Seventeenth Annual

National Law Students
Workers’ Rights Conference

October 16 - 17, 2015

The Conference Center at the Maritime Institute
Linthicum Heights, Maryland
The Peggy Browning Fund is a nonprofit organization 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, PBF 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
- Friday Evening: The Hand That Feeds, A Documentary Directed by Robin Blotnick & Rachel Lears Followed by an Interactive Discussion with two of the film’s participants
- Keynote Speaker: M. Patricia Smith Solicitor of Labor, U.S. Department of Labor
- Interactive Workshops and Discussions

Conference Location

The Conference Center at the Maritime Institute (CCMIT)
692 Maritime Boulevard
Linthicum Heights, MD 21090

Keynote Speaker

M. Patricia Smith

M. Patricia Smith was confirmed by the Senate as the Solicitor of Labor on February 4, 2010. As Solicitor, she is the chief legal advisor to the Secretary of Labor and directs an office of over 650 attorneys across the country. From January to April 2014 she was the Acting Deputy Secretary of Labor. Prior to becoming the Solicitor of Labor, Ms. Smith was the New York State Commissioner of Labor for three years; Chief of the Labor Bureau in the Office of the New York State Attorney General for eight years; and Deputy Bureau Chief and Section Chief of the Labor Bureau for eleven years. Previously, Solicitor Smith worked for various Legal Services Organizations representing unemployment claimants, minimum wage workers, workers in federal job training programs and job seekers. She graduated cum laude from Trinity College in Washington, D.C. in 1974 and from New York University School of Law, with honors, in 1977.

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, on Friday, October 16. 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 Jobs on the Hill – This is a pre-conference activity open to students (but not to Peggy Browning Fellows) who arrive early for the conference. Labor lawyers working on Capitol Hill, including staff from the House Education and the Workforce Committee and the Senate Committee on Health, Education, Labor and Pensions (HELP), will brief students about their work. Students will learn about 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 the differences between being a labor lawyer for a Member of Congress and working for a Committee. The briefing will be on Capitol Hill from 2:30 to 4:00 p.m. on Friday, October 16. Must pre-register; no walk-ins. Box lunch available if pre-ordered. Tour bus will leave the Maritime Institute at 12:15 p.m.
Introduction to Basic Labor Law – In this workshop we will 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 some of the basics of Labor Law, it is not recommended for those students who have taken or are currently taking an introductory Labor Law course.

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. We 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, government administrators, labor representatives, and organizers. They are structured to maximize student interaction and involvement.

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

Friday Evening Film & Discussion

The Hand That Feeds – At a popular bakery café, residents of New York’s Upper East Side get bagels and coffee 24 hours a day. Behind the scenes, undocumented workers face illegal wages, dangerous machinery, and abusive managers. Mahoma López, a married father of two, is the insistent voice for change. It is his voice which declares that everyone deserves better. He soon leads the workers through the steps of getting unionized. Mr. López never waivers even when management closes the store, locks the workers out, and does everything to undercut each victory the workers make toward getting a minimum wage, vacation, and sick days.

This inspiring 56-minute video will be followed by an interactive discussion with Mr. López and Benjamin N. Dictor, of Eisner & Associates, P.C. Mr. Dictor provided legal assistance to the workers during their organizing drive. Moderated by Professor Homer C. La Rue of Howard University School of Law, this Friday evening session will set the stage for other conference sessions covering issues related to workers' rights.

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 depends 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.

The Rewards of Labor Law Practice – Representing unions and workers as a lawyer in 2015 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 Obama NLRB has made progress in protecting workers’ rights, but the possibility of meaningful labor law reform seems a long way off. Meanwhile, the anti-union backlash in state capitol has presented both new challenges and, many would argue, new opportunities. Regardless of what the immediate future holds, 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.
Employee Benefits Law: What Do I Need to Know and Why Do I Need to Know About It? – Employee benefits, including health care and retirement benefits, are of paramount importance to workers. Every day, issues regarding employee benefits are in the news, from “Obamacare” to the Pension Protection Act and beyond. Yet many law schools offer little to no coursework in employee benefits law and students committed to workers’ rights may not have the opportunity to learn about these issues and this area of law. In this workshop we will provide an overview of the basic concepts of the Employee Retirement Income Security Act (ERISA) and related laws, the issues facing workers regarding employee benefits as well as a discussion regarding the types of careers a student could pursue in employee benefits law.

Sports and Labor 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’s going on in 2015 as the union members in each sport face their own sets of challenges.

Public Sector Labor Law – Public sector workers, employed by cities, towns, school boards, states and other public entities, work under a jurisdiction-by-jurisdiction legal system that offers twists and turns not always found in the private sector. Meanwhile, attacks on teachers, other public workers and independent providers in a host of states and in the Supreme Court have heightened attention to public sector labor law in recent years. This workshop will provide an overview of public sector labor law and how it differs from private sector law; discuss the types of attacks that conservative legislatures and governors have undertaken against public sector unions, particularly teachers and their unions; and highlight the new and creative ways organizing is happening in the public sphere and the litigation strategies and efforts to fight back against attacks.

International Trade and Workers’ Rights – Globalization of trade and investment has had a tremendous impact upon workers. Free trade agreements have allowed goods, and increasingly, services, to move freely across borders, leading to the creation of global supply chains. Free movement of capital has permitted multinational corporations to place workers into competition with each other around the world, and to pressure governments into a regulatory “race to the bottom.” Investor protection provisions have allowed foreign investors to challenge enhanced labor, environmental, and other social legislation by alleging the international trade equivalent of a “regulatory taking.”

This workshop will consider whether the intensified international trade and extensive multinational supply chains that are at the heart of globalization, improve or undermine the economic, political and social position of working people, in the U.S. as well as in other developed, developing and least developed countries. It will examine the laws, treaties, and practices governing international trade, and the extent to which they incorporate or conflict with international and domestic workers’ rights. It also will address the possibilities for international labor rights to ameliorate some of the harsh disruptive effects of globalization. It will address 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, utilizing labor rights provisions incorporated in some of the same free trade agreements.

Saturday Plenary Session:

Low-Wage Workers Rising: Redefining Labor Organizing – This panel will consist of people from the front lines of a fast-food/low-wage organizing campaign, a campaign that is one of many redefining labor organizing. In addition to organizing to lift industry standards, the Fight for 15 is helping win wage increases across the country by campaigning for ordinances that increase the local minimum wage to $15/hour. The campaign is also expanding into other low-wage industries including homecare, childcare, and retail. The panelists will examine how workers, organizers and lawyers are contributing to the campaign. They will discuss how the campaign started, what it has accomplished and its goals moving forward.
### Friday, October 16, 2015

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>11:00 a.m. – Noon</td>
<td>Check-in for Peggy Browning Fellows</td>
</tr>
<tr>
<td>Noon – 4:00 p.m.</td>
<td>Fellowship Luncheon &amp; Wrap-Up Workshop (This is a pre-conference activity restricted to Peggy Browning Fellows, Mentors &amp; invited guests only.)</td>
</tr>
<tr>
<td>12:15 – 4:30 p.m.</td>
<td>Congressional Staff Briefing (Open only to pre-registered students arriving early for the conference. Not open to Peggy Browning Fellows.)</td>
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<tr>
<td>2:00 – 8:00 p.m.</td>
<td>Conference Registration Check-in for Overnight Guests</td>
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<tr>
<td>5:30 – 6:45 p.m.</td>
<td>Informal Reception and Buffet Dinner (Buffet will remain open until 9 p.m. for late arrivals)</td>
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<tr>
<td>6:45 – 9:00 p.m.</td>
<td>Film &amp; Discussion – The Hand That Feeds</td>
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<tr>
<td>9:00 p.m. – Closing</td>
<td>Networking/Free Time (Cash Bar open until 11 p.m.)</td>
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### Saturday, October 17, 2015

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>7:30 – 8:30 a.m.</td>
<td>Breakfast Conference Registration</td>
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<tr>
<td>8:30 – 8:45 a.m.</td>
<td>Introductions &amp; Conference Overview</td>
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<tr>
<td>8:45 – 9:30 a.m.</td>
<td>Keynote Address M. Patricia Smith Solicitor of Labor, U.S. Department of Labor</td>
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</tbody>
</table>
| 9:45 – 11:00 a.m. | Workshops*  
   1. Introduction to Basic Labor Law  
   2. Protecting & Organizing Immigrant Workers  
   3. The Rewards of Labor Law Practice  
   4. Employee Benefits 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. | Plenary Session: Low-Wage Workers Rising: Redefining Labor Organizing                          |
| 3:00 – 3:15 p.m. | Networking Break & Refreshments                                                               |
| 3:15 – 4:30 p.m. | Workshops  
   5. Sports and Labor Law  
   6. Public Sector Labor Law  
   7. International Trade and Workers’ Rights                                                   |
| 4:30 – 5:00 p.m. | Closing Session                                                                                 |

* Two sessions of some of the morning workshops will be offered simultaneously and then repeated. Each student will participate in three workshops plus the plenary session. Students will be assigned to workshops according to their stated preferences, to the extent possible.
Speakers & Workshop Facilitators*

Michael L. Artz – Associate General Counsel, AFSCME
Matthew Stark Blumin – Associate General Counsel, AFSCME
Lauren Bonds – Attorney, SEIU
Fred Feinstein – Consultant; Member, Peggy Browning Fund Advisory Board
Matthew Ginsburg – Associate General Counsel, AFL-CIO
Lisa M. Gomez – Partner, Cohen, Weiss & Simon, LLP
Homer C. La Rue – Arbitrator; Mediator; Professor of Law, Howard University School of Law
Joseph Lurie – President, Peggy Browning Fund
Dan McNeil – Associate Director, Legal Department, American Federation of Teachers
Jessica Drangel Ochs – Of Counsel, Meyer, Suozzi, English & Klein, P.C.
David Prouty – General Counsel, Major League Baseball Players Association
Elizabeth A. Roma – Principal, Guerrieri, Clayman, Bartos & Parcelli, P.C.
Dennis P. Walsh – Chair, Peggy Browning Fund
Marley S. Weiss – Professor of Law, University of Maryland School of Law
Ben Wilkinson – President, Southern Workers Organizing Committee

* List incomplete at time of printing

Registration & Lodging

Registration

• Register online at www.peggybrowningfund.org, or complete the registration form on the last two pages of this brochure and send it along with payment to the Peggy Browning Fund.
• Each participating law school must tell PBF which students it selects 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 27 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.
• 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

“I came to the conference because I was passionate about worker rights. I left vastly better able to explore HOW I can do that.”

“Learned so much and was able to see all the possible career paths regarding labor law.”
Fees & Travel

Conference Charges

- Peggy Browning Fellows (i.e., law students who were chosen for PBF’s 2015 Fellowship Program) - All fees are waived. PBF 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.............................. $225
(Includes meals. Students attending only one day pay reduced rate of $125.)

Overnight Fee ............................... $110
(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.)

Congressional Staff Briefing......$18 for box lunch

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

Travel

- If a school cannot cover airfare, the school may request travel assistance from PBF for one student (in addition to PBF Fellows).

- When PBF covers airfare, usually PBF will make the flight arrangements for the student.

- PBF purchases non-refundable tickets. *We will expect reimbursement from any student who cancels after we have purchased tickets.*

- CCMIT provides free shuttle service from BWI Airport and BWI Amtrak station.

- 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 Baltimore-Washington area.

Other Conference Information

Cancellations & Substitutions

- Cancellations received before 3:00 p.m., Eastern Daylight Time, October 1, 2015 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-Show – 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

“Great, thought-provoking and engaging workshops with knowledgeable facilitators.”

“How wonderful to spend the weekend with like-minded students and practitioners who share a commitment to justice for workers.”

“One of the discussions actually changes the direction of the research I’m doing for an internship.”
Participating Law Schools

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 PBF. They must actively promote the program, identify interested students, and share information with them. It is also most helpful if schools assist the PBF in various ways (e.g., by covering some or all costs for their students to attend our annual conference, by becoming a conference sponsor, by taking an ad in the Program Book 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
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; Chair, Peggy Browning Fund

Michael L. Artz – Associate General Counsel, AFSCME

Matthew Stark Blumin – Associate General Counsel, AFSCME

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

Matthew Ginsburg – Associate General Counsel, AFL-CIO

Lisa M. Gomez, Esq. – Partner, Cohen, Weiss & Simon, LLP

Homer C. La Rue, Esq. – Arbitrator, Mediator, Professor of Law, Howard University School of Law

Mary Anne Moffa – Executive Director, Peggy Browning Fund

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

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

NATIONAL LAW STUDENTS WORKERS’ RIGHTS CONFERENCE
OCTOBER 16-17, 2015 • 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, 2015): __________________

I Will Attend:

Pre-Conference: ☐ Fellows Wrap-Up Workshop (for PBF Fellows only)
☐ Congressional Briefing Session (for early arrivals only; not for PBF Fellows)

Conference: ☐ Both Days ☐ Friday only ☐ Saturday only

Special Needs: ☐ If you have special needs, check this box; someone will contact you.

Do You Need Overnight Accommodations?

☐ Yes ☐ No

Double Occupancy

Single Occupancy (Additional Charge)

Thursday 10/15 ☐ ☐
Friday 10/16 ☐ ☐
Saturday 10/17 ☐ ☐

Roommate (Name)______________________________________________

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

Saturday Morning Workshop Choices

☐ Introduction to Basic Labor Law
☐ Protecting and Organizing Immigrant Workers
☐ The Rewards of Labor Law Practice
☐ Employee Benefits Law

Saturday Afternoon Workshop Choices

☐ Sports and Labor Law
☐ Public Sector Labor Law
☐ International Trade and Workers’ Rights

Also complete page 2 of this Registration Form.
NATIONAL LAW STUDENTS WORKERS’ RIGHTS CONFERENCE
OCTOBER 16-17, 2015 • 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: ________________________________________________________________

<table>
<thead>
<tr>
<th>Amount Due*</th>
<th>Amount Enclosed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration Fee: $25</td>
<td>$ ______________</td>
</tr>
<tr>
<td>Conference Fee: $225 full conference</td>
<td>$ ______________</td>
</tr>
<tr>
<td>$125 one day only</td>
<td>$ ______________</td>
</tr>
<tr>
<td>Overnight Fee at CCMIT: $110 per person, per night double occupancy</td>
<td>$ ______________</td>
</tr>
<tr>
<td>$170 per person, per night single room</td>
<td>$ ______________</td>
</tr>
<tr>
<td>Box Lunch</td>
<td>$ ______________</td>
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<tr>
<td>$18 for Congressional Staff Briefing</td>
<td>$ ______________</td>
</tr>
</tbody>
</table>

Total Enclosed $ ______________

* All fees waived for Peggy Browning Fellows

Registration Deadline:

August 27, 2015 if PBF pays for airfare • October 1 for all others.

Register early to be sure you’ll get in! Having trouble meeting the deadline? Call us!

Register online at www.peggybrowningfund.org or mail this form, along with $25 registration fee at a minimum, to the address below. Make checks payable to Peggy Browning Fund. Remaining fees may be paid separately. Registration will not be complete until full payment is received.

Peggy Browning Fund • 1528 Walnut Street, Suite 1904 • Philadelphia, PA 19102 (p) 267-273-7990 • www.peggybrowningfund.org • (f) 267-273-7688