

The Peggy Browning Fund

Educating Law Students on the Rights and Needs of Workers

ELEVENTH ANNUAL

National Law Students Workers' Rights Conference

**October 16-17, 2009 at
The National Labor College
George Meany Campus
Silver Spring, Maryland**



MARGARET A. BROWNING

The Peggy Browning Fund is a nonprofit corporation established in memory of Margaret A. (Peggy) Browning, a prominent labor attorney and a vigorous supporter of workers' rights who served as a Member of the National Labor Relations Board from 1994 until her death in February, 1997.

The mission of the Peggy Browning Fund is to educate and inspire the next generation of advocates for workplace justice.

Through fellowships, workers' rights conferences, networking and other programs, the Fund provides unique opportunities for law students to work for economic and social justice.

*The Peggy Browning Fund is the preeminent training ground and recruiting source of legal advocates for social and economic justice for workers. We carry these messages to law students: **Workers' rights are civil rights. The movement for workplace democracy and justice is both a noble calling and a viable career.***

The Fund promotes student awareness of the evolving challenges that face workers and encourages activism around legal strategies that address them. The workplace justice movement looks to the Peggy Browning Fund as a highly selective and prestigious source of legal talent. The Fund's diverse programs and national alumni network enable the next generation of committed lawyers to find and afford meaningful careers on behalf of working people.

Our programs:

- *Introduce students to the nonprofit and union-side world of workers' issues.*
- *Provide interaction with and among practicing professionals in this highly demanding field.*
- *Enable students to gain first-hand knowledge and experience with workers.*
- *Provide a network to learn about job opportunities in public interest labor law.*
- *Serve as a legal talent incubator.*

Fellowship application forms will be available in early December, 2009 at participating law school career placement offices and at www.peggybrowningfund.org.

Conference Goals

- To create greater understanding of, appreciation for, and interest in the issues facing American workers.
- To provide law students with opportunities for networking with fellow law students, top labor lawyers, professors, nonprofit practitioners and government officials.

Conference Highlights

- Networking Reception and Dinner
- Organizing for Change: Yes You Can!
Panel and Small Group Discussions
- Keynote Speaker: Wilma B. Liebman, Chairman
National Labor Relations Board
- Interactive Workshops and Discussions

Conference Location

The National Labor College
George Meany Campus
10000 New Hampshire Avenue
(New Hampshire Avenue at Powder Mill Road)
Silver Spring, Maryland

Conference Planning Committee

Ana Avendano - *Associate General Counsel and
Director of Immigrant Worker Program, AFL-CIO*

Fred Feinstein - *Senior Fellow, University of Maryland School of Public Policy*

Reuben Guttman - *Senior Counsel, Grant & Eisenhofer, P.A.*

Mary Anne Moffa - *Executive Director, The Peggy Browning Fund*

David Prouty - *Chief Labor Counsel
Major League Baseball Players Association*

Nancy Schiffer - *Associate General Counsel, AFL-CIO*

Dennis P. Walsh - *Special Assistant, NLRB; Adjunct Professor,
Howard University School of Law; and Secretary, The Peggy Browning Fund*

Marley S. Weiss - *Professor of Law, University of Maryland School of Law*

Ana Avendano – Associate General Counsel and
Director of Immigrant Worker Program, AFL-CIO

Colleen P. Breslin – Field Attorney
National Labor Relations Board Region 2

Fred Feinstein – Senior Fellow
University of Maryland
School of Public Policy

Sarah M. Fox – Of Counsel
Bredhoff & Kaiser, P.L.L.C.

Wilma B. Liebman – Chairman
National Labor Relations Board

Anne Marie Lofaso – Associate
Professor of Law, West Virginia
University College of Law



Keynote speaker:
Wilma B. Liebman

Joseph Lurie – President, The Peggy Browning Fund

Eben O. (Sandy) McNair – Schwarzwald, McNair & Fusco, LLP

David Prouty – Chief Labor Counsel
Major League Baseball Players Association

Elizabeth A. Roma – Guerrieri, Edmond, Clayman & Bartos, P.C.

Paula Sawyer – Deputy Regional Attorney, NLRB Region 5

Nancy Schiffer – Associate General Counsel, AFL-CIO

Damon A. Silvers – Associate General Counsel, AFL-CIO

Gabriel Terrasa – Singleton, Gendler & Terrasa, LLC

András Tóth – Senior Researcher, Hungarian Institute of Political Science

Jeff Vogt – Global Economic Policy Specialist, AFL-CIO

Dennis P. Walsh – Special Assistant, NLRB; Adjunct Professor,
Howard University School of Law;
Secretary, The Peggy Browning Fund

Marley S. Weiss – Professor of Law
University of Maryland School of Law

Friday Evening Discussions

Organizing for Change: Yes You Can! How can students become responsible for catalyzing and driving reform in their communities? What are the barriers, risks and rewards? After being inspired by motivational speakers describing how they became agents for change in their communities and beyond, you will learn valuable information and share your own challenges and insights in facilitator-led small group discussions. Come away with new ideas for discovering opportunities, realizing new approaches, motivating others, and creating structures to advance sustainable solutions for both small-scale and long-term change.

Saturday Workshops

In interactive workshops, participants will discuss a variety of issues affecting workers' rights. We aim to offer encouragement to law students already committed to workers' rights and to inform students not currently committed to these interests, in the hope that as they become leaders in their communities they will bring an appreciation of workers' rights issues to their work as lawyers and community leaders.

Workshops are designed and led by labor practitioners, law professors, and organizers. They are structured to maximize student interaction and involvement.

Every attendee will be able to participate in four workshops during the conference. Students will be assigned to workshops according to their stated preferences to the extent possible. Two sessions of each workshop will be offered simultaneously and then repeated.

Introduction to Basic Labor Law – In this workshop we will attempt to provide an overview of the basic concepts of labor law, focusing on the National Labor Relations Act, its primary purposes, its structure, and its administration by the National Labor Relations Board, with a little bit of labor law history thrown in for good measure. There is no way to cover all of labor law in an hour and a quarter, so this will only be a brief summary of the major concepts. It is geared toward those who have not completed an introductory Labor Law course.

Protecting the Workplace Rights of Immigrant Workers – Immigrant workers, and in particular undocumented workers, face serious obstacles in enforcing their labor rights. In addition to language and cultural barriers, workers' lack of formal status forces many of them to work in substandard conditions, because they fear that if they report violations they will face deportation. In addition, legal protections for the undocumented have been eroded in recent years, making the protections of a collective bargaining agreement even more important for this worker population. This workshop will give an overview of the challenges that immigrant workers face when they attempt to join a union or enforce other labor rights. We will also discuss legal, policy, legislative and grass-roots strategies for overcoming those challenges.

Income Inequality & the Current Economic Crisis – What Does It Mean for Workers & Their Unions? We will look at the role weak labor law and stagnant wages played in bringing on the economic crisis and the relationship between labor markets, capital markets, and the real economy - how it got messed up and how it can be fixed.

Feedback From Our Past Conferences

"It is inspiring to be around so many people who are committed to social justice."

"The conference was an excellent opportunity for me to be able to network and learn from fellow law students and facilitators involved in and interested in labor law ... It was a perfect mix of discussing the law, public policy arguments and how the union movement fits in. I am excited to bring back this information and share it with other students."

The Rewards of Labor Law Practice – Representing unions and workers as a lawyer in 2009 is an often rewarding, sometimes frustrating endeavor: rarely has the work been more important, but rarely has the deck been so stacked against us. The election of a pro-labor President and with it the possibility of meaningful labor law reform has re-energized union lawyers and the organizations they represent. Whether or not this comes to pass, a career in labor law gives socially conscious lawyers an almost unmatched opportunity to make a real and positive contribution in a way that both improves and empowers workers' lives. Unfortunately, however, it is a notoriously tough field to break into. In this workshop, practicing lawyers from a variety of labor positions will briefly offer their perspectives on working and practicing law in and for the labor movement, and on the positives and negatives of such a practice and the lifestyle that goes with it. The lawyers will also offer suggestions on how law students might best go about seeking a union, government or plaintiff-side job. Students should bring with them questions of general interest about job-seeking, about resume-building, and about the life of a labor lawyer.

Labor Rights in the Global Economy – This workshop will consider the effects of international developments on domestic U.S. labor law, industrial relations, workers' legal rights and economic status, and the international trade and commercial law developments facilitating globalization. In addition, the workshop will consider aspects of globalization which may enhance the position of workers, such as trade-related labor and social clauses incorporated in free trade agreements, international human and labor rights instruments such as those of the International Labour Organization, trans-national union cooperation, organizing, bargaining, and political action, corporate codes of conduct and other forms of consumer and citizen pressure mobilization strategies.

Organizing and the Employee Free Choice Act – What is the Employee Free Choice Act and why does it matter? This workshop will provide an update on where things stand in the consideration of this act. It will examine the provisions of this critical legislation and the debate surrounding its consideration. What are the potential enforcement implications for an Obama NLRB in implementing the Employee Free Choice Act? The workshop will also consider how basic reform of labor law might affect union organizing and strategies for union growth.



FRIDAY, OCTOBER 16, 2009

- 11:00 a.m. – Noon Check-in for Peggy Browning Fellows
- Noon – 4:00 p.m. Fellowship Luncheon & Wrap-Up Workshop
(This is a pre-conference activity restricted to Peggy Browning Fellows, mentors & invited guests only)
- 2:00 – 8:00 p.m. Conference Registration
Check-in for Overnight Guests
- 5:30 – 7:00 p.m. Informal Reception and Buffet Dinner
(Buffet will remain open until 9 p.m. for late arrivals)
- 7:00 – 9:00 p.m. Organizing for Change: Yes You Can!
Panel & Small Group Discussions
- 9:00 p.m. – Closing
(Cash Bar open until 11 p.m.)
- Networking/Free Time



SATURDAY, OCTOBER 17, 2009

7:30 – 8:30 a.m.	Breakfast Conference Registration
8:30 – 8:45 a.m.	Introductions & Conference Overview Joseph Lurie, President The Peggy Browning Fund Dennis P. Walsh, National Labor Relations Board
8:45 – 9:30 a.m.	Keynote Address Wilma B. Liebman, Chairman National Labor Relations Board
9:45 – 11:00 a.m.	Workshops* <ol style="list-style-type: none">1. Introduction to Basic Labor Law2. Protecting the Workplace Rights of Immigrant Workers3. Income Inequality & the Current Economic Crisis
11:00 – 11:15 a.m.	Networking Break & Refreshments
11:15 a.m. – 12:30 p.m.	Workshops – Same as in first morning session
12:30 – 1:45 p.m.	Networking Luncheon
1:45 – 3:00 p.m.	Workshops* <ol style="list-style-type: none">4. The Rewards of Labor Law Practice5. Labor Rights in the Global Economy6. Organizing & the Employee Free Choice Act
3:00 – 3:15 p.m.	Networking Break & Refreshments
3:15 – 4:30 p.m.	Workshops – Same as in first afternoon session
4:30 – 5:00 p.m.	Closing Session Dennis P. Walsh Marley Weiss Joseph Lurie



* Two sessions of each workshop will be offered simultaneously and then repeated. Each student will participate in four workshops and will be assigned to workshops according to their stated preferences, to the extent possible.

Registration

- **Registration Deadline: August 27 if The Peggy Browning Fund pays for airfare. October 2 for all others. Register Early!** The Conference has often been fully booked before the deadline.
- Having trouble meeting the deadline? Call us!
- Each participating law school must tell the Fund which students it selected to attend the conference. Peggy Browning Fund Fellows are automatically invited. There is no limit this year on the number of students from each school, as long as space is available (first come, first served). PBF will confirm with each school as registrations are received.
- Complete the registration form on the last two pages of this brochure, and send it along with payment to The Peggy Browning Fund.
- Registrations will be accepted by email (mmoffa@peggybrowningfund.org) or fax (215-564-2262) but will not be confirmed until payment is received.
- Registration confirmations will be emailed.
- Registrations received after October 2 will not be included in the Conference Program Book.



Lodging

- The Peggy Browning Fund will handle arrangements for overnight accommodations. Most students will stay on campus at the National Labor College. In some cases students may stay at nearby hotels.
- Students may request a roommate; otherwise, one will be assigned. These requests must be received by October 2.
 - Single rooms are available for an additional fee.
 - Plenty of free parking is available on campus.



Conference Charges

- **Peggy Browning Fund Fellows** (i.e., law students who were chosen for the Fund's 2009 Fellowship Program) - All fees are waived. The Peggy Browning Fund will also cover transportation costs.
- **Other Students** – We ask schools to support us by paying all costs for their students to attend. If a school cannot do this, the Fund will cover the Conference Fee and Overnight Fee for one student from that school (not counting Peggy Browning Fellows). The student must still pay the Registration Fee. There is also limited funding available for airfare.

Registration Fee \$25

(Non-refundable; covers materials and processing. To reduce no-shows, we prefer that this fee be paid by the student, not the school.)

Conference Fee..... \$100

(Includes dinner on Friday, continental breakfast and lunch on Saturday. Students attending only one day pay reduced rate of \$50.)

Overnight Fee \$122 Per person, double occupancy
(Includes full breakfast. Students may request a roommate; otherwise, one will be assigned. Single rooms are available for an additional \$77, paid in advance.)

- **Please Note:** The actual cost per person is greater than the fees listed above; thus, the Fund subsidizes every student to some extent.

Travel

- Conference attendees can take advantage of special rates for plane and train travel. Contact The Peggy Browning Fund for details.
- Airfare reimbursement is limited to one student per school (not counting PBF Fellows).
- In cases when PBF covers airfare, usually the Fund will make the flight arrangements for the student. The Fund will not cover the cost of ground transportation to and from the airports at either end of the flight, except for PBF Fellows.
- The Peggy Browning Fund typically purchases non-refundable tickets, which are usually the most affordable option. Airline rules permit ticket-holders (i.e., only the person for whom the ticket was purchased, not the entity purchasing the ticket) to receive credit toward a future flight, if the airline is notified prior to flight time; therefore, *The Peggy Browning Fund will expect reimbursement from any student who cancels after the Fund has purchased tickets.* The student's law school will be contacted if necessary. It is the student's responsibility to contact the airline.
- Arrangements can be made to arrive early or stay longer. This gives students a chance to schedule job interviews or other activities while in the Washington, DC area.



Cancellations & Substitutions

- Cancellations received before 3:00 p.m., Eastern Daylight Time, September 25, 2009 will be eligible for refunds, except for the \$25 registration fee and for any airline tickets already purchased by the PBF.
- Cancellations received after 3 p.m., Eastern Daylight Time, on September 25, 2009 will not be eligible for refunds.
- Registrations received after September 25, 2009 will not be eligible for refunds.
- Refunds will be processed six to eight weeks after the conference.
- No-Shows – Non-refundable.
- Substitutions may be made with the approval of the school, although plane tickets are not transferable. If a student does not cancel and does not attend, payment will still be expected.
- Exceptions to these policies will be considered on a case-by-case basis, depending on extenuating circumstances. Documentation may be required.

Questions

- Check FAQs at www.peggybrowningfund.org.
- Contact Mary Anne Moffa, Executive Director at 215-665-6815 or at mmoffa@peggybrowningfund.org.

Feedback From Our Past Conferences

"I am so glad I came! I really didn't expect to learn so much. While we learn about the law in class, here I felt that we learn how it is applied. The differences are amazing."

"The conference made me feel like I wasn't alone in my passion for social justice and workers' rights."

"The topics were interesting and I gained a lot of knowledge and felt the passion that is critical behind the movement."

Albany Law School	The John Marshall Law School
American University	Lewis & Clark Law School
Washington College of Law	Loyola University Chicago School of Law
Benjamin N. Cardozo School of Law	Loyola University New Orleans School of Law
Boston College Law School	Marquette University Law School
Boston University School of Law	Michigan State University College of Law
Brooklyn Law School	New York Law School
California Western School of Law	New York University School of Law
Case Western Reserve University School of Law	Northeastern University School of Law
Catholic University of America, Columbus School of Law	Northern Illinois University College of Law
Chicago-Kent College of Law	Northern Kentucky University, Chase College of Law
The City University of New York School of Law	Northwestern University School of Law
Cleveland State University, Cleveland-Marshall College of Law	Ohio State University Moritz College of Law
The College of William and Mary School of Law	Pace University School of Law
Columbia Law School	Penn State Dickinson School of Law
Cornell Law School	Regent University School of Law
DePaul University College of Law	Roger Williams University School of Law
Duke University School of Law	Rutgers University School of Law/Camden
Duquesne University School of Law	Rutgers University School of Law/Newark
Fordham University School of Law	Santa Clara University Law School
George Washington University Law School	Seattle University School of Law
Georgetown University Law Center	Southwestern University School of Law
Golden Gate University School of Law	St. John's University School of Law
Gonzaga University School of Law	Stanford University School of Law
Hamline University School of Law	Suffolk University Law School
Harvard Law School	SUNY Buffalo Law School
Hofstra University School of Law	Syracuse University College of Law
Howard University School of Law	
Indiana University School of Law at Bloomington	
Indiana University School of Law, Indianapolis	

* List as of 7/1/2009

(continued on next page)

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|---|---|
| Temple University,
Beasley School of Law | University of New Mexico
School of Law |
| Texas Wesleyan University Law School
Thomas Jefferson School of Law | University of North Carolina
School of Law, Chapel Hill |
| Thomas M. Cooley School of Law
Touro Law Center | University of Notre Dame Law School
University of Oregon School of Law |
| Tulane Law School | University of the Pacific, McGeorge
School of Law |
| University of Alabama School of Law
University of Arizona,
Rogers College of Law | University of Pennsylvania
School of Law |
| University of Baltimore School of Law
University of California, Berkeley
School of Law | University of Pittsburgh School of Law
University of Richmond School of Law |
| University of California, Davis
School of Law | University of San Francisco Law School
University of South Carolina
School of Law |
| University of California, Hastings
College of the Law | University of Southern California
Law School |
| University of California, Los
Angeles School of Law | University of Tennessee
College of Law |
| University of Chicago Law School
University of the District of Columbia,
Clarke School of Law | University of Texas School of Law,
Austin |
| University of Florida College of Law
University of Illinois College of Law | University of Toledo College of Law
University of Virginia School of Law |
| University of Iowa College of Law
University of Kansas School of Law | University of Washington
School of Law |
| University of Kentucky College of Law
University of Louisville,
Brandeis School of Law | University of Wisconsin Law School
Vanderbilt University Law School |
| University of Maine School of Law
University of Maryland School of Law | Vermont Law School
Villanova University School of Law |
| University of Miami School of Law
University of Michigan School of Law | Wake Forest University School of Law
Washington and Lee University
School of Law |
| University of Minnesota Law School
University of Mississippi School of Law | Washington University School of Law
Wayne State University School of Law |
| University of Nevada, Las Vegas,
Boyd School of Law | West Virginia University
College of Law |
| | Widener University School of Law
Yale Law School |

* List as of 7/1/2009

See www.peggybrowningfund.org for updates.

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The Peggy Browning Fund

NATIONAL LAW STUDENTS WORKERS' RIGHTS CONFERENCE
OCTOBER 16-17, 2009 ★ REGISTRATION FORM (page 1)

STUDENT NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

TELEPHONE: _____

CELL PHONE: _____

E-MAIL ADDRESS: _____

LAW SCHOOL: _____

YEAR IN LAW SCHOOL (as of Fall, 2009): _____

WILL YOU ATTEND: Both Days Friday only Saturday only

SPECIAL NEEDS: If you have special needs, please check this box and someone will contact you.

DO YOU NEED OVERNIGHT ACCOMMODATIONS? Yes No

	<u>Double Occupancy</u>	<u>Single Occupancy</u> (additional charge)
Thursday 10/15	<input type="checkbox"/>	<input type="checkbox"/>
Friday 10/16	<input type="checkbox"/>	<input type="checkbox"/>
Saturday 10/17	<input type="checkbox"/>	<input type="checkbox"/>

Other (specify) _____

Roommate (Name) _____

Please indicate your workshop preferences. Rank each group from 1 (*first choice*) to 3 (*last choice*). We will honor your preferences as long as space is available.

Saturday Morning Workshop Choices

- Introduction to Basic Labor Law
- Protecting the Workplace Rights of Immigrant Workers
- Income Inequality & the Current Economic Crisis

Saturday Afternoon Workshop Choices

- The Rewards of Labor Law Practice
- Labor Rights in the Global Economy
- Organizing & the Employee Free Choice Act

Also complete page 2 of this Registration Form.

The Peggy Browning Fund

NATIONAL LAW STUDENTS WORKERS' RIGHTS CONFERENCE
OCTOBER 16-17, 2009 ★ REGISTRATION FORM (page 2)

STUDENT NAME: _____

This section to be completed by School Official authorizing attendance.

Check all that apply:

- School will cover all costs for this student.
 School will cover the following: _____
 Student will cover the following: _____
 Other: _____
 School asks PBF to cover the following: _____

Name of School Official: _____

Title: _____

Email: _____

Phone: _____

	<u>AMOUNT DUE*</u>	<u>AMOUNT ENCLOSED</u>
REGISTRATION FEE:	\$25	\$ _____
CONFERENCE FEE:	\$100 FULL CONFERENCE	\$ _____
	\$50 ONE DAY ONLY	\$ _____
OVERNIGHT FEE AT NLC:	\$122 PER PERSON, DOUBLE OCCUPANCY	\$ _____
	\$199 PER PERSON, SINGLE ROOM	\$ _____
OVERNIGHT AT NEARBY HOTEL: CALL US FOR INFO		\$ _____
TOTAL ENCLOSED		\$ _____

* All fees waived for Peggy Browning Fellows

REGISTRATION DEADLINE:

August 27, 2009 if The Fund pays for airfare • October 2 for all others.

Register early to be sure you'll get in!

Having trouble meeting the deadline? Call us!

Make checks payable to The Peggy Browning Fund.

Clip and mail this form, along with \$25 registration fee, to the address below.

Remaining fees may be paid separately. Registration will not be complete until full payment is received.