile labor leaders in Washington, DC, PBF presented the Peggy Browning Award on June 1st to **Mary Kay Henry**, international president, SEIU and **Mark Gaston Pearce**, executive director, Georgetown Law Workers' Rights Institute. Our guests were able to meet and talk with a large group of PBF Summer Fellows and DC-area alumni. PBF Executive Director Rachel Del Rossi and Board Vice Chair & Secretary Michael Artz were our hosts for the evening. 2021 & 2022 Summer Fellow Mac McMechan shared their thoughts on their previous year's fellowship at Levy Ratner, PC and working this summer at SEIU.



Awardees Mary Kay Henry, Int'l President, SEIU and Mark Gaston Pearce, Executive Director, Georgetown Law Workers' Rights Institute



2022 Summer Fellow Mac McMechan shares their experience from their 2021 Summer Fellowship, high expectations for this summer and plans for the future.



PBF's Michael Artz presents the Peggy Browning Award to Mark Gaston Pearce.



SEIU Int'l President Mary Kay Henry accepting the Peggy Browning Award



Introducer Dick Griffin, Awardee Mark Gaston Pearce and Michael Artz with the Peggy Browning Award



Introducer Nicole Berner with Awardee Mary Kay Henry and PBF's Michael Artz and Rachel Del Rossi



Dick Griffin, Michael Artz, Mark Gaston Pearce, Mary Kay Henry, Nicole Berner, and Rachel Del Rossi



PBF DC-area Summer Fellows and Alumni

PBF Fellowship Scholarship Established

In honor of Mary Anne Moffa



Mary Anne Moffa, PBF retired executive director, accepts the Peggy Browning Award.

the establishment of the Mary Anne Moffa Peggy Browning Fund Summer Fellowship to be awarded each year to an incoming Summer Fellow beginning in 2023.

Mary Anne, who retired from PBF in December of 2021, was executive director and responsible for the continued growth and coordination of PBF's Summer Fellowship Program, the National Law Students Workers' Rights

Conference and Regional Workshops. Since the Summer Fellowship Program has grown ten-fold over the 20+ years, the newly-established fellowship in her name was a fitting tribute. **PBF congratulates Mary Anne and wishes her well in her retirement.** To see more of this virtual program, go to <https://www.peggybrowningfund.org/philadelphia-25th-anniversary-virtual-awards-program/>

“One of the truly unique opportunities that PBF offers students is the fact that all of our fellowships have always been fully funded. That means that students who otherwise wouldn't be able to afford to spend their summers working in this field are now able to use their talents on behalf of workers and their families.” – Mary Anne Moffa

At PBF's Philadelphia Virtual Awards Program in March, not only was PBF's 25th Anniversary celebrated but the PBF Board agreed to honor Mary Anne Moffa with the Peggy Browning Award for her 20+ years of service and devotion. They also agreed on

2022 Regional Workshops are Planned for the Fall



PBF's 2019 Advocating for Workplace Justice workshop for Howard University and Georgetown Law students, one of the last in-person workshops before the pandemic.

PBF's annual regional workshop program, "Advocating for Workplace Justice," is held every year in the Fall at law schools across the country. **These workshops update students on the cutting edge of labor litigation and organizing and introduce them to PBF's Summer Fellowship Program.** The one-hour panel—followed by a networking opportunity—is tailored to each partner school, featuring key PBF alumni, current PBF Summer Fellows, local union-side firm attorneys, labor

law professors, and federal attorneys working in the U.S. government to advance workers' rights and protections. This year, to connect with students locally while ensuring accessibility, PBF will be offering hybrid versions of the workshops, aiming to hold each workshop in-person and virtually. For more information, and to keep an eye on workshop locations and speakers, go to <https://www.peggybrowningfund.org/workshops>. More info will be added when schools are finalized for Fall 2022!

LEAVE YOUR MARK ON THE FUTURE

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INTERESTED?

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



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

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PBF Alum at the Center of the Starbucks Unionization Movement *(cont'd)*

The Starbucks Campaign

As a union-side lawyer in Buffalo who was already working with the local affiliate of Workers United (the umbrella for Starbucks organizing), Hayes, “was basically the first lawyer on the ground working on the campaign” and managed NLRB filings and hearings.

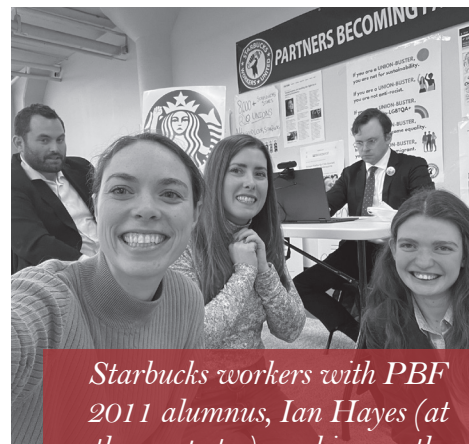
“Since then it’s become a national movement and [the Buffalo campaign] became a template.” Hayes, “help(ed) acclimate lawyers coming into the campaign so they weren’t starting from scratch.” He is now one of a handful of leaders coordinating the effort nationally.

When asked about the broader lessons he’s learned from the Starbucks campaign, he said, “This country is

changing. **We’re on the verge of a revolution in work. The Starbucks campaign is inspiring other workers to start organizing.** Younger people got dealt a very bad hand by history, and the pandemic pushed people over the edge. This is the moment that everybody living in the labor movement has been waiting for their whole lives. I want people to know and act on that and not squander where we are.”

Hayes has recently started his own firm with partner Michael Dolce. “Hayes Dolce is proud to act as new oxygen for unions and workers fighting for a better future.”

This summer the firm is hosting its first Peggy Browning Fellow. “That was a huge moment when I realized



Starbucks workers with PBF 2011 alumnus, Ian Hayes (at the computer) working on the first virtual NLRB count in Mesa, AZ

we could do that, because PBF has a special place in my heart. I’ve always thought it was important; I think it’s even more important now than eleven years ago when I was a fellow.”

2022 Leadership Circle

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United Auto Workers

Defender

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Richard J. Brean

Cohen, Weiss and Simon LLP

Communications Workers of America

IBEW local 134

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