

Panelist Biographies

Nicholas Allen, Campaign Coordinator, Strategic Organizing Center of Change to Win

Nicholas Allen has been a union organizer since 1996. After organizing health care workers in SEIU Local 1199 New England for eight years, he worked on global campaigning for SEIU and UNITE HERE. Currently at Change to Win's Strategic Organizing Center, he is coordinating Warehouse Workers United, a campaign to improve the lives of warehouse workers in the Inland Empire of Southern California.

Mary Bauer, Legal Director, Southern Poverty Law Center

Mary Bauer is the Legal Director of the Southern Poverty Law Center. Prior to August 2009, she was the Director of the Southern Poverty Law Center's Immigrant Justice Project. The Immigrant Justice Project represents guestworkers and other low-wage immigrant workers in high-impact cases in the South. Ms. Bauer is the author of *Close to Slavery: Guestworker Programs in the United States*, published in 2007, and *Under Siege: Life for Low-Income Latinos in the South*, published in 2009. Prior to joining SPLC, she was the Legal Director of the Virginia Justice Center for Farm and Immigrant Workers and the Legal Director of the Virginia ACLU. She graduated from the University of Virginia School of Law in 1990.

Annette Bernhardt, Policy Co-Director, National Employment Law Project

Annette coordinates NELP's policy analysis and research support for campaigns around living wage jobs, immigrant worker rights and accountable development. A leading scholar of low-wage work, she has helped develop and analyze innovative policy responses to the changing nature of work in the United States. She has published widely in journals such as the American Journal of Sociology, the American Sociological Review, and the Journal of Labor Economics, among others. Her most recent book is the co-edited *The Gloves-Off Economy: Workplace Standards at the Bottom of America's Labor Market*, published by Cornell University Press. Annette was awarded Princeton University's Richard A. Lester Prize for the Outstanding Book in Labor Economics and Industrial Relations; she received her Ph.D. in sociology from the University of Chicago in 1993.

Kim Bobo, Executive Director and Founder, Interfaith Worker Justice

Kim Bobo is the Executive Director and founder of Interfaith Worker Justice, the nation's largest network of people of faith engaging in local and national actions to improve wages, benefits and conditions for workers, especially those in the low-wage economy. The organization supports a network of 50 religion-labor groups, 20 workers centers and five student chapters. It creates dozens of congregational resources on economic justice, coordinates the national Labor in the Pulpits program that places labor speakers in congregations over Labor Day weekend, and mobilizes people of faith on national campaigns and public policy issues, such as the Employee Free Choice Act and wage theft. Prior to Interfaith Worker Justice, Kim was a trainer for the Midwest Academy, and Director of Organizing for Bread for the World. She writes a column for the online magazine *Religion Dispatches*. She is co-author of *Organizing for Social Change*, the best-selling organizing manual in the country, and the author of *Wage Theft in America: Why Millions of Working Americans Are Not Getting Paid - And What We Can Do About It*, the first and only book to document the wage theft crisis in the nation and propose practical solutions for addressing it. Kim is the Choir Director at Good News Community Church, a multicultural congregation in the Rogers Park neighborhood of Chicago. Kim and her husband, Stephen Coats, have twin teenage sons, Eric and Benjamin.

Daniel Castellanos, Co-Founder and Organizer, Alliance of Guestworkers for Dignity

Daniel Castellanos, from Lima, Peru, became one of the first H-2B guestworkers in New Orleans after Hurricane Katrina. He quickly began to organize against the exploitation he and his coworkers encountered. Together with other courageous men and women he founded the Alliance of Guestworkers for Dignity, a membership-based worker-lead organization of over 1,000 guestworkers from more than ten countries working across

industries in the Gulf South. Now as organizer of the Alliance, a project of the New Orleans Workers' Center for Racial Justice, Daniel has supported members who declared strikes and work stoppages, organized campaigns to recover workers' passports and been a key voice testifying before the U.S. Congress about the severe forms of labor exploitation within the guestworker program.

Judy Conti, Federal Advocacy Coordinator, National Employment Law Project

Judy has been an advocate for workers for her entire legal career. She began as a union-side attorney with the D.C. law firm of James and Hoffman in 1996, and after almost 5 years representing union members and plaintiffs in employment actions, left private practice to co-found the D.C. Employment Justice Center, a non-profit organization devoted to securing, protecting and promoting workplace justice in the D.C. Metropolitan area. Under Judy's leadership, the EJC collected over \$3 million in wrongfully withheld wages and benefits from workers, advocated for the passage of laws that dramatically reformed the D.C. unemployment and workers' compensation programs, and led a coalition of advocates to successfully design and pass the nation's second paid sick leave law. For her work with the EJC, Judy was recognized by the Hispanic Bar Association of D.C., Jobs with Justice, the American Bar Association, OMB Watch, the Washington Area Women's Foundation and Williams College, and was named the Attorney of the Year by the Washington Metropolitan Employment Lawyer's Association. In October 2007, Judy moved to NELP and opened its D.C. office. There, she coordinates all of NELP's federal work, including lobbying Congress and working with the Administration and administrative agencies to implement programs and protections designed to help workers achieve the promise of economic opportunity that work should provide. Judy also serves on the Board of Governors for the D.C. Bar, is a 1994 graduate of the Marshall-Wythe School of Law at the College of William and Mary, and a 1991 graduate of Williams College.

Andrew Friedman, Co-Executive Director, Make the Road New York

Andrew Friedman is Co-Executive Director and co-founder of Make the Road New York, where he has worked since 1997. Mr. Friedman has worked with the Latino Workers' Center, the Neighborhood Defender Service of Harlem, the Center for Urban Community Services, the Government Benefits Unit at Brooklyn Legal Services Corporation A, and MFY Legal Services Mental Health Law Project. Andrew has been awarded the Union Square Award of the Fund for the City of New York, the Cornerstone Award of the Jewish Funds for Justice and the Community Health Leaders Award of the Robert Wood Johnson Foundation for his work at Make the Road New York. Andrew was a Skadden Public Interest Fellow, a Senior Fellow at the Drum Major Institute for Public Policy and a Wasserstein Fellow at Harvard Law School. In addition to being Co-Executive Director of Make the Road New York, overseeing the organizing, legal services, adult literacy and operations departments, Andrew is currently an Adjunct Clinical Professor at N.Y.U. School of Law. He currently serves on the Board of Directors of the Brooklyn Cooperative Credit Union and the Association for Neighborhood and Housing Development. Most importantly, he is the overjoyed and overwhelmed father of two beautiful boys – Guillermo and Matías Friedman-Villegas.

Guadalupe Gamboa, Senior Program Officer, Oxfam America

Guadalupe Gamboa received a BA in sociology and a JD degree from the University of Washington, in Seattle. He has worked most of his life organizing, or advocating for the rights of migrant and low wage workers in this country. In this capacity, he has worked for the United Farm Workers Union organizing farm workers in the Pacific Northwest and in California and also worked on the Grape Boycott in the US and in Canada. He was the Regional Director of the UFW from 1996-2003 and also served on the Executive Board of the United Farm Workers during that time. Guadalupe was the Legal Director of the Farm Workers Division of Evergreen Legal Services in Washington State from 1986-1996. In that capacity he litigated high impact employment law cases in both state and federal courts and also engaged in intensive lobbying at the state level to gain equal labor rights for farm workers. Since 2005, Guadalupe is employed as a Senior Program Officer for Oxfam America in charge of their US Decent Work Program.

Lilia García-Brower, Executive Director, Maintenance Cooperation Trust Fund (MCTF)

Lilia García-Brower, is the executive director of the Maintenance Cooperation Trust Fund (MCTF). The MCTF is a statewide janitorial watchdog organization that investigates cleaning companies for employment law violations. Through its efforts, the MCTF has assisted in the collection of more than 27 million dollars for immigrant janitors, and has brought in more than 4000 jobs from the predatory economy into compliance with minimal standards.

Terri Gerstein, Deputy Commissioner for Wage Protection and Immigrant Services, New York State Department of Labor

Terri Gerstein has been with the New York State Department of Labor since 2007. In this position, she is responsible for overseeing the Division of Labor Standards, which enforces minimum wage, overtime, child labor, and other basic labor laws statewide, as well as overseeing the Bureau of Immigrant Workers' Rights, which ensures that the Department is accessible and responsive to immigrant workers. Under her leadership, the Division of Labor Standards has taken a more aggressive stance, utilizing proactive and targeted investigations to find minimum wage violators, instead of relying solely on employee complaints – an approach resulting in a 38 percent increase in total underpayments distributed to workers in 2008 when compared with 2006 figures. Similarly, the Bureau of Immigrant Workers' Rights has participated in hundreds of outreach activities in immigrant and underserved communities, including many events with the Bureau's "Labor on Wheels" mobile unit. Previously, Terri worked from 1999 through 2007 in the Labor Bureau of the New York State Attorney General's Office, as an Assistant Attorney General and then as a Deputy Section Chief. There, she handled a number of signature cases involving low-wage workers, including the greengrocer investigations and the creation of the Greengrocer Code of Conduct, which over 200 greengrocer stores signed. Prior to her work in New York State, she was a Skadden Fellow at Legal Services of Greater Miami and the Florida Immigrant Advocacy Center, where she represented immigrant workers and battered immigrant women, and co-hosted a Spanish-language radio show on workers' rights. She is a graduate of Harvard College and Harvard Law School.

Joanne Goldstein, Chief of the Fair Labor Division, Massachusetts Attorney General

Joanne Goldstein is the Chief of the Fair Labor Division of Attorney General Martha Coakley's Office. She supervises a staff of 48 who enforce the Massachusetts Wage and Hour laws, including prevailing wage, minimum wage, nonpayment and overtime laws, as well as the child labor, independent contractor/misclassification and other wage statutes. The division also contains the public construction bid unit which decides disputes through the bid protest process. Prior to joining the Attorney General's Office, Joanne was the General Counsel to the Utility Workers Union of America for 11 years and of counsel to Segal Roitman. Prior to that she maintained a labor law private practice for nearly twenty years. Joanne is a graduate of the University of Michigan and Hofstra Law School at which she was a member of the Law Review. She is a recipient of the Cushing Gavin Award for Excellence in Labor Management Relations from the Labor Guild of the Archdiocese of Boston, the Distinguished Alumni Award from the Hofstra University School of Law, and was recently selected as a "Woman of Justice" by the Mass Lawyers Weekly and the Women's Bar Association. Joanne is active in many civic and legal organizations.

Jennifer Gordon, Associate Professor, Fordham Law School

Jennifer Gordon is Associate Professor at Fordham Law School in New York City, where she teaches Immigration Law and Labor Law. She has written articles on reconfiguring global labor migration, the intersection of race and immigration, and the role of law in struggles for social justice. Her book, *Suburban Sweatshops: The Fight for Immigrant Rights*, was published in 2005 by Harvard University Press. Prior to joining the Fordham faculty, in 1992 Gordon founded the Workplace Project in New York, a nationally recognized grassroots workers center that organizes low-wage Latino immigrants to fight for just treatment on

the job. After leaving the Workplace Project in 1998, she was the J. Skelly Wright Fellow at Yale Law School. Gordon was chosen in 1995 as one of National Law Journal's forty leading lawyers under the age of 40 in the United States. In 1998, she was named "Outstanding Public Interest Advocate of the Year" by the National Association for Public Interest Law (now Equal Justice Works). She was awarded a MacArthur Prize Fellowship in 1999.

**Kristi Graunke, Senior Staff Attorney in the Immigrant Justice Project (IJP),
Southern Poverty Law Center**

Kristi Graunke is a Senior Staff Attorney with the Immigrant Justice Project (IJP) of the Southern Poverty Law Center in Atlanta, Georgia. She received her B.A. from Cornell University and her J.D. from Yale Law School. Prior to joining IJP, she clerked for Judge Marsha S. Berzon of the U.S. Court of Appeals for the Ninth Circuit and worked as an Equal Justice Works fellow with the Farmworker Division of Georgia Legal Services. Kristi's work focuses on assisting low wage workers in enforcing their employment-based civil rights, primarily by means of federal court litigation.

Deborah Greenfield, Executive Secretary, U.S. Department of Labor

Deborah Greenfield is the Executive Secretary for the Department of Labor and a member of Secretary Hilda Solis' senior staff. Currently, she is also the Acting Deputy Solicitor. She was an Associate General Counsel for the American Federation of Labor and Congress of Industrial Organizations from 1998 to 2009, where she specialized in regulatory issues affecting unions, not-for-profit law, and international labor issues. She served in the U.S. Department of Labor from 1991 to 1998, first in the Office of the Solicitor, Division of Special Appellate and Supreme Court Litigation, and then as Deputy Executive Secretary in the Office of the Secretary. Ms. Greenfield worked for the Association of Flight Attendants as the Supervising Attorney for Litigation from 1985 to 1991, and began her legal career with the Communications Workers of America from 1981 to 1985. She graduated with honors in 1981 from the University of Pennsylvania Law School and with high honors in 1976 from Swarthmore College. She also holds an M.A. in English Literature from the University of Sussex in England.

Sarita Gupta, Executive Director, Jobs with Justice

Sarita Gupta is the Executive Director of Jobs with Justice (JwJ). JwJ is building a strong, progressive labor movement that works in coalition with community, faith, and student organizations to build a broader global movement for economic and social justice. In over 45 communities in 25 states, JwJ local coalitions are organizing to address issues impacting working families. JwJ also has a global program based in India. Sarita served as the Executive Director of Chicago JwJ from 1998-2001. Sarita was a student activist on her campus and was elected President of the U.S. Student Association (USSA), the nation's oldest and largest grassroots legislative student organization, in 1996. She serves on the following boards: International Labor Rights Forum, Grassroots Global Justice Alliance, National Organizers Forum, and the National Planning Committee of the U.S. Social Forum.

Janet Herold, Associate General Counsel, Service Employees International Union

Janet Herold is Associate General Counsel for the Service Employees International Union and has been in charge of SEIU's National Wage and Hour Enforcement Project since its inception. She serves as direct counsel to worker-plaintiffs' in wage and hour class actions in many states, with emphasis on wage and hour class actions on behalf of low-wage and immigrant worker classes. She also assists, advises and works with NELP and other worker advocates on federal and state minimum wage and overtime legislation and agency enforcement matters as well as on a wide-range of wage and hour enforcement matters.

Henry Huerta, Manager, CLEAN Car Wash Campaign

Henry Huerta is the manager of the CLEAN Car Wash Campaign, which is led by a Steering Committee consisting of representatives from the United Steelworkers, the AFL-CIO, and community members of Los Angeles. The CLEAN Campaign (CLEAN stands for Community-Labor-Environmental Action Network) is a coalition of more than 130 community, health and safety, environmental and labor groups in Los Angeles. Mr. Huerta has extensive experience in managing labor standards enforcement campaigns. For example, during Governor Davis's administration, he led efforts within the State Labor Commissioner's office to establish a Low-Wage Worker Advisory Board that included the Coalition of Low Wage & Immigrant Worker Advocates (CLIWA) member organizations. Mr. Huerta also was appointed to coordinate the Low-Wage Industry Task Force with the California Labor Commissioner's Office that led to an aggressive enforcement program in the garment Industry, which was later expanded to construction, restaurant, janitorial and agriculture.

Saru Jayaraman, Co-Director, Restaurant Opportunities Centers United (ROC-United); Assistant Professor of Political Science at Brooklyn College

In 1992, Saru co-founded a national young women's organization, Women and Youth Supporting Each Other (WYSE). After 9/11, together with displaced World Trade Center workers, she co-founded the ROC in New York, which has organized restaurant workers to win workplace justice campaigns, conduct research and policy work, partner with responsible restaurants, launch a cooperatively-owned restaurant, COLORS. ROC now has 5000 members in eight affiliates in Chicago, Detroit, New Orleans, Maine, Miami, Los Angeles, and Washington, D.C. Ms. Jayaraman co-edited *The New Urban Immigrant Workforce*, (ME Sharpe, 2005). Saru is a graduate of Yale Law School and the Harvard Kennedy School of Government. She was named one of Crain's "40 Under 40" in 2008, and one of *New York Magazine's* "Influentials" of New York City.

David W. Johnson, Director of the Laborers' Eastern Region Organizing Fund (LEROF), Laborers International Union of North America

A 12-year member of the Laborers' International Union of North America (LIUNA), David Johnson is the first and only director of the Laborers' Eastern Region Organizing Fund (LEROF), which he established and launched in November 1997. LEROF was the international union's first-ever regional organizing fund. In his position as director of LEROF, Mr. Johnson is responsible for coordinating and overseeing organizing activity for the five boroughs of New York City, Long Island, New Jersey, and Delaware. During his tenure, the LEROF has evolved into one of the premiere organizing funds within LIUNA and the labor movement. Under Mr. Johnson's leadership, thousands of workers have joined LIUNA by way of his organizing campaigns, thereby strengthening the union's voice and providing for its new members the workplace protections they deserve. In 2005, Mr. Johnson was appointed as Special International Representative for the Laborers' International Union of North America, Eastern Region. In 1990, Mr. Johnson graduated from Hamline University in St. Paul, Minnesota where he received a Bachelor of Arts in Business. To help finance his education he worked part-time at UPS for two years as a package sorter and became a member of Local 638 of the Teamsters Union. In 1992, Mr. Johnson went to the University of Minnesota where he received his Master of Arts in Industrial Relations. His first job out of school was working as a human resource consultant for a medium sized corporation in St. Cloud, Minnesota. In 1995, unhappy with his work, Mr. Johnson left his corporate position and enrolled in the AFL-CIO Organizing Institute's 3-Day Training in Chicago. One week after the training, he was hired as an apprentice organizer by LIUNA and has remained with the union ever since.

Jonathan M. Kronheim, Counsel for Trial Litigation for the Fair Labor Division, U.S. Department of Labor, Office of the Solicitor

Mr. Kronheim coordinates national litigation and provides advice under the Fair Labor Standards Act, the Family and Medical Leave Act, and the Migrant and Seasonal Agricultural Worker Protection Act. He previously worked as a trial attorney in the Commercial Litigation Branch of the Department of Justice.

Luis Larin, Leadership Organizer, United Workers

Luis was born in Guatemala in 1982. While in Guatemala he participated in student organizations at the University of San Carlos that worked for social justice. He came to the United States three years ago and while working as a day laborer and temp agency employee experienced wage theft, exploitation and discrimination. He has been with United Workers for two and a half years, first as a member and now on staff as one of the Leadership Organizers.

Minsu Longiaru, Coordinator, Restaurant Opportunities Center of Michigan (ROC-Michigan)

Minsu Longiaru is the coordinator of the Restaurant Opportunities Center of Michigan (ROC-Michigan), a membership-based organization of restaurant workers in Detroit dedicated to winning improved working conditions for all restaurant workers across Southeast Michigan. ROC-Michigan is an affiliate of ROC-United, a national restaurant workers' organization that engages in research and policy work, training and workforce development programs that promote the 'high-road' in the industry, and workplace justice campaigns that combine organizing and litigation. Prior to joining ROC-Michigan, Ms. Longiaru was a Skadden Fellow in the Employment Unit at Greater Boston Legal Services, a Fulbright-García Robles fellow in Mexico City, Mexico and an attorney with the Poverty Law Outreach Program at the University of Michigan Law School. Ms. Longiaru is a graduate of Harvard Law School.

Bill Lurye, Associate General Counsel, AFL-CIO

Bill Lurye is an Associate General Counsel with the AFL-CIO where he works on issues related to the NLRA, wage and hour laws and other employment laws, and coordinates the AFL-CIO's Judicial Project. From 1985 to 2007, Bill was in private practice in New Orleans, representing employees, unions and union sponsored pension, health and apprenticeship funds. Prior to his entering private practice, Bill worked as an attorney for the National Labor Relations Board in Washington, D.C. and in New Orleans (Region 15). He has served as the Chair of the Louisiana Bar Association's Labor and Employment Section; the Union Co-Chair of the ABA-EEOC Liaison Committee for New Orleans; the Union Co-chair of the American Bar Association's Labor and Employment Section's Continuing Legal Education Committee, responsible for coordinating its National Programs Committee; a member of the ABA Labor and Employment Committee's Katrina Task Force; a member of the New Orleans Pro Bono Project's Board of Directors; and a member of Appleseed's Board of Directors. He is currently a member of the ABA Labor and Employment Section's Council, and is the Council's liaison to the NLRB Practice and Procedure Committee. Bill is also a contributing editor to Employment Discrimination Law (BNA) and on the Board of Reviewers of Employment Law Update (BNA). Bill is a Fellow in the College of Labor and Employment Lawyers.

Gonzalo L. Mercado, Executive Director, El Centro del Inmigrante (formerly El Centro de Hospitalidad)

Gonzalo Mercado is a native of Chile, immigrated to the United States to attend Touro College, and graduated in 2004 with a Bachelor's Degree in Business Management and Finance. He also studied German/Spanish Translation at the University of Playa Ancha in Chile. He has traveled and worked with humanitarian groups in both Chile and the United States. He graduated from The College of Staten Island Leadership Institute in June 2005. He is also a graduate of the New York Immigration Coalition's Immigrant Advocacy Fellowship Program" and the CORO N.Y. Immigrant Civic Leadership Program. He was appointed by Mayor Michael Bloomberg to the NYC Commission on Day Laborers and the NYC HIV Planning Council. He is also the Coordinator of the Staten Island Immigrants Council and he serves as a Board Member of the Community Health Center of Richmond and the New York Immigration Coalition. Gonzalo is also the current Vice-President of Local 10, LIUNA. He has been actively involved in local and national efforts to the advancement of immigrant workers rights. Gonzalo has worked at Project Hospitality and El Centro del Inmigrante since 2004.

Celine McNicholas, Associate Labor Counsel, U.S. House of Representatives Labor & Education Committee

Ms. McNicholas is currently an Associate Labor Counsel on the U.S. House of Representatives Labor & Education Committee. She previously served as a Legislative Assistant for U.S. Rep. Nikki Tsongas (D-MA) and as Acting Legislative Director and Legislative Assistant for U.S. Rep. Joe Sestak (D-PA). She also worked as an Associate concentrating on labor and employment law at O'Mara Ezold, P.C., as a Judicial Clerk for the Chester County Court of Common Pleas in Pennsylvania, and as a Legal Advocate for the Domestic Abuse Project. She holds a Bachelor of the Arts from Mount Holyoke College, and a law degree from Villanova University School of Law.

Spring Miller, Staff Attorney, Southern Migrant Legal Services of Texas RioGrande Legal Aid

Spring Miller is a staff attorney with Southern Migrant Legal Services (SMLS), a project of Texas RioGrande Legal Aid. She represents migrant agricultural workers in six southeastern states on employment-related matters. From 2007 to 2009, she was a Skadden fellow with SMLS focusing on enforcing the health and safety workplace rights of migrant farmworkers. She graduated from Harvard Law School in 2007.

Tyler T. Moran, Policy Director, National Immigration Law Center

Ms. Moran coordinates the development and implementation of NILC's policy agenda, which is concerned with both federal and state policies that affect immigrants' access to public benefits and health care, immigrants' working conditions and rights as workers, and their rights and responsibilities under immigration law. She is one of the U.S.'s leading experts on how immigration and employment policies impact low-wage immigrant workers. Prior to being appointed policy director Ms. Moran directed NILC's employment policy work, and she has played a key role in focusing attention on problems inherent in the federal government's electronic employment eligibility verification systems. She also has worked on workforce development issues and on immigrants' access to public benefits. Prior to joining NILC in 2002, Ms. Moran was a public policy consultant and the policy director for the Massachusetts Immigrant and Refugee Advocacy Coalition in Boston.

Victor Narro, Project Director, UCLA Downtown Labor Center

Currently Project Director for the UCLA Labor Center, Victor has been involved with immigrant rights and labor issues for many years. At the UCLA Downtown Labor Center, Victor Narro's focus is to provide leadership programs for Los Angeles' immigrant workers and internship opportunities for UCLA students. Victor is also a lecturer for the Chicano/a Studies Department, where he teaches classes that focuses on immigrant workers and the labor movement. Victor was formerly the Co-Executive Director of Sweatshop Watch. Prior to that, he was the Workers' Rights Project Director for the Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA) where he was involved with organizing day laborers, domestic workers, garment workers, and gardeners. His work in multi-ethnic organizing led to the creation of the Multi-ethnic Immigrant Workers Organizing Network (MIWON) in collaboration with KIWA, Garment Worker Center and Pilipino Worker Center. Through Victor's leadership, the day laborer project was able to grow into the National Day Laborer Organizing Network that today includes 40 community based worker centers from around the country. Over the past few years, Victor has worked with the Los Angeles Labor Movement on major immigrant worker organizing campaigns with janitors, hotel workers, laundry workers, sanitation workers, port truckers, and more recently, the CLEAN Carwash Campaign. Before his tenure at CHIRLA, Victor worked in the Los Angeles Regional Office of the Mexican American Legal Defense and Educational Fund (MALDEF).

Chris Newman, Legal Director, National Day Laborer Organizing Network

Chris Newman is the Legal Director for the National Day Laborer Organizing Network (NDLON), based in its Los Angeles office. He began his work at NDLON in 2004 when he was the recipient of an Academy of Educational Development New Voices Fellowship. Before working at NDLON, he was the founding coordinator of the Wage Clinic and Legal Program at El Centro Humanitario para los Trabajadores, a day laborer worker center in Denver, CO. He also was a co-founder of the Colorado Immigrant Worker Rights Task Force. He currently

serves on the board of directors for the Working Hands Legal Clinic in Chicago. He earned his J.D. from the University of Denver College of Law.

Esther Olavarria, Deputy Assistant Secretary for Policy, U.S. Department of Homeland Security

Esther Olavarria is the Deputy Assistant Secretary for Policy at the Department of Homeland Security, serving as Secretary Napolitano's senior advisor on immigration policy, including comprehensive immigration reform. Before joining DHS, Esther was a senior fellow at the Center for American Progress. She also served as senior advisor for the UNHCR, the UN Refugee Agency. From 1998 to 2007, she was chief immigration counsel to Senator Edward Kennedy on the Senate Judiciary Committee, advising him on all immigration and border security matters before the Immigration Subcommittee. Esther began her career as an immigration attorney in Miami, FL, working at several non-profit organizations. She co-founded the Florida Immigrant Advocacy Center and supervised the direct service work of that organization. She also worked at Legal Services of Greater Miami as the directing attorney of the American Immigration Lawyers Association Pro Bono Project, and at the Haitian Refugee Center, as a staff attorney. Esther was born in Havana, Cuba and raised in Florida.

Christine Owens, Executive Director, National Employment Law Project

Christine Owens joined NELP as its Executive Director in January 2008. Over her long career as a workers' rights advocate, she has held a variety of public interest and public sector positions advancing employment rights and opportunities for women, people of color and low wage workers. In 1997, she joined the national AFL-CIO as a senior policy analyst specializing in workplace equity issues, and in 2001, was appointed Director of Public Policy. At the AFL-CIO, she worked closely with NELP and numerous national and grassroots economic policy and worker advocacy groups, along with national unions and state labor federations, to promote reforms such as minimum wage and living wage hikes, pay equity for working women, and state UI coverage expansions. Before joining the AFL-CIO, she founded and ran the Workers Options Resource Center, which coordinated the efforts of a broad-based coalition of national and community organizations to win the 1996 federal minimum wage increase.

Ed Ott, Distinguished Lecturer, Murphy Institute for Worker Education and Labor Studies, CUNY

Ed Ott has been active in the labor movement for over 40 years. He is currently a lecturer at the Murphy Institute for Worker Education and Labor Studies, at the CUNY School of Professional Studies, and is a consultant for several labor organizations.

Anna Y. Park, Regional Attorney, U.S. EEOC

Anna Y. Park is the Regional Attorney for the Los Angeles District Office of the Equal Employment Opportunity Commission ("EEOC"). She is one of fifteen regional attorneys tasked with heading the litigation units for the regional district offices. Ms. Park is responsible for overseeing and directing all litigation on behalf of the EEOC which covers Southern California, Central California, Southern Nevada, Hawaii, Guam, Wake Islands, and the Northern Mariana Islands. Since joining the EEOC, Ms. Park has aggressively litigated cases in federal court against private and public employers, receiving large monetary awards and aggressive injunctive relief remedies. She has been recognized for her work on cases like *EEOC v. Abercrombie & Fitch*, resulting in a \$50 million recovery and *EEOC v. Rivera Vineyards, et al.*, recovering over \$1.05 million for sexual harassment, retaliation, and job segregation on behalf of farm workers. Ms. Park has been recognized for her work in *EEOC v. Trans Bay*, the first human trafficking case out of California by the EEOC brought on behalf of 48 Thai workers, recovering over \$1 million along with very comprehensive injunctive relief remedies. Recently, *EEOC v. L&T, et al.*, settled for \$1.7 million in the Northern Mariana Islands, the largest resolution by the EEOC in that region, on behalf of workers in the garment industry. Ms. Park has been recognized for her work in the Commission and has been awarded the Chair's Opportunity To Reward Excellence Award for several years running. She was also recognized as one of the "2007 Top 20 under 40" by the Daily Journal in California. She currently serves on the Executive Committee for the Labor and Employment Section of the Los Angeles County

Bar Association. Ms. Park has served as a speaker and trainer for numerous professional organizations, corporations, and non-governmental organizations. Ms. Park received her Juris Doctorate from the UCLA School of Law and a Bachelor of Arts in Political Science from UCLA. Prior to joining the EEOC Ms. Park was a civil rights litigator with the prominent civil rights law firm of Litt & Associates, formerly known as Litt & Stormer. Ms. Park has been recognized for her community and pro bono activities. Notably, she was awarded the Pro Bono Award by the Asian Pacific American Legal Center of Southern California for her commitment to pro bono work. She served on the boards of the Korean American Bar Association, the Japanese American Bar Association, and the Asian Pacific American Bar Association. Ms. Park is the former president of WORK (Women's Organization Reaching Koreans), and the former president of the Korean American Inter-Agency Council.

Ai-jen Poo, Lead Organizer, Domestic Workers United

Ai-jen has been organizing immigrant women workers in New York since 1996. She is the Lead Organizer for Domestic Workers United, an organization of nannies, housekeepers and elderly caregivers in New York organizing for power, respect, fair labor standards and to help build a movement to end oppression for all. DWU helped to organize the first national meeting of domestic workers organizations at the US Social Forum in 2007, which resulted in the formation of the National Domestic Workers Alliance. Ai-jen also serves on the Board of New York Jobs with Justice, Social Justice Leadership, the Labor Advisory Board at Cornell ILR School and the Coordinating Committees of the National Domestic Workers Alliance and Grassroots Global Justice.

Audrey Richardson, Senior Attorney at the Employment Unit, Greater Boston Legal Services

Audrey Richardson is a senior attorney with the Employment Unit of Greater Boston Legal Services (GBLS). She represents low-wage, predominantly immigrant workers in employment law matters, with a focus on wage enforcement. She also provides legal support to community-based worker centers and other community-based organizations, and engages in policy advocacy on workplace-related issues, including wage enforcement and workers' compensation benefits. Recently, Audrey represented the former workers of Michael Bianco, Inc., the New Bedford, MA factory that was the target of a federal immigration raid in March 2007, reaching an \$850,000 settlement of a class action lawsuit claiming unpaid wages and overtime pay. Prior to joining GBLS, Audrey was a Skadden Fellow with the Lawyers' Committee for Civil Rights and clerked for a federal district court judge. She is a graduate of Harvard College and the University of Michigan Law School.

Hillary Ronen, Workers' Rights Co-Coordinator, La Raza Centro Legal

Hillary joined La Raza Centro Legal in September 2003 after graduating from UC Berkeley's Boalt Hall Law School. She began work at La Raza as a fellow and created a popular education course for low-wage workers as well as a worker run legal clinic to recover unpaid wages of day laborers and domestic workers. In 2006 Hillary became La Raza's Worker's Rights Unit Co-Coordinator and directs the unit's policy and organizing work. La Raza Centro Legal runs the San Francisco Day Labor Program which is a worker center focused on the political and economic empowerment of day laborers and domestic workers. Hillary is currently supporting the leadership development the worker center leaders, building direct action campaigns to compliment litigation and administrative wage claims, and coordinating legal assistance to California's Domestic Worker Coalition as it prepares a state-wide campaign to pass a Domestic Worker Bill of Rights in 2010.

JJ Rosenbaum, Legal Director, New Orleans Workers' Center for Racial Justice

JJ Rosenbaum is the Legal Director for the New Orleans Workers' Center for Racial Justice, a workers' center formed to combat labor and civil rights abuses in the Gulf Coast after Hurricane Katrina. She represents both new immigrant workers and long term African American residents of the city, including day laborers and guestworkers, and those employed in both the formal and informal economy. Her practice includes a mix of labor law, civil rights, and immigration law.

Catherine K. Ruckelshaus, Legal Co-Director, National Employment Law Project

Catherine K. Ruckelshaus is Legal Co-Director at the National Employment Law Project in New York City. Her primary areas of expertise on behalf of low-wage workers are the labor and employment rights of contingent and immigrant workers. Ms. Ruckelshaus co-founded the National Wage & Hour Clearinghouse, dedicated to advancing labor standards for all workers, and is a convener of the national Just Pay Working Group of advocates, academics, and state and federal policy makers recommending federal DOL enforcement reforms in the wage and hour arena. Ms. Ruckelshaus was lead counsel in the class action *Ansoumana v. Gristedes* Fair Labor Standards Act case, brought on behalf of nearly 1,000 West African immigrant grocery delivery workers against the contracting services who hired them and the stores who employ them. That case netted over \$6 million in unpaid wages for the workers. Ms. Ruckelshaus was also lead counsel in the landmark case *Lopez v. Silverman*, which established for the first time that a garment manufacturer was liable for the sweatshop conditions of its subcontractors.

Rinku Sen, President & Executive Director, Applied Research Center; Publisher, Colorlines

A leading figure in the racial justice movement, Rinku has positioned Applied Research Center (ARC) as the home for media and activism on racial justice. She has extensive expertise in race, feminism, immigration, economic justice and journalism. She also has significant experience in philanthropy, as Vice Chair of the Schott Foundation for Public Education, and an Advisory Committee member of the Philanthropic Initiative for Racial Equity. Previously, she was the Co-Director of the Center for Third World Organizing. Rinku has written extensively about immigration, community organizing and women's lives for a wide variety of publications including The Huffington Post, Jack and Jill Politics, The San Francisco Chronicle, AlterNet, and Racewire. Her book, *Stir It Up: Lessons in Community Organizing* (Jossey-Bass) was commissioned by the Ms. Foundation for Women and released in the fall of 2003. Her latest book, *The Accidental American: Immigration and Citizenship in the Age of Globalization* (Berrett-Koehler) won the Nautilus Book Award Silver Medal. Her awards and honors include the 2009 Northstar Fund News Prize, the 2008 Progressive Leadership Award from Citizen Action of New York, and being named by Utne Reader one of the fifty activists, artists, scientists, and non-conformists who made their list of visionaries working in social justice and community organization, transforming technology and the world in 2008.

Matthew Sirolly, Co-Founder and Strategic Director, Wage Justice Center

Matthew Sirolly is the Co-Founder and Strategic Director of the Wage Justice Center, a Los Angeles based nonprofit organization devoted to enforcing wage rights for low-income workers. The Wage Justice Center was founded in 2007 to combat widespread difficulty faced by low-income workers in enforcing wage judgments, whose employers often refuse to pay wage judgments and engage in schemes to avoid payment, such as fraudulently transferring title of assets or creating shell corporations. Using areas of commercial law, corporations law, and debtor-creditor law, the Wage Justice Center has, in its first two years, provided assistance to hundreds of workers facing this situation. Sirolly, and Wage Justice Center co-founder Melvin Yee, were awarded the 2007 Echoing Fellowship for this work.

M. Patricia Smith, Commissioner of Labor, New York State Department of Labor

Commissioner M. Patricia Smith has been a dynamic and effective labor advocate for over 30 years. She has been a driving force in overhauling the New York State Labor Department to focus on vigorously protecting workers and on ensuring that employers compete on a level playing field. She has also strived to highlight the key role the Labor Department plays in economic development by improving training opportunities for workers. Before coming to the Labor Department, Commissioner Smith served as Chief of the Labor Bureau in the Office of the New York State Attorney General for eight years. In that position, she developed a system of active government labor law enforcement that has served as a model for other Attorneys General and enforcement agencies. For 11 years, Commissioner Smith served as Deputy Bureau Chief and Section Chief of

the Labor Bureau, conducting and overseeing labor law litigation in state and federal courts. In 1996 and 1997 as Deputy Bureau Chief, she argued and won two Employment Retirement Income Security Act cases before the United States Supreme Court. Before joining the Office of the Attorney General, Commissioner Smith worked for various Legal Services Organizations representing unemployment claimants, minimum wage workers, workers in federal job training programs and job seekers. She is a graduate of Trinity College in Washington, D.C. and New York University School of Law.

Peggie Smith, Murray Family Professor of Law, University of Iowa College of Law

Peggie Smith is the Murray Family Professor of Law at the University of Iowa College of Law. She received her bachelor's and master's degrees from Yale University, and is a 1993 graduate of Harvard Law School where she was Editor in Chief of the Harvard Women's Law Journal. Professor Smith clerked for the Honorable Michael Boudin of the U.S. Court of Appeals for the First Circuit in 1994-95, before returning to Harvard as a Charles Hamilton Houston Fellow in Law Teaching. Her primary teaching and research interests are in the areas of employment and labor law, legal history, and women and work. Her research focuses on the legal implications caused by the separation between race and gender, home and work, and work and family. She has written extensively on innovative legal strategies to organize and represent low-wage service workers, especially in-home care workers. She is a co-author of *Principles of Employment Law* (West Publishing, Concise Hornbook Series, 2009) and a member of the Labor Law Group.

Rebecca Smith, Staff Attorney and West Coast Coordinator, National Employment Law Project

Rebecca Smith joined NELP in 2000, after nearly 20 years advocating for migrant farm workers in Washington State. At NELP, she has worked with state advocates to modernize state unemployment insurance programs, promoting reforms to fill the gaps in the program denying benefits to women and families. She has also worked to apply international human rights laws to help protect immigrant workers in the United States, and with immigrant worker organizing groups to enforce U.S. labor laws. She has testified before Congress and several state legislatures and published on these issues. In 2003, she received the United Farm Workers of America's Aztec Eagle Award, in addition to the Golden Door Award from Northwest Immigrants' Rights Project in 1999 and special recognition by the Foreign Minister of Mexico for her work on behalf of undocumented workers before the Inter-American Court of Human Rights.

Ted Smukler, Public Policy Director, Interfaith Worker Justice

Ted directs IWJ's Public Policy Department. In that role, he has helped direct campaigns on wage theft, the Employee Free Choice Act, and immigration issues, and authored several IWJ resources, including reports on worker abuse in New Orleans following Hurricane Katrina and the lack of enforcement by the US Department of Labor, *For You Were Once a Stranger* (IWJ's manual on immigration for the faith community) and the IWJ 2008 Voter Guide. Prior to coming to IWJ, Ted worked for seven years as the Director of Research for two large labor unions, and was the author of several major reports for a hospital organizing campaign in Chicago. He also brings more than 20 years of community organizing experience in the Chicago metropolitan area, working on issues such as affordable housing, school reform and parental leadership involvement, public safety and treatment for addicts. Ted studied social science research methods while in a Ph.D. program in organizational psychology. He also had a brief career as a teacher of 7th and 8th graders in a Chicago public school and at an alternative school for Latino high school drop-outs. Currently Ted is also an adjunct instructor at DePaul University, teaching a course in business ethics and a religious studies course on wealth, poverty and work.

Justin Swartz, Senior Partner, Outten & Golden LLP

Justin Swartz is a senior partner at Outten & Golden LLP and Co-Chair of its Class Action Practice Group, representing employees in class action wage and hour and discrimination cases. Justin is also Co-Chair of the firm's Public Interest Committee and Co-Chair of its LGBT Employment Rights Practice Group.

Javaid Tariq, Co-Founder, New York Taxi Workers Alliance

Javaid Tariq is a co-founder of the New York Taxi Workers Alliance, and Organizing Committee member since its founding in 1996, as well as a 15-year veteran taxi driver. He is also the Executive Director for New York Construction Workers United.

Armando Tema, Member, United Workers

Armando was born in Guatemala in 1976. He worked with an organization in Guatemala that provided aid to disadvantaged and orphaned children. He came to the United States three years ago. While working in the United States he experienced unjust and exploitive treatment by his employers. He eventually began working as a day laborer and became involved with United Workers. He is now participating in the Poverty Scholarship Orientation Program, a program designed to recruit future United Workers' staff members from the ranks of the poor.

Nik Theodore, Director, Center for Urban Economic Development

Nik Theodore is Director of the Center for Urban Economic Development (CUED) and Associate Professor in the Department of Urban Planning and Policy at the University of Illinois at Chicago. His work focuses on labor market change, employment policy, and community development practice. Prior to joining CUED he was Project Director for the Chicago Urban League (1988-97) and a 1997-98 Atlantic Fellow in Public Policy at the University of Manchester (England).

Emily Timm, Policy Advocate & Interim Director, Workers Defense Project

Emily Timm is a Policy Advocate and Interim Director of Workers Defense Project (WDP), a membership-based organization in Austin, Texas that empowers low-wage workers to achieve racial and economic justice in the workplace. She holds a B.A. in International Development Studies from Brown University. She has worked with immigrant communities in Maryland, Rhode Island, and Texas for over 10 years as an organizer, ESL teacher and advocate. She has worked with Workers Defense Project since 2004 and is a co-author of *Building Austin, Building Injustice: Working Conditions in Austin's Construction Industry*, which uncovered widespread safety and wage violations on construction worksites in Austin. Emily currently oversees WDP's Community Organizing for Change program and is working on the Build a Better Austin Campaign to win safe and dignified working conditions for construction workers in Austin. Emily is committed to social and economic justice for all and believes that real change is only possible when it is led by those who experience oppression.

Sarahi Uribe, Organizer, National Day Laborer Organizing Network

Sarahi Uribe is an organizer with the National Day Laborer Organizing Network (NDLON), an organization dedicated to protecting and advancing the civil and labor rights of day laborers. NDLON's network is made up of 40 vibrant worker center organizations in 17 states. Sarahi focuses on strengthening union and worker center partnerships as a board member of Local 55 and Local 10 Laborers in New Jersey and New York. She also organizes nationally to challenge the criminalization of communities through programs like the 287(g) that relinquish the power to enforce immigration law to local law enforcement and corrections agencies. She is a graduate of Yale University.

David Weil, Professor of Economics and Everett W. Lord Distinguished Faculty Scholar, Boston University

David Weil is Professor of Economics and Everett W. Lord Distinguished Faculty Scholar at Boston University School of Management. He is also co-Director of the Transparency Policy Project at the Kennedy School of Government at Harvard University. His research spans regulatory and labor market policy, industrial and labor relations, occupational safety and health, and transparency policy. He has written three books, including *Full Disclosure: The Perils and Promise of Transparency* (Cambridge University Press, 2007) and the award-winning

Stitch in Time: Lean Retailing and the Transformation of Manufacturing (Oxford University Press, 1999). In addition, he is author of over 75 scholarly and popular articles and publications. His research has been supported by the National Science Foundation, the U.S. Department of Labor, the National Institutes of Health, the Russell Sage Foundation, the National Institute of Occupational Safety and Health, the Alfred P. Sloan Foundation and the Smith Richardson Foundation. Weil has worked as an advisor to the U.S. Department of Labor, the Occupational Safety and Health Administration, and a number of other government agencies. He also advises labor unions in the U.S., Canada, Australia, and the U.K. and serves as the Chairman of the Dunlop Commission on Agricultural Labor as well a mediator in a variety of labor / management settings in the U.S. and abroad. He received his Bachelors of Science degree at Cornell University and Masters and Ph.D. in Public Policy at Harvard University.

Marni Willenson, Managing Litigation Partner, Cross Law Firm

Marni Willenson is the managing litigation partner of the Cross Law Firm, S.C., a full-service plaintiffs' employment law practice that is launching a Chicago office in December 2009. Her practice focuses on class and collective action wage and hour and discrimination litigation, particularly on behalf of migrant and low-wage workers. Ms. Willenson has prosecuted cases on behalf of low-wage and migrant workers for nearly a decade, in private practice, in her own firm, and as a shareholder in the boutique Chicago plaintiffs' firm, Miner, Barnhill & Galland, and later as a senior attorney and litigation coordinator of Farmworker Justice, the leading national organization empowering migrant and seasonal agricultural workers through litigation, advocacy, and public education. Ms. Willenson began her career as a Skadden Fellow and staff attorney in the employment project at the Chicago Lawyers' Committee for Civil Rights Under Law, Inc. She has spoken at various conferences and CLEs on the topics of electronic discovery and discovery strategy, was appointed to serve on the Seventh Circuit Electronic Discovery Pilot Program committee, and has served as a trial advisor in the legal clinic of the University of Chicago Law School, her alma mater.

Chris Williams, Director, Working Hands Legal Clinic

Chris Williams is the Director of the Working Hands Legal Clinic in Chicago, a non-profit legal clinic that works with a network of community-based worker centers to support workplace justice campaigns and to bring access to legal services for low wage Illinois workers in the area of labor and employment law. Chris has been lead counsel in over 250 wage and hour and employment discrimination cases. In addition, Chris has worked extensively on issues related to abuse of employment eligibility verification systems. In 2006, Chris worked with a number of community-based worker centers and NELP to draft one of the strongest laws protecting day laborers in the nation, the Illinois Day and Temporary Labor Services Act ("IDTLA"). Prior to practicing law, Chris spent over a decade as a union organizer for Chicago area labor unions and was a founding member of a Chicago-based worker center. Chris is currently coordinating a community/state agency task force to evaluate and make recommendations for improvements in Illinois' wage theft statute. Chris was recently nominated to serve on the Labor Advisory Board of the Illinois Department of Labor.

Cleve Williams, Member, Cincinnati Interfaith Workers Center

Cleve Williams was born in Akron, Ohio and raised by his grandparents until he moved to Saginaw, Michigan with his father who worked for General Motors. After graduating from high school he began work as a welder for a ship building company in Bay City, Michigan. In 1984 the plant was closed and Cleve worked a series of manufacturing jobs that eventually closed or laid him off. In 2006 Cleve moved to Cincinnati, Ohio where, unable to find stable work, he began working through a temp agency at Rumpke Recycling as a sorter. Through his work as a day-labor worker he became involved with the Cincinnati Interfaith Workers Center's living wage campaign. Cleve actively supported the living wage campaign at his work site and met with the company's owner during the campaign. Cleve Williams is now an active member and on the Board of Directors of the Cincinnati Interfaith Workers Center. Because of his and others' efforts, the pay at the recycling facility rose from \$6.50 an hour to \$10.90 an hour.