

New Experiences Strengthen Fellowship

Rounding Out Her Summer



- Pamela Palmer,
PBF 2012

I was awarded a Peggy Browning Fellowship with the American Federation of Government Employees (AFGE) in Washington, DC. Specifically, I worked in the Women's and Fair Practices Departments, Legal Division of AFGE. This fellowship allowed me to put my passion to action.

The Women's and Fair Practices Departments focus on securing women's rights regarding family and medical leave, equal pay, childcare, sexual harassment and domestic violence. Not only does the department operate from a reactive standpoint on discrimination issues, but it takes proactive measures to advocate for change and train employees to comply with equal employment opportunity laws through educational materials and departmental reports.

In addition to reformatting and editing several of AFGE's publications, preparing and labeling exhibits for hearings, researching and building strong arguments for complainants' cases, I created a presentation on the EEOC and Alternative Dispute Resolution procedures, wrote an article for the EEOC *Advocate* on criminal background checks and attended a panel discussion on EEOC Initiatives at EEOC headquarters.



Pascal Moleus, who joined Pamela Palmer and 3 other Peggy Browning Fellows, held the AFGE banner at the Veterans' rally on Capitol Hill this summer.

This summer, I attended two rallies on Capitol Hill, something that was a new experience for me. The first was to advocate against pay downgrades for the lowest paid veteran government workers. AFGE sent the entire office to attend and rally for those who had served our country and for which budget cuts were severely impacting.

The second was for the reauthorization of the Violence Against Women Act. The Senate had passed a version with all-inclusive protections, while the House put politics ahead of protecting victims of domestic violence by excluding LGBT victims, women on

Native American reservations and some victims on college campuses. We attended in support of the all-inclusive version of the bill. The rally included speakers such as Congresswoman Gwen Moore of Milwaukee, singer Michael Bolton, and Virginia Tech student and survivor of the Virginia Tech shooting, Colin Goddard.

This experience has solidified my desire to implement positive change through the law. My mentor was a wonderful role model for honesty and integrity in the legal profession. I believe I had a well-rounded summer!



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.

Steady Growth in Our Program

A Fitting Legacy



Dennis P. Walsh, Esq., Board Chair

Peggy Browning had a multi-faceted personality – in addition to being a great advocate for social justice, she was also an ice dancer and she loved driving fast cars. One of her passions was mentoring young lawyers who were pursuing careers that advanced the cause of social and economic justice for workers. That passion led directly to the creation of the Peggy Browning Fund.

And how the Fund has grown! From a small organization which initially placed 10 Summer Fellows in 1998, we have built an organization that placed 70 Fellows this summer in a wide variety of mentor organizations. In addition, we coordinated the Fourteenth Annual National Law Students Workers' Rights Conference, bringing together students from all

around the country for a weekend full of panel discussions, workshops, and networking with leading national authorities and practitioners. Everyone comes away from the Conference with their batteries recharged, ready to take on the challenges facing the labor movement and the cause of providing a better life for workers and their families.

The Peggy Browning Fund has produced nearly 500 Alumni who have had the unique experience of being Peggy Browning Fellows, as well as countless other students who have attended the annual conference. They are all a fitting legacy to Peggy and her passion for mentoring champions of economic justice. We appreciate your continued support as the Peggy Browning Fund continues to build on that legacy.

Alumni Connections

With the addition of this year's Peggy Browning Fellows, who have completed their fellowships, we total nearly 500 Alumni. The goal of Alumni Connections is to reach out and engage former fellows in sharing their talents to help revitalize the labor movement with the best young legal talent and inspire law students to join PBF's ranks.

PBF Alumni are actively involved in several ways. **Michael Artz, PBF 2000**, serves as the Secretary of the PBF Board of Directors. **Danielle LeClair, PBF '06**, is a member of PBF's Advisory Board. **Michael and Andrea Zuniga DiBitetto, PBF '06**, co-chair Alumni Connections. Together with Danielle LeClair, they assisted in coordinating this year's national

conference serving on the Conference Planning Committee. **Katie Dunn, PBF '02, Melissa Kiedrowicz, PBF '08, and Moshe Marvit, PBF '09**, were facilitators in various conference workshops.

If you would like to connect with PBF Alumni, or would like to reconnect and become more involved, we invite you to join the PBF Fellows' Network at <http://www.peggybrowningfund.org/fellows-network> to register for your account. Once you are registered, you will be able to find other Alumni who share your interests, learn about future alumni programs and activities, post information and questions, and share photos of your work.

Next Generation Fired Up for Workers' Rights

Students from 82 Law Schools Find Inspiration and Critical Connections

Perfect fall weather on the impressive campus of the Conference Center at the Maritime Institute near Baltimore provided the setting for PBF's National Law Students Workers' Rights Conference on October 12 & 13. A year's worth of work by dedicated members of our Conference Planning Committee provided the framework. Nearly 200 students and leading practitioners of labor law provided the energy and enthusiasm. It's no wonder that our conference was another huge success!

"I cannot wait to tell others what a wonderful experience this was and spread the word."

The conference began on Friday with the Fellowship Luncheon & Wrap-Up Workshop. This brought together students and mentors to describe their summer assignments, to discuss the various worker rights issues faced by their clients, and to brainstorm ways in which they can become a cohesive group that will have an ever-widening impact on the labor movement.

Another pre-conference session was a Congressional Staff Briefing on Labor Law and Policy on Capitol Hill. Students met with labor lawyers from



Keynote Speaker Richard F. Griffin, Jr., Board Member, National Labor Relations Board

"You guys have done an amazing job and have truly honored Peggy Browning's memory."

"The conference really brought labor law and the practice to life, and it broadened my understanding of how the actors operate in the real world."

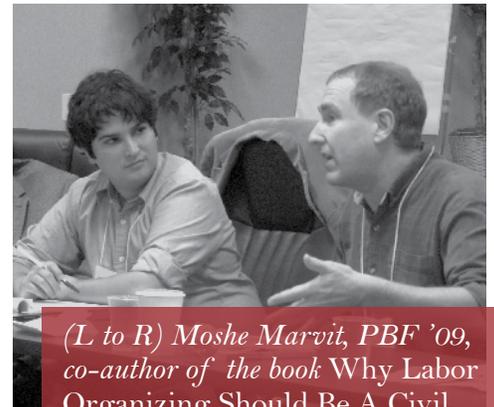
the House Education and the Workforce Committee, the Senate Committee on Health, Education, Labor and Pensions, a personal Congressional Office staffer, and a labor union lobbyist. Each briefed the students about their work, how to get a job doing labor law on Capitol Hill or as a labor lobbyist, what that work entails, how a law degree helps with legislative work, and much more.



(L to R) Panelists Steven Greenhouse, reporter for The New York Times, Dorian Warren, Professor of Political Science at the School of Int'l & Public Affairs at Columbia University and Karen Ackerman, former Political Director of the AFL-CIO and current Director of the 2012 Progressive Congress Table

The conference officially opened on Friday evening with an informal reception and buffet dinner followed by a panel discussion entitled Organized Labor and Worker Issues in the 2012 Election. Saturday's Keynote Speaker, NLRB Board Member Richard F. Griffin, Jr., not only inspired students as he described his own career path but also generously stayed on afterward to spend time with every one of a long line of students seeking individual career advice.

Workshops on Saturday covered basic labor law, public sector labor law,



(L to R) Moshe Marvit, PBF '09, co-author of the book Why Labor Organizing Should Be A Civil Right, and Joe Burns, labor lawyer from Minneapolis and author of the book Reviving The Strike, take differing approaches to The Future of Worker Mobilization workshop

immigrant workers, globalization, sports and labor law, legal issues raised for workers by the widespread use of social media, and more. The Rewards of Labor Law Practice workshop was particularly well-received this year. One student called it "probably the most informative and useful hour I've had on finding a labor law career."

Conference Sponsors

Friday Fellowship Luncheon & Wrap Up Workshop Sponsor

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2012 Peggy Browning Fellows

Making a Difference for Workers



Brandon Gatto,
Sheet Metal
Workers Local
Union 19,
Philadelphia, PA

My primary task was to assist the union's General Counsel and work with former Peggy Browning Fellow **Martin Milz**, and others at the labor law firm of Spear Wilderman, PC, with various labor disputes and research. Because I had an office at the union hall, I also often assisted business agents and organizers with labor and management negotiations, organizing legal demonstrations, hand-billing and elections.

Coming from a pro-union family, I've long understood the unions' fight to empower the middle class and provide the opportunity to achieve the American Dream. Over the course of my fellowship, I had the privilege of serving men and women who buy only American-made products, drive only American-made cars and fight like hell to put people to work. What could be more American than that?



Alyson Dimmitt
Gnam, National
Employment Law
Project (NELP),
Seattle, WA

My presence at NELP brought the total Seattle office number to two, so it was hard to believe I would get to know the players and their stories from that office on an obscure side street in Little Saigon. NELP's approach to policy work, however, allowed me a front-row seat to organizing work around the country.

"This fellowship has reaffirmed my commitment to working in the area of labor and employment. After reading through countless NLRB cases and writing two position statements to the Board, I have decided to consider pursuing a career with the NLRB. This has been the best experience of my legal career."

*- Susana Naranjo,
CLEAN Carwash Campaign,
Los Angeles, CA*

This summer offered me a chance to see connections – between the protection of one immigrant worker through the U Visa to federal administrative advocacy, between legal research on litigation strategies to a national anti-retaliation coalition, and between local organizing campaigns and policy work.

I ended the summer with a sweeping perspective of the struggles waging across the country on behalf of immigrant workers, and a strong sense of the groundwork of these struggles from experience close-up in Washington state.



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*2012 Peggy Browning Fellow
Meghan Clair shared her summer
experience at Unite Here Local 2 in
San Francisco.*

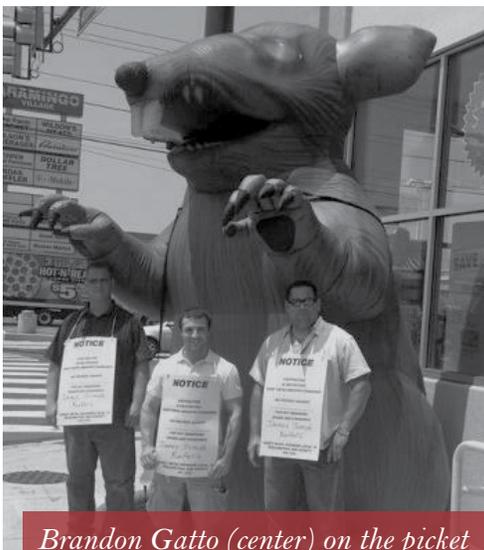


Michael Gillman,
Laborers' Int'l
Union of North
American
(LIUNA),
Washington, DC

My summer fellowship experience was exciting, rewarding and fun! All of the attorneys at LIUNA took a special interest in the fellows, and we were able to work on a diverse set of projects and benefit from supervision and mentoring from a number of sources.

My goal was to see for myself what the labor movement was like from the inside. I was not only reassured by what I saw, but being immersed in a community of solidarity and commitment to social justice was a rewarding experience. The Summer Fellows were invited to participate in a march for VA workers. I was amazed to see the LIUNA office workers become activists as soon as they exited the building. I marched alongside my co-workers chanting and clapping in solidarity with the VA workers.

This day drove home the idea that we were a part of something bigger than the sum total of the work we had accomplished together. It reminded us that we were partners with the working men and women of this country in their struggle for fair pay and decent conditions.



*Brandon Gatto (center) on the picket
line with his union brothers from Sheet
Metal Workers Union Local 19.*



(L to R) Carlos Borba, Trustee, Teamsters Joint Council 7; Pat Szymanski, PBF Board member and Host Committee Chair; Peggy Browning Fellows Daniella Conde and Selby Abraham at the San Francisco reception.

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“Being able to give someone a voice and contact their employer and ask for the \$1,000 of unpaid wages is a powerful thing.”

*- Vanessa Stine,
Friends of Farmworkers, Inc.,
Philadelphia, PA*

were being denied a fair chance to compete for a firefighter job because of a discriminatory entrance exam. I returned phone calls to hundreds of potential class members to inform them of the current case status and to explain the judge’s recent proposed order of relief in plain English.

Also, when ConEd locked out utilities workers, our office buzzed with strategy. All were encouraged to stop by the picket line to show solidarity. One afternoon, a group of us joined Utilities Workers Local 1-2 at a rally in Union Square. The entire summer felt vibrant and exciting!



**Nicole Oliver,
National Labor
Relations Board
(NLRB), Region 5,
Baltimore, MD**

This summer, I hoped to expand my knowledge of how the NLRB operates in everyday life by handling my own cases with the help of a mentor. I was not disappointed. From the very first case, I felt like I was given the opportunity to do real work that impacts the lives of real people.

The case of a union truck driver will always stand out to me. After explaining the law to his employer, I was successful in getting the driver back to work. The case had many facets and a lot of substance – not the typical case an intern handles. This man had been so worried and stressed, it was an amazing feeling to know that I was able to use my knowledge and fellowship position to help him. I was nervous, but my mentor supported me and kept me going down the right path.



Photo courtesy of Rick Reinhard

Andrea Zuniga DiBitetto, PBF ’06, spoke about the value of a Peggy Browning Fellowship at the DC reception.



**Nora Sullivan,
Levy Ratner, PC,
New York, NY**

I was privileged to be selected as a Peggy Browning Fellow at the union-side firm of Levy Ratner, PC. While there, I had the opportunity to work on a case that demonstrated that hundreds of Black and Hispanic applicants

“Working at the Employment Law Center, I was pushed to analyze novel areas of law and to realize that I could contribute to this discussion of the future shape of the law.”

*- Sean Murphy,
San Francisco Legal Aid Society – Employment Law Center*

Facts About the Peggy Browning Fund

- 70 Summer Fellowships in 2012 from a pool of over 500 applicants
- 126 Participating Law Schools
- 17 Union Mentors
- 15 Worker Center Mentor Orgs
- 8 Government Agency Mentor Orgs
- 494 Alumni (Including 2012 Fellows)
- 101 Alumni Working in Workers’ Rights Labor Law
- 20 Alumni Working in Public Interest Law

Washington, DC Reception

Labor Unites to Honor Social Justice Champions

In June, members of the Washington, DC labor community came together in the lobby of the AFL-CIO building to recognize the contributions of three social justice champions, Ed Hill, President of IBEW; Wilma Liebman, Esq., Past Chairman of the NLRB and Josh Javits, Esq., arbitrator and mediator. (Sam Chilia, Int'l Secretary, IBEW, stepped in for Ed Hill who was called away on business.) Introduced by their friends and colleagues, each awardee shared their personal career experiences and their views on the future of the labor movement and the role of the Peggy Browning Fund.

Over 30 Peggy Browning Fellows capitalized on this opportunity to network with union leaders and labor law practitioners gathered for the occasion. "I was touched by the idea of pairing fellows with labor attorneys in attendance. I tend to get nervous at networking events and find that they can become awkward...pairing fellows with attorneys was a very considerate idea that made the event much more enjoyable and informative." shared **Kyle deCant**, PBF '12, Communications Workers of America.



(L to R) Sam Chilia, Int'l Secretary Treasurer, IBEW, accepting for Ed Hill; Richard Resnick, General Counsel, IBEW; Awardee Josh Javits; George Cohen, Director of the Federal Mediation and Conciliation Service; Awardee Wilma Liebman, Past Chairman, NLRB; Gene Orza, Retired COO, Major League Baseball Players Association; Dennis Walsh, PBF Board Chair; and Joe Lurie, PBF President

Photo courtesy of Rick Reinhard



For the past 2 years, the Enterprise Holdings Foundation has provided the Peggy Browning Fund with a grant for general operations. We sincerely thank the Enterprise Holdings Foundation Board for their generosity. Pictured here with this year's grant are: (L to R) Dorothy Rothman, Group Business Account Representative, Greater Philadelphia; Mary Anne Moffa, PBF Executive Director and Kari Simon, Branch Manager of the Rittenhouse Square office.

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San Francisco Inaugural Event

Impressive Beginning!

More than a year ago, discussions began at the Board level about the possibility of a West Coast reception in the fall of 2012. When members of the Board asked their contacts in San Francisco to weigh in, the response was a resounding "YES!"

From that moment, until October 3rd, planning and coordination followed that resulted in a very successful first reception at the Holiday Inn Golden Gateway. The Bay Area labor community came out to recognize the accomplishments of Art Pulaski, Executive Secretary-Treasurer of the California Labor Federation and the legendary Duane Beeson, Esq., of Beeson, Tayer & Bodine. (Rome Aloise, Int'l Vice President, IBT accepted the Peggy Browning Award for Art Pulaski, who was called away on a personal matter.)

Introducers for both awardees spoke eloquently about Art's union accomplishments and many anecdotes were shared regarding Duane Beeson's mentoring of many on the Host Committee. 2012 Peggy Browning Fellow, Meghan Clair, shared her summer experiences working with Unite Here Local 2.

San Francisco Award Reception Sponsors

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Supports All Programs

The Leadership Circle affords donors the opportunity to make one annual leadership-level gift per year that would support all PBF's programs. Members are recognized at all annual events, at the National Conference, in our newsletter and on our website. To join the Leadership Circle, contact Rhonda Gelman Kelley, CFRE at 267-273-7994, Director of Development and Marketing or rkelly@peggybrowningfund.org.

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

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(L to R) Peter Pusateri, Secretary Treasurer, IBEW Local 1269; Pat Szymanski, PBF Board member and Host Committee Chair; Joe Lurie, PBF President; Awardee Duane Beeson of Beeson, Tayer & Bodine; Geoff Pillar, Managing Partner, Beeson, Tayer & Bodine and member of the Host Committee; Burt Boltuch, member of the Host Committee; and Rome Aloise, Teamsters' Int'l Vice President, accepting the award for Art Pulaski.

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:



Richard Bloomingdale
President, Pennsylvania AFL-CIO



Samuel Staten, Jr.
Business Manager, LIUNA Local 332

Wednesday, March 6, 2013
Philadelphia Reception
Penns Landing Caterers

April 4 - New York Peggy Browning Awards Reception

Héctor Figueroa, President, SEIU 32BJ

Susan Davis, Esq., Cohen, Weiss & Simon LLP

Richard Adelman, Esq., Arbitrator

Alumni Connections Calling For Co-Captains!

To help keep PBF Alumni connected, we are asking that you consider becoming a co-captain in your region. Each duo will be responsible for energizing alumni in their area to plan networking events and educational activities to help engage former Peggy Browning Fellows and to encourage area law students to apply to become a part of the next class of Fellows.

If you would like to volunteer to be a co-captain for your region, or if you have suggestions or ideas for programs or activities, please contact Tim Cravens, Assistant to the Executive Director, at tcravens@peggybrowningfund.org, or (267) 273-7995.