



# JUSTICE AT WORK

**107<sup>TH</sup> ANNIVERSARY CELEBRATION**  
**MAY 9, 2023 HYATT REGENCY SAN FRANCISCO**

**LEGAL  
AID AT  
WORK**

# Lieff Cabraser Salutes **LEGAL AID AT WORK** for Its Unceasing Fight to Uphold and Protect Workers' Rights



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**107<sup>TH</sup> ANNIVERSARY CELEBRATION**  
**MAY 9, 2023 HYATT REGENCY SAN FRANCISCO**

**LEGAL  
AID AT  
WORK**

**“Human Progress is neither automatic  
nor inevitable . . . . Every step toward the  
goal of justice requires sacrifice, suffering  
and struggle; the tireless exertions and  
concern of dedicated individuals.”**

— DR. MARTIN LUTHER KING, JR.



Dear Colleagues and Friends,

We are delighted that you are joining us this year as we recognize Legal Aid at Work's 107th year of advancing justice in partnership with our clients, their families, and their communities.

We devote the resources you generously provide to us to combat the many barriers marginalized workers confront on the job—structural racism, sex harassment, discrimination, wage theft, denials of leaves and accommodations, and retaliation that includes threats of deportation.

The price our clients pay is perpetual economic insecurity, a pervasive feeling of uncertainty, and repeated affronts to their dignity, all of which harms their health and corrodes their essential sense of well-being. Yet our clients are courageous as they stand up to wrongdoing and engage with us to remedy the wrongs they have suffered.

Our commitment is to fight alongside our clients as they pursue their cause, ever mindful of the values we hold dear: fairness, inclusion, respect, and the rule of law drawn from the fundamental tenets of our democracy.

Tonight's program pays homage to those who have made a difference, including members of our staff and our clients.

In addition we are proud that Pam Karlan, the Kenneth and Harle Montgomery Professor of Public Interest Law at Stanford University is our inspiring keynote speaker. Professor Karlan, an influential Constitutional law scholar and a renowned member of the Supreme Court bar has secured foundational rights and expansive rulings that have changed the landscape of our country.

And it is our honor to present our Mathew O. Tobriner Award to Marielena Hincapié, the former Executive Director of the National Immigration Law Center and an esteemed leader in the pro-immigrant movement, who has devoted her career to promoting the rights of low-income immigrants across the country. We are pleased that Chris Ho, Director of our National Origin and Immigrants' Rights Program, and who was Marielena's colleague during her time with our organization, will give her our Award.

We thank you for spending the evening in our company and for generously supporting our free and crucial legal services.

Warmly,

**Annette P. Carnegie**  
Chair, Board of Directors

**Joan M. Graff**  
President

# THIS EVENING'S PROGRAM

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## MUSICAL INVOCATION

**Tammi Brown**  
Vocalist

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## WELCOME

**Annette P. Carnegie**  
Chair, Legal Aid at Work Board of Directors

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## THE POWER OF OUR WORK

**Kim Ouillette**  
Staff Attorney, Wage Protection Program

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## LAURA'S STORY: DRIVER OF CHANGE

### Video

**Laura Zuniga**, Legal Aid at Work Client  
**Nora Cassidy**, Attorney, Gender Equity & LGBTQ Rights Program

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## PRESENTATION OF THE 2023 MATHEW O. TOBRINER PUBLIC SERVICE AWARD

**Marielena Hincapié**  
Immigrant Rights Advocate and  
Former Executive Director, National Immigration Law Center

Presented by **Christopher Ho**  
Director, Legal Aid at Work  
National Origin and Immigrants' Rights Program

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## KEYNOTE ADDRESS

**Pamela S. Karlan**  
Kenneth and Harle Montgomery Professor of Public Interest Law and  
Co-Director, Supreme Court Litigation Clinic, Stanford Law School

We are pleased to gift *Sierra Corn Lily 1983*, a silver gelatin print by William Alsup,  
to Professor Karlan.

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*(All listings as of May 9, 2023)*



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Described by The American Lawyer as "one of the nation's premier plaintiffs firms," Lieff Cabraser is a 125-plus attorney law firm with offices in San Francisco, New York, Nashville, and Munich. We have been committed to seeking justice for the injured, victims of fraud, whistleblowers, employees, and investors in the Bay Area and internationally for over fifty years.

Lieff Cabraser litigates significant employment class action lawsuits, including gender and race discrimination cases against Fortune 100 companies and other firms; overtime pay lawsuits on behalf of hourly and entry-level professionals; ERISA claims on behalf of employees and retirees for pension plan abuses; and ground-breaking class action lawsuits like those filed against Apple, Google, Intel, and others challenging collusive recruiting practices that restrict worker mobility and suppress pay.

We also represent employee whistleblowers who challenge wrongdoing by their employers. The firm's whistleblower cases have challenged a wide variety of government fraud, including overcharges to Medicare, military units, and federally-funded education programs.

Our lawyers are committed to fighting for the rights of employees in California and nationwide. We strive to make lasting change in company practices while also remedying the harms suffered by our clients. We are proud to have assisted our clients in ensuring that their employers implement hiring, pay, promotion, and evaluation practices that are fair and transparent across all variety of industries and all levels of employment.



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On the side  
of social justice.

Cooley

The background of the entire page features a series of overlapping, curved, light gray lines on a white background, creating a sense of depth and movement. The lines are most prominent in the top and bottom sections of the page.

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## 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

Justice Mathew O. Tobriner was a revered jurist and legal scholar 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.

### PAST RECIPIENTS OF THE TOBRINER AWARD

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## 2023 MATHEW O. TOBRINER PUBLIC SERVICE AWARD

### Marielena Hincapié

Immigrant Rights Advocate and Former Executive Director, National Immigration Law Center

*Presented by* **Christopher Ho**, Director, Legal Aid at Work National Origin and Immigrants' Rights Program



**Marielena Hincapié** served as the executive director of the National Immigration Law Center (NILC) and the NILC Immigrant Justice Fund (IJF) until November 2022. Marielena began her tenure at NILC in 2000 as a staff attorney leading its labor and employment program. She successfully litigated law reform and impact-litigation cases dealing with the intersection of immigration laws and employment/labor laws. After serving as director of programs, Marielena became NILC's executive director. Under her leadership, NILC and the IJF strategically combined litigation, policy, communications, narrative change, and movement-building to effect transformational change.

Marielena is a nationally respected leader, legal and political strategist, and a leading voice in the national conversation on immigrants. A seasoned strategist and bridge builder, she co-led the transformational Immigrant Movement Visioning Process resulting in a long-term vision grounded in racial, economic, and gender justice and equity. She co-chaired the Biden Campaign's Unity Taskforce on Immigration, and helped lead the national conversation on the essential role immigrants play in shaping the future of the US and safeguarding our democracy. She played a key role in supporting youth leaders in the creation and successful implementation of Deferred Action for Childhood Arrivals (DACA), and co-founded the Protecting Immigrant Families (PIF) coalition to address children and families' access to safety net programs. She co-created the #ImmigrantsAreEssential cultural campaign which won a Shorty Award and a Gold Anthem Award for Civil and Human Rights.

After graduating from Northeastern University School of Law, Marielena started her legal career with Legal Aid at Work (known as Legal Aid Society—Employment Law Center at the time). She served on the American Bar Association's Commission on Immigration, and the boards of Jobs with Justice, the Center for Law & Social Policy, and as founding Board President of the Indivisible Project. In March 2023, Marielena was selected as a member of the Board of Trustees for The David and Lucille Packard Foundation.

Marielena is the youngest of 10 children and immigrated as a child from Colombia to Rhode Island. She brings a bilingual and bicultural perspective to her work for equity, justice, and democracy.

In July 2023, she will serve as a Distinguished Visiting Immigration Scholar at Cornell Law School.





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## Legal Aid at Work's 107th Anniversary Celebration – Justice at Work

Congratulations to **Marielena Hincapié** on the  
**Mathew O. Tobriner** Public Service Award.

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## KEYNOTE SPEAKER

### Pamela S. Karlan

Kenneth and Harle Montgomery Professor of Public Interest Law and Co-Director, Supreme Court Litigation Clinic, Stanford Law School



**Pamela Karlan** is the Kenneth and Harle Montgomery Professor of Public Interest Law and a founder and co-director of the Supreme Court Litigation Clinic at Stanford Law School. The Clinic has represented parties in more than fifty merits cases and amici ranging from the bipartisan leadership of the House Judiciary Committee to labor unions, and from overseas voters to survivors of torture. Karlan herself has argued nine.

Pam's primary scholarship includes constitutional litigation, particularly with respect to voting rights and antidiscrimination law. She has published dozens of scholarly articles and is the

co-author of three leading casebooks as well as a monograph on constitutional interpretation. She has received numerous teaching awards.

Pam received her B.A., M.A., and J.D. from Yale. After clerking for U.S. District Court Judge Abraham Sofaer and Supreme Court Justice Harry Blackmun, she practiced law at the NAACP Legal Defense and Educational Fund, focusing on employment discrimination and voting rights. Her public service includes a term as a commissioner on the California Fair Political Practices Commission, which implements and enforces the State's campaign finance, lobbying, and conflict of interest laws. Most recently, she served as the principal deputy assistant attorney general in the Civil Rights Division of the U.S. Department of Justice, heading the Division for five months until the confirmation of a new assistant attorney general, and then serving as the reviewer for the Appellate, Educational Opportunity, Immigrant and Employee Rights, and Voting Sections. During her prior service at the Division, she received the Attorney General's Award for Exceptional Service (the Department's highest award for employee performance) for work in implementing the Supreme Court's decision in *United States v. Windsor* and the John Marshall Award for Providing Legal Advice for her work on Title VII and gender identity.

In 2021, Pam received the American Bar Association's Margaret Brent Award. In 2016, she was named one of the *Politico 50*—a group of “thinkers, doers, and visionaries transforming American politics”; earlier in her career, the American Lawyer named her to its *Public Sector 45*—a group of lawyers “actively using their law degrees to change lives.”

## Jerry Kennedy Quartet



**Jerry Kennedy**, on bass, is a band leader and music teacher. He has toured as an opening act for George Clinton, James Brown and Maceo Parker and is currently a band director at Black Pine Circle in Berkeley.



**Raliegh Neal II**, on keyboards, has dedicated his life to music, with over 30 years of experience with artists such as Stacy Lattisaw, Guru's Jazzmatazz, Michael Franti and Spearhead, be Be Winans, Trevor Hall, Herbie Hancock, The Groove Collective, Stephanie Mills and others. He has also led music education programs and workshops for ages 5 to adult and has composed for television, movies and gaming.



**Geechi Taylor**, on trumpet, is known mostly as a sideman for top bands playing music ranging from jazz to hip-hop. Geechi has also dedicated himself to the future of jazz by being a mentor to the kids interested in music.

With **Michael Rogers** on drums.

## Tammi Brown

### Vocalist

**Tammi Brown** has performed with some of the world's most notable music industry icons, including music producer Quincy Jones, Bobby McFerrin, Lauren Monroe & Rick Allen (Def Leppard), Alan Parsons Project, Stanley Jordan, Dr. Maya Angelou, Joan Baez, Spyro Gyra, and Eric Bibb, to name a few. She is currently a vocalist in the ten-time Grammy and Lifetime Achievement Award winner Motion, Bobby McFerrin's vocal group. Ms. Brown is also a lead vocalist in the two-time Grammy Award-nominated vocal ensemble The Cultural Heritage Choir, led by the legendary Linda Tillery. She is the Voice for the award-winning "Lost American Jazzbook" project that recently won the 18th-annual Independent Music Award for Best Jazz Album with Vocals. Tammi's musical journey has placed her on several stages in more than ten countries worldwide.



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JUSTICE AT WORK

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## ABOUT US

### OUR MISSION

We seek justice for low-wage workers, families and communities.

### THE PEOPLE WE SERVE

We stand alongside our clients in challenging unlawful, abusive, and intimidating practices at work and in the community. Many of these practices are rooted in deeply embedded racism and discrimination against people of color.

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 and workers making claims for unpaid wages and unemployment insurance.

### HOW WE WORK

Our free legal services are more in demand than ever before in our 107 year history. Structural racism in the workplace and broader society continues to deprive millions of Californians of their dignity and prevent them from achieving their true potential. These problems have only been magnified by the COVID-19 pandemic and the economic devastation it has wrought.

We offer legal advice and counseling services through statewide 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 **Gender Equity and LGBTQ 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.

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.

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

The **Racial Economic Justice Program** fights discrimination against people of color and advocates for equity and opportunity for all.

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

The **Workers' Rights Clinic** operates 13 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.

# it's only human to celebrate those who make a difference

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It's the basis behind what we do every day. We're proud to celebrate the hard work, commitment, and skill of those helping to make the world a better place.

**Congratulations to Legal Aid at Work on its  
107th Anniversary**



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## RECENT ACCOMPLISHMENTS

- We helped an unhoused, formerly incarcerated client keep his living-wage job when his employer threatened to rescind his job offer after a background check. Within 48 hours, we helped the client negotiate to retain his union job, which landed him in stable housing.
- We fought to secure reasonable accommodations for people with disabilities who were impacted by COVID-19. For example, we obtained a favorable settlement on behalf of an office manager whose dedicated service of 15 years had abruptly ended because her boss fired her for requesting telework accommodations in the midst of the pandemic.
- On the 50th anniversary of Title IX (which requires gender equity in public schools) we and co-counsel won an appeal in the 9th Circuit allowing female athletes at Hawaii's largest public high school to proceed with a class action alleging egregious sex discrimination against girls in the school's athletic program.
- Along with coalition partners, we successfully championed legislation (SB 951) dramatically increasing the amount of money that workers with low incomes obtain from California's Paid Family Leave and Disability Insurance programs. Before this legislation, people with low incomes often could not afford to use these vital programs because the wage replacement rate was simply too low.
- We helped immigrant workers by securing a precedent-setting decision from the California Court of Appeal. It held that California law bars inquiry into immigrant plaintiffs' work authorization except in the narrowest of circumstances and upon a strict showing of legal necessity.
- In partnership with Trabajadores Unidos Workers United (TUWU), we helped secure a decision from the Labor Commissioner for \$2.2 million in stolen wages for former employees of a Burger King franchise in San Francisco.
- We provided individualized legal advice and counsel to 2,939 people in 2022, including through our 13 regular Workers' Rights Clinic sites and 4 additional evening clinics to meet increased client demand. We operate our clinics in close partnership with 8 law schools, 150 law students, 100 volunteer attorneys, and 11 community based organizations.



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The Distinguished Service Award is given annually to one board member who has tirelessly devoted outstanding service to Legal Aid at Work and who has worked to advance the core principle of providing access to justice.

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The Meritorious Service Award is given to a current or former board member who consistently and meaningfully contributed their time and energies to advancing Legal Aid at Work. This award recognizes the many contributions necessary to our continued success, including litigation, finance, fundraising, operations, consulting, legal advice, and the continuing education of staff members.

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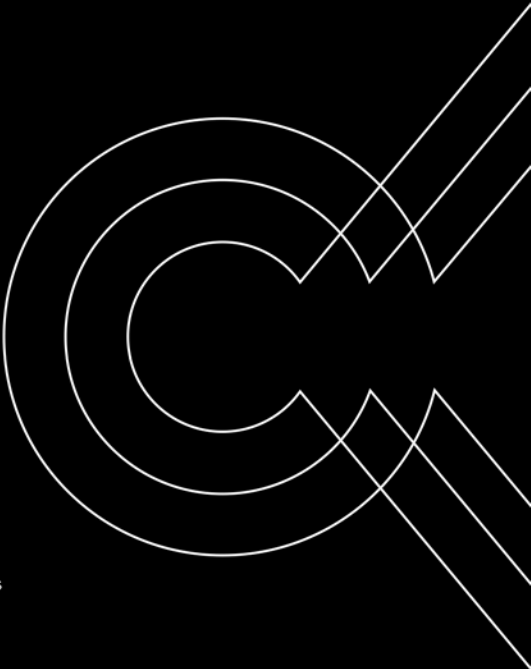
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