

The Peggy Browning Fund

Educating Law Students on the Rights and Needs of Workers

TWELFTH ANNUAL

National Law Students Workers' Rights Conference

**October 15-16, 2010 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.

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
- *The Philosopher Kings*
Film Presentation and Panel Discussion
- 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

Keynote Speaker Wilma B. Liebman



Wilma B. Liebman was designated Chairman of the National Labor Relations Board (NLRB) by President Obama in January 2009. She has served on the Board since November 1997. Prior to joining the NLRB, Ms. Liebman served from 1994 to 1997 at the Federal Mediation and Conciliation Service, first as Special Assistant to the Director and then as Deputy Director. She began her legal career as an NLRB staff attorney in 1974, then served on the legal staff of two labor unions: the International Brotherhood of Teamsters (1980-1989) and the International Union of Bricklayers and Allied Craftworkers (1990-1993).

Pre-Conference Sessions

Fellowship Luncheon & Wrap-Up Workshop – *This is a pre-conference activity restricted to Peggy Browning Fellows, Mentors, Board Members and invited guests only.* Fellows and Mentors will share insights about the fellowship assignments and accomplishments. In the process, they will discuss labor issues faced by workers. They will also examine the impact of the summer fellowships and offer suggestions for future programming.

Congressional Staff Briefing on Labor Law and Policy – *This is a pre-conference activity open to students who arrive early for the conference.* Several labor lawyers from the House Education and Labor and the Senate Health, Education, Labor and Pensions (HELP) Committees, as well as labor law attorneys for individual Members of Congress, will brief the students about their work on Capitol Hill. The students will learn about how to get a job doing labor law on Capitol Hill, what that work entails, and the differences between being a labor lawyer for a Member of Congress versus for a Committee. The briefing will be on Capitol Hill from 2:30 to 4:00 p.m. on Friday, October 15. Must pre-register; no walk-ins. **Tour bus will leave the National Labor College at 1:00 p.m.**

Friday Evening Film & Panel Discussion

The Philosopher Kings – A compelling documentary, this award-winning film weaves together thought-provoking stories of triumph and tragedy from the lives of eight university custodians who unveil insightful wisdom derived from surviving hard times, lost loves, and shattered dreams. After the film, a panel will lead a discussion about the challenges of organizing custodians and other workers like those who appear in the film.

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 most workshops 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. Because this workshop covers only the basics of Labor Law, it is **not** recommended for those students who have taken or are currently taking an introductory Labor Law course.

Beyond Traditional Labor Law: Protecting Workers and Building Unions – With an economy changing from industrial to service and domestic to global, and with the inability of the NLRB to provide timely remedies that have a deterrence impact, legal advocates need to think creatively about laws that can protect and compensate workers while triggering litigation that can serve as a catalyst to union organizing. What roles do unions play in traditional employment litigation including discrimination – i.e. Title VII, 1981, litigation,

and wage and hour litigation? What is the role of unions in whistleblower – i.e. False Claims Act – litigation and are there ways to vindicate union interests through the FCA? Can environmental laws be used by unions to address health and safety in the workplace? Why should union lawyers care about securities and corporate law? How does executive compensation motivate officers and directors with regard to workplace and overall corporate stability?



The Rewards of Labor Law Practice – Representing unions and workers as a lawyer in 2010 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.



The Future of Workers' Rights Law – Critics have long claimed that the National Labor Relations Act (NLRA) is failing to accomplish its objective of encouraging the practice of collective bargaining. This workshop will examine concerns about the law and efforts to address those concerns through changes in the law. We will discuss the status of the Employee Free Choice Act and other ongoing efforts to reform the NLRA. We will also examine administrative changes under consideration by the National Labor Relations Board, legal issues that advocates are urging the Board to consider and other changes in enforcement the new Obama appointments to the NLRB could implement.

Sports Law – The unions representing professional athletes are some of the most visible and controversial in the labor movement. How they act, and how successful they are, have a disproportionate impact on the public's perception of unions in this country. Labor lawyers for these unions deal with both bread-and-butter collective bargaining



issues - grievances and arbitrations, discipline, health and safety - and also more topical issues that cut across legal disciplines such as drug testing, antitrust, and intellectual property. This workshop will feature labor lawyers from some of the main

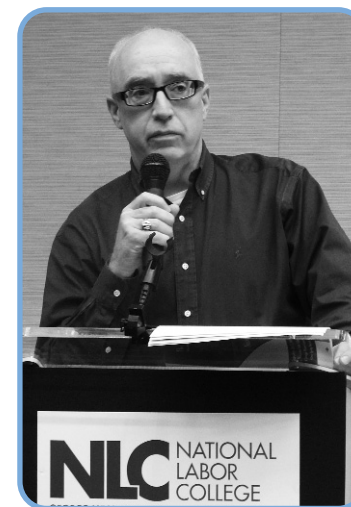
sports unions who will discuss their positions, their work and their perspectives and will give students some insights into what lies ahead in 2011 when the collective bargaining agreements for the three major sports – baseball, football and basketball - will be up for renewal.

Immigrants' Rights Are Workers' Rights: Protecting and Organizing Immigrant Workers

– The labor movement and the fight to protect workers' rights now more than ever revolve around immigrants' rights, while the success of protecting and sustaining immigrants' rights depend upon workplace and labor organizing. Wages continue to fall, work hours continue to rise, and workplace conditions continue to deteriorate into dangerous conditions while entire industries exploit the cultural barriers, language barriers, anonymity and fear inherent in an undocumented workforce. The globalization of world economies has inevitably sent world labor markets on the move, with immigration levels in the United States at record highs. Employers resist any changes or laws that will stop the system of maximizing profits by exploiting immigrant workers. They especially resist the efforts of immigrant workers to join unions or enforce existing workplace protection laws. Meanwhile, many American workers are fearful and angry about the economy and turn their rage on immigrant scapegoats. This workshop will give an overview of the challenges that immigrant workers face when they attempt to form a union or enforce other labor rights. The workshop will also discuss legal, policy, legislative and grass-roots strategies for overcoming those challenges.



Labor Rights in the Global Economy – This workshop will consider the effects of international developments on domestic U.S. labor law, industrial relations, and workers' legal rights and economic status. It will examine strategic responses of the labor movement at the political and policymaking levels, as well as in the context of campaigns opposing offshoring of particular employer operations. It will address the pros and cons of 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 Labor Organization, trans-national union cooperation, organizing, bargaining, political action, corporate codes of conduct and other forms of consumer and citizen pressure mobilization strategies.



Innovative Uses of Technology in the Labor Movement

– Innovative technologies, including Facebook, Twitter, YouTube, and blogs, are increasingly being used in union campaigns. Workers trying to organize face the difficult challenge of breaking through the communications barrier. Employers have exclusive access to workers during the entire workday and can ban communications by union supporters and union organizers. Social networking tools offer creative ways to educate and support workers, focus attention on employer misconduct through "street" journalism, mobilize allies to join the campaign, respond immediately to counter misinformation, and organize events and activities to maintain momentum. Social media also can provide important updates on bargaining, legislation, and other representational functions. This workshop will discuss the legal challenges that unions and workers face with these technologies, including speech rights, retaliation, on- and off-duty conduct issues, defamation, copyright issues, and more.



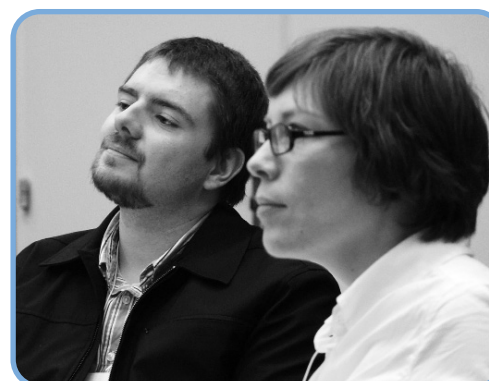
FRIDAY, OCTOBER 15, 2010

11:00 a.m. – Noon	Check-in for Peggy Browning Fellows
Noon – 4:00 p.m.	Fellowship Luncheon & Wrap-Up Workshop <i>(This is a pre-conference activity restricted to Peggy Browning Fellows, Mentors & invited guests only.)</i>
12:45 – 4:30 p.m.	Congressional Staff Briefing <i>(Open to pre-registered students arriving early for the conference.)</i>
2:00 – 8:00 p.m.	Conference Registration Check-in for Overnight Guests
5:30 – 6:45 p.m.	Informal Reception and Buffet Dinner <i>(Buffet will remain open until 9 p.m. for late arrivals)</i>
6:45 – 9:00 p.m.	Film & Panel Discussion – <i>The Philosopher Kings</i>
9:00 p.m. – Closing (Cash Bar open until 11 p.m.)	Networking/Free Time



SATURDAY, OCTOBER 16, 2010

7:30 – 8:30 a.m.	Breakfast Conference Registration
8:30 – 8:45 a.m.	Introductions & Conference Overview
8:45 – 9:30 a.m.	Keynote Address Wilma B. Liebman, Chairman National Labor Relations Board
9:45 – 11:00 a.m.	Workshops* 1. Introduction to Basic Labor Law 2. Beyond Traditional Labor Law – Protecting Workers & Building Unions 3. The Rewards of Labor Law Practice 4. The Future of Workers' Rights Law
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* 5. Sports Law 6. Protecting & Organizing Immigrant Workers 7. Labor Rights in the Global Economy 8. Innovative Uses of Technology in Organizing
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



* Two sessions of most workshops 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.

Eddie Acosta – National Worker Center Coordinator, AFL-CIO

Traci Buschner – Grant & Eisenhofer, P.A.

Lynn Dondis – Labor Counsel for the Education and Labor Subcommittee on Workforce Protections, U.S. House of Representatives

Linda Fang – Gilbert & Sackman

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

Reuben Guttman – Grant & Eisenhofer, P.A.

Stephen Lerner – Director, Banking and Finance Campaign,
Service Employees International Union

Wilma B. Liebman – Chairman, National Labor Relations Board

Katchen Locke – Associate General Counsel,
Service Employees International Union

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

Joseph Lurie – President, The Peggy Browning Fund

Lauren McFerran – HELP Committee Labor and Pension Policy Director, U.S. Senate

Cyrus Mehri – Mehri & Skalet, PLLC

Ai-Jen Poo – Lead Organizer and Founder, Domestic Workers United

David Prouty – Chief Labor Counsel,
Major League Baseball Players Association

Nancy Schiffer – Associate General Counsel, AFL-CIO

James A. W. Shaw – Segal Roitman, LLP

Matt Walker – Labor Counsel for the Subcommittee on Health,
Employment, Labor, and Pensions, U.S. House of Representatives

Dennis P. Walsh – Deputy General Counsel,
Federal Labor Relations Authority;
Chairman, Special Panel on Appeals;
Adjunct Professor, Howard University School of Law;
Secretary, The Peggy Browning Fund

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

** List incomplete at time of printing*

Registration

- 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 (267-273-7688).
 - 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 on the number of students from each school, as long as space is available (first come, first served).
- **Registration Deadline: August 26 for those asking PBF to pay for airfare. October 1 for all others. Register Early!** The Conference has often been fully booked before the deadline.
 - Having trouble meeting the deadline? Call us!
 - Registration confirmations will be emailed after payment or purchase order has been received.
 - Registrations received after October 1 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 1.
- Single rooms are available for an additional fee.
- Plenty of free parking is available on campus.

Feedback From Our Past Conferences

"The conference has completely re-energized my passion for labor law."

"The conference reminded me of the reasons we fight for justice."

Conference Charges

- **Peggy Browning Fund Fellows** (i.e., law students who were chosen for PBF's 2010 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, PBF 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..... \$180

(Includes meals. Students attending only one day pay reduced rate of \$90.)

Overnight Fee \$85 Per person, per night, double occupancy (Students may request a roommate; otherwise, one will be assigned. Single rooms are available for \$170 per night, paid in advance.)

- **Please Note:** The actual cost per person is greater than the fees listed above; thus, PBF 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.
- If a school cannot cover airfare, the school may request travel assistance from PBF for one student (in addition to PBF Fellows).
- In cases when PBF covers airfare, usually PBF will make the flight arrangements for the student. PBF 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 purchases non-refundable tickets. *We will expect reimbursement from any student who cancels after we have purchased tickets.*
- 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 24, 2010 will be eligible for refunds, except for the \$25 registration fee and for any airline tickets already purchased by PBF. Those received later 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 267-273-7990, ext. 2 or at mmoffa@peggybrowningfund.org.

Feedback From Our Past Conferences

"The conference made me think about labor law from all sorts of diverse perspectives."

"I particularly enjoyed meeting the attorneys in the field and valued the networking opportunities. It is encouraging to have attorneys invite us to contact them and to assure us that their invitation is sincere."

"It was great to be surrounded by people with similar interests and feel encouraged and supported."

For a complete listing of participating law schools, visit www.peggybrowningfund.org.

Any fully accredited law school not currently listed that wishes to participate must identify a Career Service Officer and a Labor Law Professor to serve as liaisons with The Peggy Browning Fund. They must actively promote the program, identify interested students, and share information with them. It is also most helpful if schools assist The Peggy Browning Fund in various ways (e.g., by covering some or all costs for their students to attend our annual conference, by taking an ad in the Program Books for the event, etc.). Send a letter or email expressing your interest in participating and supporting such a commitment, to:

Mary Anne Moffa, Executive Director
The Peggy Browning Fund
1528 Walnut Street, Suite 1904
Philadelphia, PA 19102
mmoffa@peggybrowningfund.org

Please include all contact information (including email address) for the liaisons identified for your school. Also include such information for your Law School Dean.

Conference Planning Committee

Dennis P. Walsh - Conference Planning Committee Chairperson;
Deputy General Counsel, Federal Labor Relations Authority;
Chairman, Special Panel on Appeals;
Adjunct Professor, Howard University School of Law;
Secretary, The Peggy Browning Fund

Michael L. Artz - Associate General Counsel, AFSCME

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

Norm Gleichman - Deputy General Counsel, SEIU

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

Danielle LeClair - Federal Sector Representative, LIUNA

Mary Anne Moffa - Executive Director, The Peggy Browning Fund

David Prouty - Chief Labor Counsel
Major League Baseball Players Association

Craig Rosenbaum - General Counsel, Chicago Newspaper Guild Local 34071

Nancy Schiffer - Associate General Counsel, AFL-CIO

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

The Peggy Browning Fund

NATIONAL LAW STUDENTS WORKERS' RIGHTS CONFERENCE
OCTOBER 15-16, 2010 ★ REGISTRATION FORM (page 1)

STUDENT NAME: _____

E-MAIL ADDRESS: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

HOME PHONE: _____ CELL PHONE: _____

LAW SCHOOL: _____

YEAR IN LAW SCHOOL (as of Fall, 2010): _____

WILL YOU ATTEND:

- Pre-Conference: ☐ Fellows Wrap-Up Workshop (for PBF Fellows only)
☐ Congressional Briefing Session (for early arrivals only)
- Conference: ☐ 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

	Double Occupancy	Single Occupancy (additional charge)
Thursday 10/14	<input type="checkbox"/>	<input type="checkbox"/>
Friday 10/15	<input type="checkbox"/>	<input type="checkbox"/>
Saturday 10/16	<input type="checkbox"/>	<input type="checkbox"/>

Roommate (Name) _____

Please indicate your workshop preferences. Rank each group from 1 (*first choice*) to 4 (*last choice*). We will honor your preferences as long as space is available.

Saturday Morning Workshop Choices

- ☐ Introduction to Basic Labor Law
☐ Beyond Traditional Labor Law
☐ The Rewards of Labor Law Practice
☐ The Future of Workers' Rights Law

Saturday Afternoon Workshop Choices

- ☐ Sports Law
☐ Protecting Immigrant Workers
☐ Labor Rights in the Global Economy
☐ Innovative Uses of Technology in Organizing

Also complete page 2 of this Registration Form.

Scissors (clip page and mail)

The Peggy Browning Fund

NATIONAL LAW STUDENTS WORKERS' RIGHTS CONFERENCE
OCTOBER 15-16, 2010 ★ 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 Authorizing Attendance: _____

Title: _____ Phone: _____

Email: _____

	<u>AMOUNT DUE*</u>	<u>AMOUNT ENCLOSED</u>
REGISTRATION FEE:	\$25	\$ _____
CONFERENCE FEE:	\$180 FULL CONFERENCE	\$ _____
	\$90 ONE DAY ONLY	\$ _____
OVERNIGHT FEE AT NLC:	\$85 PER PERSON, PER NIGHT	
	DOUBLE OCCUPANCY	\$ _____
	\$170 PER PERSON, PER NIGHT	
	SINGLE ROOM	\$ _____
OVERNIGHT AT NEARBY HOTEL: CALL US FOR INFO		\$ _____
TOTAL ENCLOSED		\$ _____

* All fees waived for Peggy Browning Fellows

REGISTRATION DEADLINE:

August 26, 2010 if The Fund pays for airfare • October 1 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.

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.

The Peggy Browning Fund ★ 1528 Walnut Street, Suite 1904 ★ Philadelphia, PA 19102

(p) 267-273-7990 ★ www.peggybrowningfund.org ★ (f) 267-273-7688