



We invite you to join community members, attorneys, and public interest leaders in recognizing the impactful work we do in partnership with our clients and their communities to advocate for justice on the job.

Photo by Brooke Anderson | @movementphotographer



**Mathew O. Tobriner  
Public Service Award  
Marlene Sanchez**

*Ella Baker Center for Human Rights*

Marlene Sanchez is Executive Director of the Ella Baker Center for Human Rights. A San Francisco native, Chicana, movement leader, organizer, and a formerly incarcerated woman, she has through her work at the Young Women's Freedom Center, Communities United for Restorative Youth Justice, Alliance for Girls, and All of Us or None empowered many vulnerable people. In particular, she has advocated for the rights of the formerly incarcerated, women, and girls.



**Keynote Speaker  
Michele Goodwin**

*Georgetown Law*

Michele Bratcher Goodwin is the Linda D. & Timothy J. O'Neill Professor of Constitutional Law and Global Health Policy, and Co-Faculty Director of the O'Neill Institute for National and Global Health Law at Georgetown Law. An author, advocate and MSNBC commentator, Professor Goodwin was a professor at the University of California, Irvine and Harvard Law School, and is a lecturer at Harvard Medical School.



**Recent Event  
Participants**



Alicia Garza



Katie Porter



Wajahat Ali



Eric Holder, Jr.



George Takei



Hon. Thelton Henderson



Saru Jayaraman



Julie Su



Pamela S. Karlan

**Deadline to be included in our invitation sponsor roster: May 3**  
For information about sponsoring, please contact Steve Heimerle at [events@legalaidatwork.org](mailto:events@legalaidatwork.org) or 415-593-0138.

Legal Aid at Work holds one primary fundraising event each year to provide essential general support for our work on behalf of low-wage workers and their families. Join with community members, attorneys, judges, and public interest leaders who are passionate about social justice as we celebrate our 108th anniversary.

<b>SPONSORSHIP LEVELS &amp; BENEFITS</b>	<b>Champion \$75,000</b>	<b>Leader \$50,000</b>	<b>Founder \$35,000</b>	<b>Visionary \$25,000</b>	<b>Partner \$15,000</b>	<b>Pacesetter \$10,000</b>	<b>Patron \$7,000</b>	<b>Supporter \$3,500</b>	<b>Challenger \$1,500</b>	<b>Advocate \$700</b>
<b>RECOGNITION</b>										
<b>Legal Aid at Work Event Website</b>										
Logo and hyperlink to your website	✓	✓	✓	✓						
Name listing and hyperlink to your website					✓	✓				
Name listing							✓	✓	✓	✓
<b>Electronic and Print Invitation</b> <b>Deadline for receipt of your gift or pledge and logo (if appropriate): May 3, 2024</b>										
Your logo in top location	✓									
Your logo in premium location		✓	✓							
Your logo				✓	✓					
Name listing						✓	✓	✓	✓	✓
<b>At Event</b>										
Announcement from the podium	✓	✓	✓	✓						
Top logo placement on signage	✓									
Logo on signage		✓	✓	✓	✓					
Name listing on all signage						✓	✓	✓	✓	
<b>Program Book</b> <b>Deadline for receipt of your gift or pledge and logo (if appropriate): June 3, 2024</b>										
Your logo in top location	✓									
Your logo		✓	✓	✓	✓					
Name listing						✓	✓	✓	✓	✓
Spotlight profile (100 word)	✓	✓	✓	✓	✓					
<b>Program Book Ad</b> <b>Deadline for receipt of your ad: June 3, 2024</b>										
Full-page ad (inside front or back cover)	✓									
Full-page ad in premium location		✓								
Full-page ad			✓	✓	✓					
Half-page ad						✓				
Quarter-page ad							✓			
<b>Guest Admissions</b>										
Complimentary Guest Admissions	<b>30</b>	<b>20</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>5</b>	<b>1</b>	<b>1</b>

To sponsor or request more information, please contact Steve Heimerle at [events@legalaidatwork.org](mailto:events@legalaidatwork.org) or 415.593.0138.

## Program Booklet Submission Guidelines for Ads, Images and Logos

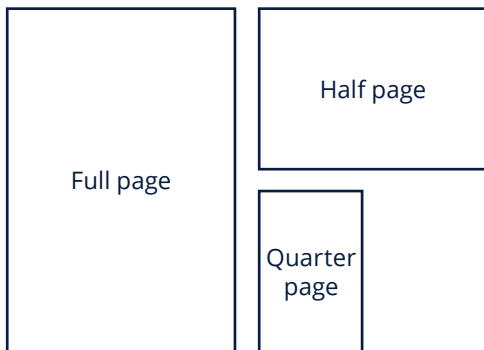
Deadline for ad submissions: **June 3, 2024.**

Questions? Contact Deirdre Hallman at 510-625-1000 or email [dh@deirdrehallman.com](mailto:dh@deirdrehallman.com).

### I. Ad Dimensions

Please make sure your ad follows the orientation and dimensions listed below:

- Full page ads = 6"w x 9"h
- Half page ads = 6"w x 4.25"h
- Quarter page ads = 2.75"w x 4.25"h



### II. Accepted Ad File Formats

Please submit **black-and-white or grayscale** ads using the following specifications:

- Press-optimized PDF file
- Illustrator or EPS files with fonts outlined
- Grayscale tiff or jpg with resolution set at 300 dpi

Do not submit ads in other formats (no Word or Excel files, JPEGs, GIFs, etc.)

Include your company / firm name within the name of your ad file.

Save your ad as grayscale or black-and-white. Do not apply color to any type or art elements in the ad.

### III. Logos

Logos should be Illustrator EPS files with fonts converted to outlines.

Do not submit logos in other formats (no JPEGs, BMPs, PICT, DCS, GIF, Excel or Word files).

### IV. Images

Digital photography and scanned images must be 300 dpi (at scale).

### V. Compression

If submitting a single file that is larger than 5MB or submitting multiple files, please compress or zip the file.

### A Quick Checklist

- Confirm your benefits, including ad size (if appropriate) and whether a separate logo is required
- If sent as an EPS file, is a PDF proof provided?
- If sent as an EPS file, are all fonts outlined?
- Are the ad dimensions correct?
- Is the ad orientation correct?
- Are PDF files saved as "Press Quality"?
- Are black and white ads set up as 1-color art?

Name \_\_\_\_\_

Firm/Company \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

<input type="checkbox"/> <b>Champion</b>	\$75,000	<input type="checkbox"/> <b>Partner</b>	\$15,000	<input type="checkbox"/> <b>Supporter</b>	\$3,500	<b>Link to 2023 sponsor list</b>
<input type="checkbox"/> <b>Leader</b>	\$50,000	<input type="checkbox"/> <b>Pacesetter</b>	\$10,000	<input type="checkbox"/> <b>Challenger</b>	\$1,500	
<input type="checkbox"/> <b>Founder</b>	\$35,000	<input type="checkbox"/> <b>Patron</b>	\$7,000	<input type="checkbox"/> <b>Advocate</b>	\$700	
<input type="checkbox"/> <b>Visionary</b>	\$25,000					

**Payment will be made by a:**

- Secure online donation at** <https://tinyurl.com/55r46def>     **ACH/EFT transfer.** Please contact me with details.     **Check made payable to** Legal Aid at Work     **Pledge to be fulfilled by** September 1, 2024 or by \_\_\_\_\_

**Charge** | Visa | MasterCard | AMEX (*circle one*)

Name on card \_\_\_\_\_ Signature \_\_\_\_\_

Card number \_\_\_\_\_ Expiration date \_\_\_\_\_ Security code \_\_\_\_\_

Billing address (if different from above) \_\_\_\_\_

**Contact(s) for guest registrations and ad:**

Name \_\_\_\_\_

Title \_\_\_\_\_

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**Please return this form by email (PDF), fax, or mail to:**

Legal Aid at Work | 180 Montgomery Street, Suite 600, San Francisco, California 94104

Phone: 415-864-8848 | Fax: 415-593-0096 | Email: [events@legalaidatwork.org](mailto:events@legalaidatwork.org)

**Questions?** Please contact Steve Heimerle at [events@legalaidatwork.org](mailto:events@legalaidatwork.org) or **415-593-0138**. [www.legalaidatwork.org](http://www.legalaidatwork.org)

Legal Aid at Work is a nonprofit 501(c)(3) organization, EIN #94-2783401. Your gift is fully tax-deductible to the extent allowed by law. Tax deductibility will be reduced by the value of benefits received, calculated at \$75 per guest. To gain a full tax deduction, sponsors may decline to receive benefits.

# LEGAL AID AT WORK

## OUR MISSION

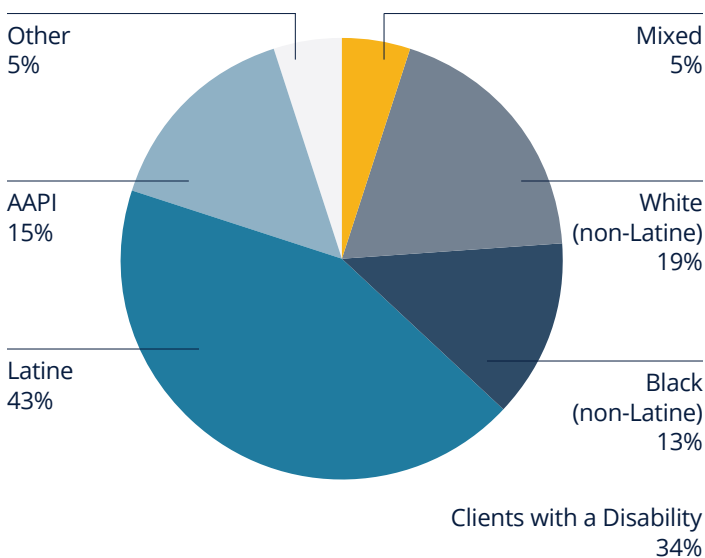
We partner with people to help them understand and assert their workplace rights. We also advocate for employment laws and systems that empower low-paid workers and marginalized communities.

## 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.

## CLIENT DEMOGRAPHICS



## HOW WE WORK

Our free legal services are more in demand than ever before in our 108 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.

We offer legal advice and counseling services through statewide clinics 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 people 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.

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

**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 **Disability Rights Program** enables people 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.

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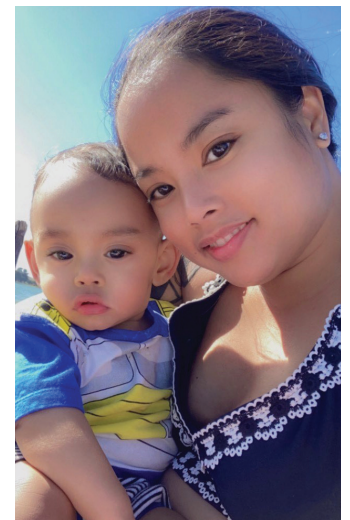
## RECENT ACCOMPLISHMENTS

- We helped two Central Valley dairy workers fight back against extreme exploitation. One was subjected, over several years, to abusive working conditions, unremitting racial slurs, and threats of deportation by his white supervisor, who carried a weapon and routinely took target practice at a Mexican flag. His partner was harassed and sexually assaulted by the same supervisor. After making a report to law enforcement, both were forced to flee with their young child after one of the owners fired a weapon near their employer-provided housing. With our involvement, we obtained a favorable settlement for them.
  - We filed a nationwide class action with the Impact Fund and King & Spalding LLP to help over 35,000 veterans discharged due to sexual orientation under "Don't Ask, Don't Tell." The lawsuit aims to remove indicators of sexual orientation from their discharge paperwork, upgrade their discharge status to Honorable, and grant access to vital veteran benefits they've wrongfully been denied.
  - 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.
  - We and our coalition partners were instrumental in passing California's SB 951, a transformative law set to benefit millions of workers with low wages by increasing Paid Family Leave and State Disability Insurance wage replacement rates to 90% for workers with middle-to-low incomes. Effective in 2025, this change will especially impact workers of color and those in lower-income brackets, who were previously unable to afford what often amounted to a 40% pay cut in order to take leave.
  - We filed a lawsuit on behalf of 17 strawberry pickers along with CRLA against industry giant Driscoll's and Seventh Tree Farm. This lawsuit serves as a significant step toward ending widespread wage theft in California's critical agricultural sector.
  - We helped an African American bartender combat hair discrimination and racial bias at work. After she was forced to quit her job due to demeaning comments from her employer, we filed a complaint under the CROWN Act. Through mediation, we helped her recover significant lost wages and emotional distress damages. Critically, we also secured training and a new complaint system for the workplace to make sure that other workers did not have to endure similar racial harassment and discrimination.
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## OUR WORKERS' RIGHTS CLINIC

We provided individualized legal advice and counsel to about 3,000 workers in the past year, including through our 13 regular Workers' Rights Clinic sites and 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.



## CLIENT STORIES

**Xiomara**, who worked as a janitor, took leave to have twins, but then her employer refused to allow her to return to work afterwards. We represented her through a demand letter, a complaint with the Civil Rights Department, and a mediation. In the end, she resolved her case and received her lost wages and additional compensation to make up for her emotional distress. Her former employer also agreed to train its supervisors and managers on proper leave policies.



*"I didn't think anything was possible for my case, since I had not heard anything from my employer after texts, calls, and emails, but I am grateful for the support from Legal Aid to get a result like that. I just didn't think it was possible for me and my situation to get the result we did."*

— **Xiomara**

*"I had to find someone who knew the legal jargon and who could help me navigate the convoluted healthcare*



*benefits system. Unless I was an attorney, I would not have known how to figure out what my rights were. If I had not been introduced to Legal Aid at Work and DeCarol, I'd be fighting a \$127,232*

*medical bill. When you have an attorney who's willing to give their time, talent, and expertise to show you how to get through the system, you have that hope."*

— **Velma**

**Quang Ly** is a Chinese-speaking immigrant from Vietnam who was working at a restaurant in Sacramento. COVID-19 shuttered his restaurant, and he had to go on unemployment insurance to make ends meet.

After several months of receiving unemployment checks, he received a legal notice in the mail, saying that he now had to repay the thousands of dollars in unemployment benefits he had already received—and spent. The government claimed (incorrectly) that he lacked lawful authorization to work in the country and therefore had to pay back thousands of dollars he didn't have.



After connecting with Quang Ly through Legal Aid at Work's Chinese-language helpline, we filed an appeal in his case and represented him at a hearing. We successfully convinced the judge of his eligibility for unemployment insurance. As a result, we helped him avoid crushing debt during a pivotal time in his life.



*"I never gave up. I just needed someone to stand in my corner and believe in me. That is where Legal Aid at Work came in. I thank you from the bottom of my heart."*

— **Jeff**



LEGAL  
AID AT  
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# JUSTICE AT WORK

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

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