NOW
IS THE MOMENT

2020 Annual Event
104th Anniversary

June 24, 2020
Dear Colleagues and Friends,

Thank you for joining us on June 24, as we marked 104 years of Legal Aid at Work. We came together in a virtual space to support LAAW in a year when the pandemic has caused economic upheaval greatly affecting the low-income families that we serve.

LAAW has supported our clients during these difficult times. More people than ever before are seeking information, guidance, and representation with regard to unemployment and disability insurance, sick days, workers' compensation, and paid leaves under rapidly changing state and federal laws.

It was our honor to present our 2020 Tobriner Award to Alicia Garza for her trailblazing leadership as a co-founder of Black Lives Matter, her meaningful advocacy for domestic workers, and her powerful voice in the call for equality for all oppressed people across the globe. It was also a privilege to welcome as our keynote speaker Congresswoman Katie Porter. In her short tenure as the Representative for California’s 45th District, she has emerged as a strong and clarion voice for fairness, justice, and democratic values, which in these times could not be more important.

We were thrilled that Wajahat Ali, our keynote speaker from 2019, and Julie Su, California’s Secretary of Labor and Workforce Development and our 2019 Tobriner Award recipient, were each able to join us to champion our clients’ causes.

LAAW's mission is carried out by highly skilled and dedicated staff, with whom we are privileged to work. We are deeply grateful to our committed Board and to each and all of you for making our work possible.

With warm regards,

Ellen A. Friedman
Chair, Board of Directors

Joan M. Graff
President

“\textit{In order to meet this moment, we have to recognize our common humanity.}”

—Gavin Newsom, Governor of California
WEDNESDAY, JUNE 24, 2020
RECEPTION 4:30-5:00 PM, LIVESTREAM 5:00-6:00 PM

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Alexis Alvarez
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CLIENT TESTIMONIALS
May and Phyu

PORTRAIT OF A WORKERS’ RIGHTS CLINIC CLIENT

TESTIMONIAL
Julie A. Su
Secretary, California Labor & Workforce Development Agency

KEYNOTE ADDRESS
Katie Porter
U.S. Representative, California's 45th congressional district

Introduced by Catherine Fisk
Barbara Nachtrieb Armstrong Professor of Law, Berkeley Law

2020 MATHEW O. TOBRINER PUBLIC SERVICE AWARD
Alicia Garza
Organizer, Activist and Co-Founder, Black Lives Matter

Presented by Lateefah Simon
President, Akonadi Foundation

TESTIMONIAL
Wajahat Ali
Attorney, Playwright and Journalist

CLOSING REMARKS
Joan Graff
President

SIMPLE GIFTS
Shaker song attributed to Joseph Brackett

To view a recording of the event, please visit legalaidatwork.org/annual-event-2020
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Legal Aid at Work extends its deep appreciation to the following organizations and individuals for their generous support of our 104th Anniversary Event on June 24, 2020. Thank you!

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Attorneys at Law
In Washington, Congresswoman Porter has remained committed to putting Orange County families first. As a member of House Financial Services Committee and the House Oversight and Reform Committee, she’s asked tough questions of bank CEOs and administration officials to hold them accountable to the American people. She has also been a key supporter of legislation to reduce the influence of dark money in politics and restore ethics to Washington.

As a single working mom, Rep. Porter knows firsthand about the challenges faced by working families. She’s introduced bipartisan legislation to allow families to set aside more pre-tax income for dependent care. She’s continued to press for a repeal of the limits on the State and Local Tax (SALT) deduction, which has hit California’s middle-class families especially hard.

Before coming to Congress, Porter spent nearly two decades taking on the special interests that dominate American politics and drown out the voices of working families. As California’s independent watchdog against the banks, she made sure the big banks that had cheated Orange County homeowners followed through on their promise to help affected families get back on their feet. As a consumer finance expert, Congresswoman Porter also helped Congress pass the original Credit CARD Act in 2009, which enacted federal protections from abusive credit card fees.
Justice Mathew O. Tobriner was revered as a legal scholar and humanitarian who did not hesitate to speak out on behalf of disadvantaged and marginalized people. He expressed the fundamental principle that, “Whatever hardship poverty may cause in society generally, the judicial process must make itself available to the indigent; it must free itself of the sanctions born of financial inability.”

Justice Tobriner gave life to those words while serving as a longtime member of our Board of Directors and, for a term, as its president. In memory of Justice Tobriner, Legal Aid at Work pays annual tribute to individuals who have made extraordinary efforts to assist the most vulnerable members of our community and to strengthen the principle of equal access to justice.

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Brad Seligman

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Margalynne Armstrong
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Angela P. Harris
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Shauna I. Marshall
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**2004**
Dolores Huerta

**2005**
Sheila Kuehl

**2006**
The Honorable
Ronald M. George

**2007**
Guo Jianmei
Robin R. Runge
Esta Soler

**2008**
Col. William A. Gunn, U.S. (Ret.)

**2009**
Richard W. Odgers

**2010**
Therese M. Stewart

**2011**
The Honorable
Carlos R. Moreno (Ret.)

**2012**
Belva Davis

**2013**
José R. Padilla

**2014**
Diane “Dee” Mosbacher, MD, PhD
Nanette Gartrell, MD

**2015**
Eva Paterson

**2016**
George Takei

**2017**
The Honorable
Thelton E. Henderson

**2018**
Saru Jayaraman

**2019**
Julie A. Su

**2020**
Alicia Garza

**ABOUT THE MATHEW O. TOBRINER AWARD**

“The core of a free and democratic society lies in full and equal access to the courts.”

— The late Honorable Mathew O. Tobriner
Associate Justice of the California Supreme Court, 1962–1982
President, Board of Directors, Legal Aid at Work, 1961–1963
Alicia Garza believes that Black communities deserve what all communities deserve — to be powerful in every aspect of their lives. An innovator, strategist, organizer, and cheeseburger enthusiast, she is the co-creator of #BlackLivesMatter and the Black Lives Matter Global Network, an international organizing project to end state violence and oppression against Black people. The Black Lives Matter Global Network now has 40 chapters in four countries.

Alicia founded the Black Futures Lab to make Black communities powerful in politics. In 2018, the Black Futures Lab conducted the largest survey of Black communities in over 150 years.

Alicia serves as the Strategy & Partnerships Director for the National Domestic Workers Alliance, the nation’s premier voice for millions of domestic workers in the United States. She is also the co-founder of Supermajority, a new home for women’s activism. She shares her thoughts on the women transforming power in Marie Claire magazine every month.

Her forthcoming book, tentatively titled How to Turn a Hashtag Into a Movement, will be published in 2020, and she warns you — hashtags don’t start movements. People do.
Black Lives Matter.
We Proudly Support
Legal Aid at Work
and Congratulate
Alicia Garza
Recipient of the
2020 Mathew O. Tobriner
Public Service Award
The Wilson Sonsini Goodrich & Rosati Foundation was created by the members of the firm as a commitment to the community we serve.
Latham & Watkins LLP is proud to support Legal Aid at Work’s Annual Event

Latham joins in congratulating Alicia Garza, recipient of the Mathew O. Tobriner Public Service Award

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We applaud your commitment to workers’ rights and to advocating for the most vulnerable among us.
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Legal Aid at Work

The Firm commends their commitment to helping workers in times of crisis.

Using our legal skills to better LIVES, COMMUNITIES and OUR PROFESSION

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OUR MISSION
We seek justice for low-wage workers and their communities.

THE PEOPLE WE SERVE: We stand alongside our clients in challenging unlawful, abusive, and intimidating practices at work and in the community.

Our clients are undocumented immigrants, people of color, those with limited-English proficiency, survivors of domestic violence, caregivers, members of the LGBTQ community, pregnant women, new parents and working families, people with disabilities, military veterans, girls from low income neighborhoods seeking equal athletic opportunities at school, and workers making claims for unpaid wages and unemployment insurance.

HOW WE WORK: We provide free legal services to respond to emerging individual and community needs in the workplace and beyond.

We offer legal advice and counseling services at 12 Workers’ Rights Clinic sites statewide and through several other clinics, medical-legal partnerships, and helplines. We file cases and administrative actions to enforce labor, employment, and civil rights. We conduct trainings of workers and legal advocates and disseminate practical but comprehensive legal information online. And we advocate for local, state, and national policies that strengthen the rights of low-wage workers and their families.
OUR PROGRAMS AND PROJECTS

The National Origin and Immigrants’ Rights Program advances fair and equal treatment for all workers regardless of their place of origin or immigration status.

The Wage Protection Program brings economic security to our clients and their families as they struggle against rampant wage theft and, in some cases, forced labor.

The Work and Family Program ensures that workers do not have to choose between the health of themselves or their families and their economic livelihoods.

The Gender Equity and LGBT Rights Program combats sex-based discrimination, harassment, and domestic and sexual violence while advancing the rights of women and persons who are lesbian, gay, bisexual, transgender, or non-binary.

Project SURVIVE works to break the cycle of violence and poverty for survivors of domestic violence and their children by empowering them to exercise their right to stay safe while maintaining basic economic security.

The Racial Equality Program addresses new iterations of race discrimination and advocates for equality for all, regardless of skin color.

The Fair Play for Girls in Sports Project promotes the health, educational achievement, and future employment opportunities of girls from low-income communities.

The Disability Rights Program enables persons with disabilities to participate fully in work, schools, and life in their communities.

The Workers’ Rights Clinic operates 12 clinic sites around the State and serves as a point of entry and assistance for the thousands of low-wage workers we provide advice and counsel to each year.
RECENT ACCOMPLISHMENTS

- In response to COVID-19, we quickly pivoted to a new “virtual” clinic model and, in just a few short months, provided free legal advice and information on rapidly changing issues to 2,000+ low-wage workers whose lives were thrown into chaos by the pandemic.

- We continue to fight against structural racism by removing barriers to employment to persons with conviction histories. For example, we were able to successfully negotiate with an employer to hire a 59-year old African American man who was initially rejected from his position as a hospital porter simply because of an irrelevant 11-year-old conviction.

- We, along with co-counsel Asian Americans Advancing Justice-Asian Law Caucus and Centro Legal de la Raza, helped secure a $1.3 million dollar settlement for kitchen workers at Burma Superstar who came together to challenge their employer’s wage theft.

- We helped a transgender worker in San Francisco who was repeatedly misgendered and harassed on the job. We and co-counsel at the Impact Fund obtained a $150,000 settlement and powerful injunctive relief to prevent similar harassment.

- We have shaped and helped lead the charge for legislation that makes paid family leave more accessible to low-wage workers in California, including the recent successful expansion of the Paid Family Leave program from six to eight weeks.

- We continue fighting for disabled workers in the Central Valley, like Yolanda, whose case we are litigating and who was fired from her 20-year-long job at California’s largest beef producer when she took medical leave to undergo treatment for breast cancer.

- Through a landmark Title IX settlement with Oakland Unified School District, we helped ensure that 15,000+ girls, the vast majority of which are low-income girls of color, will have the same access to athletic opportunities as boys.

- We helped protect and expand the employment rights of immigrants, like our client Ayesha, an Afghan woman who was instructed by her employer to refuse to do business with customers whose names “sounded Middle Eastern or Indian.” With the help of the EEOC and Mora Employment Law, we secured her a large financial award and put in place a monitoring program that will prevent the employer from engaging in similar future misconduct.
OUR RESPONSE TO COVID-19

Massive changes in our world have brought new risks and new rules to the workplace. Workers hardest hit by this pandemic—especially those from low-income, immigrant, and minority communities—have been left unsure of their employment rights and how they will support themselves and their families while staying safe. Since the very beginning of the outbreak, Legal Aid at Work has been fighting tirelessly for individuals and communities disproportionately harmed by this crisis.

We have provided free, accurate, and timely legal information about employment rights in multiple languages. From our Coronavirus FAQ—which has been viewed over 564,664 times in English, Spanish, and Chinese—to our many factsheets regarding unemployment insurance and the rights and resources available to undocumented workers, we’ve worked hard to provide clarity and accuracy to complex and rapidly changing issues that matter most to those most affected.

Our Workers’ Rights Clinics are supporting low-income individuals, unemployed persons, and their families by providing confidential information about legal rights related to work in California. We have seen our website traffic increase 10 times over what it was before the crisis. And we have received more calls to our helplines and clinics in the last two months than we normally get in half a year.

LAAW attorneys have repeatedly appeared in the news to educate the public on this rapidly changing legal landscape. For example, we have spoken with The New York Times to discuss what government benefits are available for workers who have lost their jobs, and later to provide real-world advice to workers about how to access unemployment insurance benefits.

We have spoken in the press repeatedly about the effect this crisis is having on the most vulnerable families and communities, many of whom are confused if they qualify for benefits and protections because they work in so-called “gig” economy jobs, or are excluded from new legal protections because they work for employers like first responders expressly exempted from these laws, or because they cannot access government benefits because they are undocumented.

We have also successfully advocated for policy reforms to improve workers’ rights, including a first-in-the-Nation creation of a disaster relief fund for undocumented workers, who have been some of the hardest hit by the COVID-19 pandemic, despite often working essential jobs we all rely on.

Legal Aid at Work continues to fight to protect and expand the rights of low-wage workers and unemployed persons during this crisis and beyond.

MEDIA

New York Times: Advice for Workers
LA Times: Funds for Undocumented Workers
KCBS: Gig Worker Unemployment Benefits
All LAAW News and Media

RESOURCES

Coronavirus FAQ
Employment Rights of Undocumented Workers
Relief Funds for Undocumented Workers
Unemployment Insurance Fact Sheet
Workers’ Rights Clinic Appointments
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This year Legal Aid at Work is pleased to announce two sets of awards to recognize the outstanding contributions from Board members, the Distinguished Service Award and Meritorious Service Awards.

DISTINGUISHED SERVICE AWARD

The Distinguished Service Award is given annually to one Board member who has tirelessly devoted long-term outstanding service to Legal Aid at Work and who has worked to advance the core principle of providing access to justice. Legal Aid at Work is pleased to announce the recipient of this year’s Distinguished Service Award.

Jack W. Londen
Morrison & Foerster LLP

MERITORIOUS SERVICE AWARDS

The Meritorious Service Award is given to a Board member who has consistently and meaningfully contributed his or her time and energies to advancing Legal Aid at Work over a period of years. This award recognizes those many contributions necessary to the continued success of the organization, including, by way of example, litigation and litigation support, finance, marketing, fundraising, operations, technology consulting, legal advice, and the provision of continuing education to staff members. We are pleased to announce this year’s Meritorious Service Award recipients:

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— Christina Hintz, client
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Our Other Free Legal Clinics: 415.864.8848

Wage Claim Clinic
San Francisco and Oakland

Disability Law Clinic
Berkeley

We provide services in Spanish, English, Mandarin, and Cantonese and can arrange services in other languages.
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Volunteers are vital to the workings of our Workers’ Rights, Wage Claim, and Disability Rights clinics. These clinic counselors, supervising and volunteer attorneys, clinic directors, and legal advocates help our clinics serve thousands of people across California each year, for free.

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