

Making Paid Sick Days Work: Sharing Strategies 2018

November 8 & 9
Suffolk University Law School
Boston, MA



CLASP



Maura Healey, Attorney General

State of Massachusetts

I am very pleased to be co-hosting this year's "Making Paid Sick Days Work" convening with the Center for Law and Social Policy (CLASP). Thank you to Suffolk University Law School for inviting us into your community, and to CLASP for your partnership and for making this incredible event possible.

Four years ago at the ballot box, the people of Massachusetts voted to provide earned sick time for virtually every worker in Massachusetts. The voters overwhelmingly supported paid sick time because no one should have to choose between staying home with a sick family member, and losing a day's wages—needed to pay the rent and put food on the table.

Together, in just a few short years, we've spread the idea of guaranteed sick time across the country. Today, forty-seven jurisdictions have paid sick day laws on the books: 11 states, 35 cities, and the District of Columbia, with new proposals at the state and local level coming every month. As participants at this fourth annual national convening, you are helping to ensure the success of this emerging worker protection by providing fresh perspectives on implementation, outreach, and enforcement. Together, we are building the body of knowledge and experience that is helping spread successful paid sick leave policies across the country.

Over the next two days, you will meet advocates, organizers, and enforcement agency staff who are tackling similar problems to those you face in your home states and cities. You will identify and discuss enforcement challenges, develop skills, and learn best practices from each other. Perhaps most important, you will create working partnerships to support our shared work going forward.

I know that your time at this convening will be a productive learning experience, and I hope that you take some time to enjoy our beautiful and dynamic city. Thank you for all that you do to make paid sick days work for all.

Very truly yours,

Maura Healey



Olivia Golden, Executive Director

Center for Law and Social Policy (CLASP)

On behalf of the Center for Law and Social Policy (CLASP), I'm pleased to welcome you to the fourth annual Making Paid Sick Days Work Convening. We are thrilled to have more than 100 representatives here from three-quarters of the jurisdictions implementing paid sick days laws. This meeting gets bigger and more consequential every year—thanks to committed government officials, advocates, researchers, and other members of our community like you interested in bolstering enforcement of paid sick days laws.

In the four years since we began convening, 22 new jurisdictions have passed paid sick days laws. We are especially pleased to welcome representatives from some of the newest jurisdictions, including Rhode Island, New Jersey, Maryland, Michigan, Duluth, Austin, San Antonio, and Westchester County.

As an anti-poverty organization, CLASP recognizes the importance of improving the quality of jobs for low-income people by passing effective public policies. For many working families, access to paid sick days can be crucial to their economic security and good health. But we know that passing good laws is not enough to realize these benefits—paid sick days policies and all labor standards must be effectively implemented and rigorously enforced.

This year's agenda includes big-picture conversations, skills-building opportunities, a deeper dive into strategic enforcement, exploratory sessions to crowdsource great ideas, and a timely series of workshops focused on Fair Work Schedules. We've grounded our line-up in core principles of improving policies, implementation, and enforcement, especially for low-wage workers and immigrant workers. This agenda reflects four years of deep learning and incorporates many of your thoughtful suggestions.

We're grateful that Massachusetts Attorney General Maura Healey is co-sponsoring this event. Her terrific staff have been invaluable partners in developing this year's program. I also want to thank Suffolk University Law School for allowing us to hold this convening in its state-of-the-art facility. We are happy to be in Massachusetts, which continues to be a leader on work-family policies.

The good news for our movement is that the momentum continues to grow thanks to about a half-dozen active campaigns in new jurisdictions. However, more than 40 million workers still lack access to paid sick days, including a disproportionate number working in low-wage jobs whose already-precarious economic security is further jeopardized without access to paid sick time. Your attendance demonstrates commitment to ensuring more workers in your communities can fully realize the benefits of paid sick days laws—and for that, we are grateful.

Please learn, contribute, and enjoy yourselves over the next two days!

Warm regards,

Olivia Golden





Making Paid Sick Days Work: Sharing Strategies 2018

November 8

8:30	Breakfast/Registration		Function Room (1st floor)
9:30	Welcome Opening Remarks	<ul style="list-style-type: none">· Pronita Gupta, CLASP· Cynthia Mark, Massachusetts Attorney General's Office (AGO)	Function Room (1st floor)
9:45	World Cafe: Making Paid Sick Days Work <i>In this session, we will engage in small group discussions about key aspects of effective implementation and enforcement of paid sick day laws. We will use the World Café format to break into roundtables and provide all attendees with a chance to discuss new ideas, innovative practices, lessons, challenges and outcomes to date.</i>	<ul style="list-style-type: none">· Terri Gerstein, Harvard Law School Labor and Worklife Program	Function Room (1st floor)
11:00	15-Minute Break		
11:15	Plenary Panel Strategic Communications <i>How do you tell a compelling story about your work? This panel will explore strategic communications as another tool for effective implementation and enforcement of labor laws. Panelists will discuss the impact of amplifying victories and messages through media and social media. They will also share tips on how to develop media skills and proactively build relationships with reporters.</i>	<ul style="list-style-type: none">· Terri Gerstein, Harvard Law School Labor and Worklife Program· Mike Firestone, Massachusetts Attorney General's Office· Katie Johnston, Boston Globe· Yungsuhn Park, California Labor Commissioner's Office	Function Room (1st floor)
12:15	Lunch/Sneak Peek of Improved EnforcingSickDays.org	<ul style="list-style-type: none">· Eduardo Hernandez, CLASP	Function Room (1st floor)



Making Paid Sick Days Work: Sharing Strategies 2018

November 8

1:15 Breakout Session 1

Road to Strategic Enforcement: Understanding Employment Relationships with the Changing Nature of Work

Companies are increasingly subcontracting, franchising, and using temporary staffing agencies and independent contractors, which complicates enforcement. Following brief presentations, presenters and audience participants will discuss what challenges agencies and advocates are finding as a result of the changing nature of work and brainstorm responses and enforcement strategies, with a particular emphasis on misclassification and joint employment.

Fair Work Schedules: The Purpose of Fair Workweek Policies and Emerging Enforcement Issues

Many jurisdictions have passed fair workweek laws to address the growing problem of volatile work schedules and their impacts on the economic security of low-wage workers. This session will provide an overview of these policies, an update on current legislative efforts and discussion about both challenges and strategies for enforcing such laws.

Exploratory Workshop: Caregiving for Chosen Family: Protecting Worker's Rights

This workshop will engage both agency administrators and advocates in identifying effective roles each can play in making sure workers know about and can use their paid sick days to care for extended family and "chosen family." Participants will:

- Understand where these laws exist and the potential scale of their intended impact;
- Explore early models for how regulations can reinforce the spirit of the law;
- Hear what communications research suggests about how people think about chosen family and implications for effective outreach; and
- Surface potential tensions and opportunities in outreach about and enforcement of paid sick days laws with inclusive family definitions.

- Sergio Flores, City of Tacoma
- Tia Koonse, UCLA Labor Center

**Function Room
(1st floor)**

- Karina Bull, Seattle Office of Labor Standards
- Julie Vogtman, National Women's Law Center

Room 205

- Carl Charles, A Better Balance
- Wendy Chun-Hoon, Family Values @ Work

Room 275



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Skills Building: Calculating Paid Sick Days and other Atypical Damages

In this workshop, participants will review the nuts and bolts of conducting audits and explore different methodologies, including the CDC rule, to calculate damages as part of labor standards enforcement investigations, including paid sick days investigations.

- Kate Watkins, Massachusetts Attorney General's Office
- Josh Pastreich, San Francisco Office of Labor Standards Enforcement

Room 265

2:15 15-Minute Break

2:30 Breakout Session 2

Road to Strategic Enforcement: Investigations

Presenters will share tools and practices for effective investigations through case studies of investigations from their jurisdictions. Participants will have the opportunity to share strategies and tools as well as collectively brainstorm on how to overcome obstacles to common challenges.

- Daniel Yu, California Labor Commissioner's Office
- Brian Walsh, Minneapolis Department of Civil Rights

**The Commons
(5th floor)**

Fair Work Schedules: Understanding the Critical Relationship Between Access to Hours and Income Volatility

This session will be a deeper dive into many of the issues surfaced in the first fair work schedules workshop. It will focus on how unstable and unpredictable work schedules lead to increased underemployment and income fluctuations, further entrenching poverty, and how fair workweek policies and other policy initiatives, such as retention pay and minimum hours, can address income volatility. It will also explore barriers to enforcing these important laws and emerging strategies to address and improve this enforcement.

- Lonnie Golden, Penn State University
- Liz Vladeck, New York City Office of Labor and Policy Standards
- Carrie Gleason, Organization United for Respect

Room 205



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Partnerships: Engaging Employers to Effectively Enforce Paid Sick Days and other Labor Standards

Employers play a critical role in labor standards implementation and enforcement. This session will explore how agencies can effectively engage employers in order to promote compliance with the law, spread the word about employers' responsibilities and encourage compliant employers to report violations by competitors. The workshop will also address the unique needs faced by small employers and what agencies can do to support them.

Exploratory Workshop: The WorkIt App—Harnessing Technology for Outreach and Enforcement

How can technology benefit workers? The Organization United for Respect (OUR) has developed WorkIt, an app to help workers in hourly jobs answer their questions about workplace policies and rights. The app has a rich database about the problems retail employees are experiencing and the questions they have. In this workshop, OUR will provide a short “behind-the-scenes” tour of how WorkIt operates and workshop participants will explore how technology like WorkIt might be harnessed for outreach and enforcement.

- Darius Foster, Seattle Office of Labor Standards
- Sapna Mehta, Main Street Alliance

Room 265

- Catherine Huang, Organization United for Respect
- Eddy Iny, Organization United for Respect
- Heather Rowe, Massachusetts Attorney General's Office

Room 275

3:30 15-Minute Break



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3:45 Plenary Panel | Building Strong and Effective Partnerships

The working relationship between enforcement agencies and community-based advocates, worker centers and unions is essential for ensuring the success of labor standards such as paid sick days. However, building and growing these relationships is often complicated; it's riddled with challenges, misunderstandings, and miscommunication. This interactive session will delve deeper into some of these challenges and will allow agencies and advocates to share promising practices and brainstorm new ideas to better align missions and strengthen communications.

- Pronita Gupta, CLASP
- Cynthia Mark, Massachusetts Attorney General's Office
- Diego Low, Metrowest Worker Center

**The Commons
(5th floor)**

4:45 15-Minute Break

5:00 Welcome Reception

Please join us to catch up with old friends and make new ones. Refreshments and hors d'oeuvres will be available.

Welcome: Ilene Seidman, Suffolk University Law School

Keynote: Maura Healey, Massachusetts Attorney General

Performance by: B VOCAL (Boston Voices of Community and Labor), featuring Katie Cohen, North Shore Labor Council; and Lisa Gallatin, Massachusetts AFL-CIO

**Blue Sky
Lounge
(5th floor)**

7:00 Dinners on your own

CLASP will make reservations in case attendees would like to sign up for a group dinner.



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8:00	Breakfast Optional Regional Group Meet-ups <i>Want to learn more about how a neighboring jurisdiction is enforcing its labor standards and policies such as paid sick days? Interested in collaborating? Use this optional meet-up time to learn, connect and exchange ideas over breakfast!</i>		Function Room (1st floor)
9:00	Plenary Panel Immigrant Worker Voices <i>Immigrants have been among the most exploited of all workers in this country, and the fear they face in organizing and asserting their rights has increased in the last two years. This session will explore how immigrants are standing up even when faced with a near constant barrage of attacks: workplace raids, travel bans, and the end of DACA and TPS. What are immigrants doing to demand their rights while facing threats of deportation, and how can law enforcement agencies help immigrant workers to assert their rights?</i>	<ul style="list-style-type: none">· Thomas Smith, Justice at Work· Jose A. Palma, Justice at Work· Kerem Muñoz, Centro De Trabajadores Unidos en la Lucha· Abel Luna, Migrant Justice	Function Room (1st floor)
10:30	15-Minute Break		
10:45	Breakout Session 3 Road to Strategic Enforcement: Industry Analysis and Mapping <i>Industry analysis and mapping can help agencies target outreach and enforcement to where violations are most prevalent. It also allows investigators to consider all entities with control over workers and discover who is most likely to be able to remedy a violation and ensure ongoing compliance. During this session, presenters will share a case study of the retail industry and answer questions about industry mapping.</i>	<ul style="list-style-type: none">· Carrie Gleason, Organization United for Respect	Function Room (1st floor)



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Partnerships: What is the Employee's Role in Enforcement?

Paid sick days and labor standards can improve workers' health, financial security, and benefit employers. But when it comes to enforcement, what are the workers' and their advocates' roles? This session will explore various agency and advocate perspectives on how and when the worker should be involved, from investigation through settlement. When do agencies include workers in the process and decision-making? What are the benefits and challenges with employee involvement?

Skills Building: Working in the Shadows: U and T Visa Protections for Immigrant Survivors of Workplace Crimes

This session will provide an overview about available legal protections for immigrant survivors of workplace crimes in the United States. In particular, the training will focus on the eligibility criteria for T and U nonimmigrant status. The panelists will also highlight common challenges that survivors may face in obtaining immigration status and best practices that law enforcement agencies may use to protect the rights of immigrant workers. In addition, the training will address recent changes in immigration policy and practice that may impact the processing of applications for U and T nonimmigrant status.

Exploratory Workshop: Enforcing Safe Time and Domestic Violence Leave

As more jurisdictions adopt laws that enable survivors of sexual and domestic violence and stalking to take paid time away from work to address issues arising from the abuse, the question of effective outreach and education become paramount. In the current #MeToo moment, what are the barriers still preventing workers from using safe time and domestic violence leave? This session will explore questions like what does outreach look like for these policies? How do we create safe spaces for workers to feel comfortable to request this kind of leave?

- Sherry Leiwant, A Better Balance
 - Lauren Moran, Massachusetts Attorney General's Fair Labor Division
 - Ellen Love, San Francisco Office of Labor Standards
 - Wendy Chun-Hoon, Family Values @ Work
- Room 205**

- Julia A. Dahlstrom, Boston University School of Law
 - Jessie Hahn, National Immigration Law Center
- Room 265**

- Latifa Lyles, National Network to End Domestic Violence
 - Jennifer Devine, Connecticut Department of Labor
- Room 275**



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11:45 15-Minute Break

12:00 Lunch

Keynote: Erica Smiley, Jobs with Justice

Function Room (1st Floor)

Welcome and Introduction:
Tanya Goldman, CLASP

1:30 Breakout Session 4

Road to Strategic Enforcement: Thinking Outside the Box—How to Execute Enforcement Resolutions That Will Help Ensure Broad Industry Compliance

While collecting owed back wages and penalties is of paramount importance, enforcement agencies are also looking to proactively prevent future violations and improve workplace conditions. This will be a collaborative session exploring terms for enforcement resolutions that promote ongoing compliance and benefit workers. Participants are encouraged to share creative terms and examples they are exploring in their jurisdictions as well as to develop new ideas for compliance and incorporating worker demands into resolutions.

- Matthew Sirolly, California Labor Commissioner's Office
- Katie Jo Keppinger, Seattle Office of Labor Standards

Function Room (1st floor)

Fair Work Schedules: Strategies to Improve Business Implementation and Employer Compliance

As more jurisdictions consider fair scheduling laws, the question of employer compliance is a key issue and consideration. Speakers in this session will share best practices and lessons from business engagement and the potential role of technology in furthering business implementation efforts.

- Kerem Levitas, Seattle Office of Labor Standards
- Derek Jones, Deputy.com

Room 205



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Partnerships: Private Bar and Impact of Supreme Court Decision on Mandatory Arbitration Provisions

How can enforcement agencies effectively work with the private bar to ensure that forced arbitration provisions do not erode labor law protections? This session covers key strategies for enforcing labor standards in light of the Supreme Court's decision in Epic Systems Corp. v. Lewis. Public enforcement is more important than ever, as private parties can be barred from accessing the courthouse and remedies. Participants will discuss arbitration provisions, the Epic decision, and strategies for addressing arbitration provisions in practice.

Exploratory Workshop: Overcoming Challenges to Enforcement

Many jurisdictions, especially smaller cities and counties, face significant barriers in enforcing their paid sick days laws. These barriers range from a lack of statutory authority to limited funding to a question of political will. This session will share innovative approaches to funding mechanisms and offer participants an opportunity to brainstorm solutions, work-arounds and how to effectively use other enforcement tools, such as a private right of action.

- ReNika Moore, New York State Attorney General's Office
- Elizabeth Nicolas, Center for Popular Democracy

Room 265

- Laura Huizar, National Employment Law Project
- Stephanie Gharakhanian, Workers Defense Project

Room 275

2:30 15-Minute Break

2:45 Small Group Meetings

As we near the end of the Convening, we want to give agencies and advocates an opportunity to break into smaller affinity groups to discuss take-aways, ask questions, share ideas, explore collaborations and build community. Each of these groups will have moderators to help facilitate the discussions.

Groups:

- AG Offices
- Larger Agencies
- Smaller/New Agencies
- CBOs/Union Groups/Advocates

**Function Room
(1st floor)**

3:45 Wrap-up

Keynote: Dr. David Weil, Heller School for Social Policy and Management, Brandeis University

**Function Room
(1st Floor)**



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Speakers

Karina Bull, Seattle Office of Labor Standards

Karina Bull is policy manager of the Seattle Office of Labor Standards (OLS). Karina has worked for the City for over 13 years focusing on laws that advance workplace equity. She has been immersed in labor standards since the passage of Seattle's Paid Sick and Safe Time ordinance in 2011 and has played pivotal roles in the development and implementation of eight labor standards and the creation of OLS. Previously, Karina investigated employment and housing discrimination claims for the City's Office for Civil Rights; worked on employment law issues for the Multnomah County Attorney's Office in Portland; advocated for transportation equity and farm worker rights in San Francisco and rural Oregon; and directed arts education programs in Nashville and Denver. Karina is an attorney and studied at Lewis and Clark School of Law and Vanderbilt University. Outside of the office, she chases after three young kids and enjoys the outdoors.

Carl Charles, A Better Balance

Carl Charles is a staff attorney with A Better Balance in New York City. He previously served as the Transgender Rights Project law fellow at Lambda Legal where he engaged in litigation, policy advocacy and public education to advance laws and policies promoting equality for transgender, gender non-conforming and non-binary people. He also worked as a staff attorney at the New York City Commission on Human Rights, investigating and prosecuting violations of the New York City Human Rights Law, one of the most expansive anti-discrimination laws in the United States. Carl was also a Skadden Fellow at the ACLU LGBT & HIV Project where his fellowship focused on developing the law for transgender and gender expansive youth experiencing homelessness, living in out-of-home care, and involved in the juvenile justice system. Carl has written about legal issues facing transgender people for publications including *The Advocate*, *them.*, and *Into*.

Wendy Chun-Hoon, Family Values @ Work

Wendy Chun-Hoon is co-director of Family Values @ Work, a network of coalitions in 27 states working to win earned paid sick days, family & medical leave insurance and other policies that value families at work. A skilled coalition-builder, Wendy coordinates much of FV@W's network of thousands of workers, activists, small business owners, academics, public health experts and elected officials to build momentum for these family-friendly policies. She's committed to investing in community networks and resident leadership development and aligning that capacity to drive policy change. Before joining Family Values @ Work, Wendy served as the associate director for the Special Fund for Poverty Alleviation, a special initiative of the Open Society Foundations; as the chief of staff for Maryland's Department of Human Services; and as a program officer at the Annie E. Casey Foundation. An avid soccer player, Wendy lives with her wife and two sons in Silver Spring, MD.



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Speakers

Julie Dahlstrom, Boston University School of Law

Julie Dahlstrom directs BU Law's Immigrants' Rights & Human Trafficking (IRHT) Program, which offers law students the unique opportunity to represent noncitizen and survivor clients while developing important lawyering skills. Dahlstrom founded and directed the Human Trafficking Clinic since it opened in 2012. In 2014, the Human Trafficking Clinic was recognized by preLaw magazine as one of the top 25 most innovative clinical programs nationally. She served previously as a senior staff attorney at Casa Myrna Vazquez, where she represented survivors of commercial sexual exploitation, and as managing attorney of the Immigration Legal Assistance Program at Ascentria Care Alliance. Dahlstrom founded and chairs the U and T Visa Working Group of the Immigration Coalition and is a member of the Human Trafficking Subcommittee of the Delivery of Legal Services Committee. She previously served as the co-chair of the Public Service Subcommittee of the Immigration Committee of the Boston Bar Association. In 2012, she was appointed by Governor Deval Patrick to the Massachusetts Human Trafficking Task Force, chaired by the Attorney General, and she has served as the co-chair of the Victim Services Subcommittee and a member of the Labor Trafficking Subcommittee. In 2016, she received the Top Women of the Law Award from Massachusetts Lawyers Weekly. Dahlstrom received a JD from Boston College Law School and a BA from Boston College.

Mike Firestone, Massachusetts Attorney General's Office

Mike Firestone is chief of staff to Massachusetts Attorney General Maura Healey and an assistant attorney general. He helps oversee the office's legal matters and policy work on health care, energy, environmental protection, labor, nonprofits, and higher education, and manages the office's communications, external engagement, and scheduling. In 2015, Mike led the office's implementation of the state's Earned Sick Time law. He previously served as Attorney General Healey's campaign manager and as an aide to U.S. Senators Elizabeth Warren and Jeanne Shaheen. He is a graduate of Harvard College and Harvard Law School.

Sergio Flores, Tacoma Employment Standards Office

Sergio Flores was born in Mexico and grew up in Seattle. He attended Seattle University where he obtained a BA in political science. Sergio is passionate about serving the public and has dedicated his career to advocate for the underserved. After serving as U.S. Senator Patty Murray's King County Director for four years, Sergio decided to pursue a law degree. He completed his JD degree in 2015 at the John Marshall Law School in Chicago. He is currently the Program Manager for the City of Tacoma Employment Standards office. Sergio's interest in issues related to employment standards and worker's rights stem from his personal background as an immigrant. As an immigrant, he witnessed firsthand the challenges of immigrant workers in low wage paying jobs and the challenges faced by immigrant-owned businesses. In his free time, Sergio enjoys running, baking, and traveling. He also enjoys spending time with his husband and dog.



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Speakers

Darius Foster, Seattle Office of Labor Standards

Darius Foster serves as a Business Engagement Specialist for the Seattle Office of Labor Standards (OLS). In this role, he is responsible for managing a \$1.4 million Business Outreach and Education Fund (BOEF) made up of five prime contractors and 14 subcontractors. The BOEF contracts with Seattle community-business organizations to facilitate labor standards compliance assistance to small businesses owned by low-income and historically disenfranchised communities. Mr. Foster also provides technical assistance and compliance training to Seattle employers. Prior to joining OLS in 2016, Mr. Foster was a strategic advisor for the city's Purchasing and Contracting Services Division, where he focused on research for procurement policy and increasing access to city contract opportunities for Women and Minority-Owned Business Enterprises. Mr. Foster holds a BA in Political Science from Western Carolina University, and an MBA from Queens University in Charlotte, NC.

Terri Gerstein, Harvard Law School Labor and Worklife Program

Terri Gerstein is director of the State and Local Enforcement Project and a fellow at the Harvard Law School Labor and Worklife Program. She also recently completed an Open Society Foundations Leadership in Government fellowship. Previously, she worked over 17 years in New York state government, including as labor bureau chief in the attorney general's office, and as a deputy labor commissioner. Prior to her government service, Terri worked at nonprofits in Miami, representing immigrant workers and domestic violence victims, and also co-hosting a Spanish-language radio show on workers' rights. She was a law clerk to the Honorable Mary Johnson Lowe in the U.S. District Court for the Southern District of New York, and she is a graduate of Harvard College and Harvard Law School. Her writing on workers' rights issues has appeared in a wide variety of publications including the New York Times, the Washington Post, Slate, the Guardian, the Hill, the Nation, and the Daily News.

Stephanie Gharakhanian, Workers Defense Project

Stephanie Gharakhanian serves as Special Counsel to Workers Defense Project where she has worked for the last five years. WDP is a worker center with offices in Austin, Houston, and Dallas that organizes construction workers and their families to defend their labor and civil rights and achieve fair employment. As Special Counsel, Stephanie provides direct representation to WDP's members in employment matters, leads policy campaigns to advance immigrant and workers' rights, and advocates to ensure that the policies that immigrants and workers fight to win are implemented and enforced to those communities' benefit. She has most recently been involved in a campaign that resulted in Austin and San Antonio becoming the first cities in the South to pass earned paid sick time ordinances. Stephanie has a Bachelor's Degree from the University of Notre Dame and a law degree from Northeastern University School of Law.

Carrie Gleason, Organization United for Respect

Carrie Gleason is policy director for Organization United for Respect (OUR) and leads the Fair Workweek Initiative (FWI), a joint partnership of the Center for Popular Democracy and OUR. FWI is dedicated to restoring a sustainable workweek for today's hourly workforce. Through winning campaigns for new policy and industry solutions, the Fair Workweek Initiative is driving national momentum on the movement for a family-sustaining workweek. Through OUR, a growing network of people working in retail, Carrie leads the policy and civic engagement strategies, including the successful campaign to support Toys R Us families. Carrie provides analysis of trends in the economy impacting working families for national policymakers and media outlets, including the New York Times, Wall Street Journal, and NBC. She co-founded the Retail Action Project, which helped thousands of workers successfully fight wage theft and discrimination, winning millions back in unpaid wages.



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Speakers

Lonnie Golden, Penn State University, Abington College

Doctor Lonnie Golden is a Professor of Economics and Labor & Employment Relations at Penn State University, Abington College. He is affiliated with the Project for Middle Class Renewal, University of Illinois School of Labor and Employment Relations, InWork at the International Labor Organization, Geneva, Economic Policy Institute. His research analyzes trends, patterns, determinants and consequences of hours of work and non-standard employment, in labor markets, organizations and individuals. Specifically--underemployment and overemployment mismatches, overtime and part-time work, work scheduling, labor flexibility, outcomes such as overwork, worker health, earnings differentials, happiness, work-family time and time-use; and policies such as the Fair Labor Standards Act, Fair Workweek (predictive/secure scheduling) and work-sharing. He has published two books, *Working Time* and *Nonstandard Employment*, and articles in leading academic journals such as *Industrial Relations*, *Monthly Labor Review*, and *Cambridge Journal of Economics*. He teaches courses on Labor Economics, Labor Markets and Work-Life Policies and Practices.

Tanya Goldman, Center for Law and Social Policy

Tanya L. Goldman is a senior policy analyst/attorney with CLASP's job quality team. Tanya focuses on policy solutions that improve job quality for workers, strengthen worker protections, and increase economic security for low-income working families. Prior to joining CLASP, Tanya had several positions in the federal government focused on protecting and upholding labor and employment laws. She worked at the U.S. Department of Labor, first as the deputy chief of staff and senior policy advisor to the administrator of the Wage and Hour Division, focusing on strategic enforcement and protection of workers' labor standards. She also served as an Administrative Appeals Judge, issuing decisions in cases arising under a wide range of worker protection laws. Before working at the U.S. Department of Labor, Tanya prosecuted violations of federal employment laws at the U.S. Equal Employment Opportunity Commission. Early in her career, she clerked for a federal judge and taught at Tulane University Law School. An adjunct professor at Georgetown Law, Tanya holds an undergraduate degree from Stanford University and a law degree from Harvard Law School.

Pronita Gupta, Center for Law and Social Policy

Pronita Gupta is CLASP's job quality director. Ms. Gupta promotes policy solutions that create more responsive workplaces, improve job quality for workers, strengthen worker protections, and increase economic security for low-income working families. She brings expertise in the areas of paid family and medical leave, pay equity, and other workplace labor standards. Prior to joining CLASP, Ms. Gupta served as the deputy director of the women's bureau in the U.S. Department of Labor under President Obama. She also previously served as senior director of programs for the Women Donors Network (WDN) as well as research director for Asian Americans/Pacific Islanders in Philanthropy. Ms. Gupta has extensive experience in community and labor organizing. She served as research director for SCOPE/AGENDA in Los Angeles, where she helped develop their health care jobs campaign, and as research director for the Living Wage Campaign at the LA Alliance for a New Economy (LAANE). Additionally, Ms. Gupta served as executive director of Institute for Southern Studies and legislative director for the U.S. Student Association. She holds an MPA from Columbia University and a BA in Government from Clark University.



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Jessie Hahn, National Immigration Law Center

Jessie Hahn engages in legislative and administrative advocacy focused on protecting and expanding the rights of low-wage immigrant workers. She also provides legal counsel and strategic advice to support immigrant worker advocates around the country on legal and policy matters affecting immigrants in the workplace. Before joining NILC, Ms. Hahn worked for the City of New York, supervising the legal and investigative team enforcing the city's Paid Sick Leave Law. Prior to that she worked as an attorney at the New York State Dept. of Labor, where her responsibilities included the enforcement of labor standards and health and safety laws.

Maura Healey, Massachusetts Attorney General

Since January 2015, Maura Healey has served as the attorney general of Massachusetts, leading the People's Law Firm in the fight for fairness and equality. Since assuming office, Healey has focused on expanding economic opportunity by addressing rising energy and health care costs, tackling student loan debt, and ensuring fair treatment for workers and a level playing field for businesses. Healey has also gained national prominence for her leadership in combatting the state's opioid epidemic, including expanding addiction prevention training for young people. Healey is a graduate of Harvard College and Northeastern University School of Law.

Cat Huang, Organization United for Respect

Cat Huang joined the Organization United for Respect as Chief Technology Officer in May, 2016. She is leading the build out of a digital organizing platform, WorkIt, designed to connect people working in low wage jobs to resources, legal rights, and community support with the help of machine learning. She has over 15 years of experience in building media, membership, narrative and advocacy platforms. Prior to joining OUR, Cat lead a team of technologists at Citizen Engagement Lab (CEL) in the creation and implementation of digital platforms and tools for progressive advocacy groups. She has also worked in public broadcasting, cryptography, and youth advocacy. Cat received her MA in Computer Science from Mills College and her BA in Psychology from Oberlin College.

Laura Huizar, National Employment Law Project

Laura Huizar is a staff attorney with the National Employment Law Project. Since 2015, she has supported NELP's efforts to create a good jobs economy by providing legal and technical assistance to local, state, and national campaigns to raise the minimum wage and to enforce federal overtime regulations and other protections. Her background includes a variety of social and economic justice-related work, including an Equal Justice Works Fellowship at LatinoJustice PRLDEF, where she represented low-wage immigrant workers in litigation and assisted community groups seeking policy change. Before attending law school, Laura worked for JUNTA for Progressive Action in New Haven, Connecticut, focusing on local economic development and immigrant worker advocacy. As a Marvin M. Karparkin Fellow with the American Civil Liberties Union's Racial Justice Program, Laura supported litigation and conducted legal research related to debtors' prisons, the school-to-prison pipeline, and other major sources of racial injustice in the U.S.



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Speakers

Eddie Iny, Organization United for Respect

Eddie Iny is campaigns director for Organization United for Respect (OUR), leading the OUR Walmart and Rise Up Retail campaigns. Previously, Eddie was a leading corporate research analyst and organizer in the labor movement for 20 years with SEIU, AFL-CIO, and UFCW. Eddie has a masters degree in urban planning and a bachelor's degree in geography, both from the University of California in Los Angeles.

Katie Jo Keppinger, Seattle Office of Labor Standards

Katie Jo Keppinger grew up in the Pacific Northwest. Between 2004 and 2017, she worked as an immigration attorney in non-profit and small firm settings, and started a family. In 2017, she moved with her family from San Diego, where they had been for 11 years, and returned to Seattle. Soon after, Katie joined the City of Seattle's Office of Labor Standards and began managing OLS's enforcement team in June 2018.

Tia Koonse, UCLA Labor Center

Tia Koonse is legal and policy research manager at the UCLA Labor Center, where she provides legal research on low-wage industries and program support for ReWork: The Worker Justice Institute. She holds a law and a master's degree ('11) in urban planning from UCLA's Epstein Program in Public Interest Law and Policy, with concentrations in Critical Race Studies and Community Development and Housing. Tia convenes conferences, trainings, and workshops with enforcement agencies, such as the State Labor Commissioner, the CA Department of Fair Employment and Housing, and the City of Los Angeles Office of Wage Standards. She spearheads the Labor Center's partnerships with unions and worker centers to implement legislation that lifts standards in low wage industries.

Sherry Leiwant, A Better Balance

Sherry Leiwant co-founded and is co-president of A Better Balance, a legal advocacy organization whose mission is to address the problems that workers face caring for their families while maintaining their economic security. Sherry works on drafting legislation on paid sick time, paid family leave and scheduling and has helped to draft almost all of the 46 paid sick time laws around the country as well as the recently effective paid family leave law in New York state and scheduling laws helping fast food workers and retail workers in New York City. ABB also has a clinic hotline that helps many callers who are having problems accessing their rights, including their rights to paid sick time. Sherry previously ran the women's poverty project at NOW LDEF and prior to that was a senior staff attorney at the Welfare Law Center. She is a graduate of Princeton University and Columbia Law School.

Kerem Levitas, Seattle Office of Labor Standards

Kerem Levitas serves as a business engagement and policy specialist at the Seattle Office of Labor Standards (OLS). In that role, he provides technical assistance to businesses on Seattle's labor standards. Kerem also provides policy guidance to OLS through ordinance and administrative rule drafting and development as well as interpretive analysis. In addition, he provides guidance on wage and hour and employment issues to the office. Prior to joining OLS, Kerem was an attorney in private practice at a plaintiff's firm where he focused his practice on individual employment matters and wage and hour class actions. Previously, Kerem spent nearly four years as in-house employment counsel at a publicly-traded Washington corporation. While there, he advised on all manner of employment and wage and hour risk. He has experience managing employment matters, risk mitigation strategy, and compliance issues. Kerem is a graduate of the University of Washington School of Law and Wesleyan University.



Making Paid Sick Days Work: Sharing Strategies 2018

Speakers

Ellen Love, San Francisco Office of Labor Standards Enforcement

Ellen Love manages policy analysis and data collection for the San Francisco Office of Labor Standards Enforcement (OLSE). Among other projects at OLSE, she coordinated the roll-out of the landmark Paid Parental Leave Ordinance, which guarantees new parents in San Francisco 6 weeks of fully-paid time to bond with new children. Prior to joining the City in 2012, Ellen advocated for socially responsible public procurement policy with the Responsible Purchasing Network and supported the development of worker-owned businesses with Prospera in Oakland, California. Ellen holds a master's degree in public policy from the Goldman School at the University of California, Berkeley and a bachelor's degree in Development Studies from Brown University.

Latifa Lyles, National Network to End Domestic Violence

Appointed by President Barack Obama, Latifa Lyles was director of the U.S. Department of Labor Women's Bureau, where she served until 2017. She represented the secretary of labor on the White House Council of Women and Girls. She brings NNEDV a wealth of experience in leadership, development, workplace and labor policy, strategic planning and communications. She served as Vice President, chief fundraiser, development analyst, and media spokesperson during her seven years at the National Organization for Women (NOW), as senior fundraiser for the Public Justice Foundation (formerly Trial Lawyers for Public Justice), and in policy associate roles for the Older Women's League and the Association for Women in Science. She has served on local boards, including the DC ACLU and the Smithsonian Early Education Center. And she is currently an at-large committeewoman on the DC Democratic State Committee.

Cynthia Mark, Massachusetts Attorney General's Office

Cynthia Mark is chief of the fair labor division of the Massachusetts Office of the Attorney General. In this position, she oversees the Fair Labor Division's enforcement of state laws that protect workers, including minimum wage, overtime, child labor laws, and Massachusetts' Earned Sick Time Law. Under her leadership, the AG's Office established monthly Wage Theft Clinics in partnership with more than 15 community based organizations and law schools. Prior to joining the OAG, Cynthia worked for 10 years as managing attorney of the Asian Outreach Unit of Greater Boston Legal Services, representing Asian immigrant clients with multiple barriers to accessing the legal system.

Sapna Mehta, Main Street Alliance

Sapna Mehta is legislative and policy director at Main Street Alliance, a national network of small business owners advocating for healthy businesses and vibrant communities. Her experience spans the public sector, non-profit organizations, philanthropy and labor. Sapna previously worked for the City of New York where she championed the passage of the state paid family and medical leave and \$15 minimum wage laws. Prior to that, she contributed to strategy development across workers' rights and job quality portfolios at the Ford Foundation and her work helped to inform the Foundation's Future of Work initiatives. Sapna also organized janitors, security officers, and airport workers across the Midwest, leading to the first ever union contract for security officers in the Indiana and Ohio. She earned a bachelor's degree in economics from The Ohio State University.



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Speakers

ReNika Moore, New York Attorney General's Office

ReNika Moore is chief of the labor bureau in the New York Office of the Attorney General. The bureau has recovered millions in stolen wages and has been nationally recognized for enforcing fundamental federal and state labor protections, primarily on behalf of low-wage, marginalized workers. Since joining the NYAG, she has overseen filing of a first-of-its-kind joint employer lawsuit by a state attorney general against a major fast food franchise and innovative enforcement to protect rank-and-file workers from unlawful, restrictive non-compete agreements. Before joining the NYAG, ReNika supervised and coordinated the NAACP Legal Defense Fund's economic justice litigation, public education, and public policy efforts. Prior to LDF, ReNika worked with the employment law firm Outten & Golden LLP advocating for the rights of workers who had been unlawfully discriminated against or had been unlawfully denied their earned wages. ReNika began her career clerking for accomplished civil rights litigator, the late Honorable Robert L. Carter in the U.S. District Court of the Southern District of New York. She received her J.D. from Harvard Law School and A.B. from Harvard College cum laude.

Lauren Moran, Massachusetts Attorney General's Office

Lauren Moran is deputy chief of the Massachusetts Attorney General's Office Fair Labor Division. The fair labor division is responsible for enforcing the state wage and hour laws, including the Massachusetts Wage Act, independent contractor statute, earned sick leave, prevailing wage and child labor laws as well as a public construction bid unit. Prior to this appointment, she served as chief of staff for the Massachusetts Department of Unemployment Assistance. She also worked in the fair labor division representing the Commonwealth in both civil enforcement actions and criminal prosecutions. Lauren earned her law degree from Suffolk University Law School and her Bachelors of Political Science and Bachelors of Spanish Language and Culture from Syracuse University.

Elizabeth Nicolas, Center for Popular Democracy

Elizabeth (Liz) Nicolas is a staff attorney for the Center for Popular Democracy (CPD) Worker Justice Team. Liz works on CPD's campaigns to enact and enforce strong workplace protections. She also supports CPD's partners and allies on low wage worker protections, organizing and collective action. Before joining CPD, Liz litigated wage theft, discrimination and harassment cases on behalf of low-wage workers. She also provided legal support to the Rochester Worker Center and local community groups. Liz previously worked on complex commercial litigation in Philadelphia.

Jose Palma, Justice at Work

José A. Palma brings a decade of success fighting for social and economic justice and immigrants' rights to Justice at Work. José was born in Usulután, El Salvador. He came to the United States in 1998 and has lived in Lynn, MA since 2002. José earned his Associate of Science Degree in Paralegal Studies at North Shore Community College in 2011, which included an internship at Greater Boston Legal Services. Before joining Justice at Work, José was the political and organizing director for Neighbor-To-Neighbor, where he led efforts to combine issue organizing with electoral work. José has also worked with Centro Presente and the Student Immigrant Movement and is the co-founder of the Massachusetts TPS Committee.



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Speakers

Yungsuhn Park, California Labor Commissioner's Office

Yungsuhn Park is special assistant to California Labor Commissioner Julie A. Su. She was appointed in 2013. She focuses on strategic planning and implementation of new initiatives at the Labor Commissioner's Office to bolster strategic enforcement and community partnerships. She has developed staff training, managed adoption of new procedures, and guided new technology projects—all with an eye towards enhancing the agency's impact in fighting wage theft. After graduating from UC Berkeley School of Law in 2005, Yungsuhn was a Skadden Fellow and Senior Staff Attorney at Asian Americans Advancing Justice – Los Angeles, where she represented plaintiffs in high-impact civil rights and workers' rights litigation for eight years. Prior to joining the Labor Commissioner's Office, Yungsuhn co-taught the Employment Rights Clinic at Loyola Law School in Los Angeles.

Josh Pastreich, San Francisco Office of Labor Standards Enforcement

Josh Pastreich is supervising contract compliance officer for the San Francisco Office of Labor Standards Enforcement. He supervises a team of officers who enforce the Paid Sick Leave Ordinance, the Minimum Wage Ordinance, and Formula Retail Employees Rights Ordinance. Jason has worked in the Minimum Wage and Paid Sick Leave Unit for 13 years and served in his current role for 10 years. His most notable achievement has been developing the CDC Rule, which has led to a ten-fold increase in the backwages recovered per case and protects claimants' anonymity.

Heather Rowe, Massachusetts Attorney General's Office

Heather Rowe is chief of investigations at the Massachusetts Attorney General's Office Fair Labor Division. In this capacity, Heather manages the civil and criminal investigative work of the Division in enforcement of the state's wage and hour, workplace protection and child labor laws, through a team of twenty investigators. Prior to joining the Attorney General's Office, Heather was director of the Massachusetts Department of Labor Standards as well as director of the Joint Task Force on the Underground Economy (now Council on the Underground Economy). Heather served as a MA Attorney General's Office appointed member of the Interagency Human Trafficking Policy Task Force established pursuant to An Act Relative to the Commercial Exploitation of People and was appointed chairperson of the Subcommittee on Labor Trafficking. Heather received a Master of Science degree from Suffolk University in Boston and a Bachelor of Arts degree from Loyola University in Baltimore.

Matthew Sirolly, California Labor Commissioner's Office

Matthew Sirolly is an attorney at the California Labor Commissioner's Office. He works with the Judgment Enforcement Unit and specializes in fighting corporate shell games, fraudulent conveyance and other tricks used by employers to evade wage claims. Prior to this, he led the Wage Justice Center, a Los Angeles based nonprofit organization devoted to combating the epidemic of wage theft. He was the cofounder and Director of the Wage Justice Center, which he led for 10 years. Matthew was awarded the 2007 Echoing Green Fellowship, which supports the work of innovative new nonprofits and "social entrepreneurs." He was also honored with the 2014 USC Public Interest Law Foundation, Public Interest Attorney of the Year Award and the 2017 National Lawyers Guild, Los Angeles advocate award.



Making Paid Sick Days Work: Sharing Strategies 2018

Speakers

Erica Smiley, Jobs with Justice

As co-executive director of Jobs With Justice, Erica Smiley is known for developing innovative strategies to expand collective bargaining power—including strategies that position working people to negotiate directly with the corporate actors that impact all aspects of their lives. She also teaches a class on Contemporary Labor Studies at the City University of New York (CUNY) via the Joseph S. Murphy Institute. And as a fellow with the Women in Labor Leadership (WILL Empower) program, Erica is working with leaders at Rutgers University and Georgetown University on a project to better expand on collective bargaining as a pillar of a healthy democracy.

Tom Smith, Justice at Work

Thomas Smith launched Justice at Work in 2011. He graduated from Georgetown University Law Center in 2008 and is a member of the Massachusetts and Federal bars. After law school, as part of a Skadden Fellowship project, he supported Boston-area immigrant worker centers as an attorney with Greater Boston Legal Services' Employment Unit and was given the Health Tech/Legal Champion of the Year award by MassCOSH. In 2014, the Brazilian Worker Center honored Tom with the 20th Anniversary Celebration Community Hero Award, and in 2017 he was named an Up & Coming Lawyer by MA Lawyers Weekly. Tom is fluent in Spanish and Portuguese thanks to extensive work and travel in Latin America and to his work with migrant communities in the United States. He has a background in teaching and coaching.

Liz Vladeck, New York City Office of Labor Policy and Standards

Appointed by Mayor Bill de Blasio, Liz Vladeck is the first director of the New York City Office of Labor Policy & Standards, which enforces the City's Paid Safe & Sick Leave, Fair Workweek, Freelance Isn't Free, and other laws. She worked within the New York City labor movement for many years as both in-house and outside counsel and as a union organizer on local and national organizing and internal union campaigns, and served on the board and executive committee of NYC Jobs with Justice, a coalition of labor and community groups. Liz worked in Russia for several years with the independent labor movement, leading both a national organizing project and local campaigns, and advising on legal work in the field of labor and employment. She earned her law degree at Columbia Law School and her bachelor's degree from Harvard College.

Julie Vogtman, National Women's Law Center

Julie Vogtman is director of job quality and senior counsel for the National Women's Law Center. At NWLC, Julie works to advance policies at the federal and state levels that benefit both women in low-wage jobs and their families, including higher wages, fair work scheduling practices, and child care assistance. She also contributes to NWLC's work on federal budget and tax policies. Julie is a co-author of the Center's 2016 report, "Set Up to Fail: When Low-Wage Work Jeopardizes Parents' and Children's Success," and recently authored "Undervalued: A Brief History of Women's Care Work and Child Care Policy in the United States." She is a graduate of Furman University and Georgetown University Law Center.



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Speakers

Brian Walsh, Minneapolis Department of Civil Rights

Brian Walsh is a Minneapolis native and graduate of the University of St. Thomas School of Law, following an earlier career in education. He is currently building a labor standards enforcement division within the Minneapolis Department of Civil Rights after five years there as a supervising attorney. He lives in south Minneapolis with his wife and two daughters.

Kate Watkins, Massachusetts Attorney General's Office

Kate Watkins is an assistant attorney general with the Massachusetts Attorney General's Office Fair Labor Division. Formerly, she was the division's outreach coordinator and traveled across Massachusetts sharing information about the Massachusetts wage and hour and child labor laws and meeting with community groups. Kate joined the Attorney General's Office in 2012, shortly after becoming an attorney. Before law school, she worked in legal services. Kate is a graduate of Harvard University and the Northeastern University School of Law.

David Weil, Heller School for Social Policy and Management, Brandeis University

In August 2017, David Weil became dean and professor of the Heller School for Social Policy and Management at Brandeis University. Prior to that, he was the Peter and Deborah Wexler Professor of Management at Boston University's Questrom School of Business. He was appointed by President Barack Obama to be administrator of the U.S. Department of Labor Wage and Hour Division. David was the first Senate-confirmed head of that agency in a decade, serving in that role from 2014 to January 2017. He is an internationally recognized expert in employment and labor market policy; regulation; transparency policy and digital empowerment; and the impacts of supply-chain and industry restructuring on employment and work outcomes and business performance. Additionally, David has written five books, most recently *The Fissured Workplace* (Harvard University Press). He received his BS at Cornell University and Master and Ph.D. degrees in Public Policy at Harvard University.

Daniel Yu, California Labor Commissioner's Office

Daniel Yu is the senior deputy labor commissioner for the California Labor Commissioner's Office Bureau of Field Enforcement. Daniel is also co-lead of the janitorial industry team of the California Strategic Partnership Initiative. Before joining the California Labor Commissioner's Office, Daniel was at Legal Aid at Work, working with both the Wage Protection and Racial Equality Programs. Daniel was a Root-Tilden Kern Scholar at New York University School of Law and also holds a degree in accounting from the University of Southern California.

Jennifer C. Devine, Connecticut Department of Labor

Jennifer C. Devine is a staff attorney 3 with the Connecticut Department of Labor Office of Program Policy. She serves as legal advisor to the executive administration and various divisions within the department of labor. Jennifer is a recognized expert on the Family and Medical Leave Act and Paid Sick Leave law. She also regularly presents seminars and training for associations, employers, law firms, and unions on these and other topics within the department's jurisdiction. Further, Jennifer is a member of the agency's legislative team, drafting and reviewing proposed legislation and appearing before legislators and legislative committees on matters concerning the department. Previously, she worked in private practice representing management in labor and employment cases. Additionally, she spent eight years as an attorney in the general counsel's office of the Federal Maritime Commission. She is a graduate of Colby College and The George Washington University Law School.



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Speakers

Eduardo Hernandez, Center for Law and Social Policy

Eduardo Hernandez is a research assistant with the job quality policy team at CLASP. He provides research support and analysis on various issues related to paid sick days, paid family and medical leave, and fair job schedules. Prior to joining CLASP, Eduardo spent a year as a Bill Emerson National Hunger Fellow, first for the United Way of King County, Washington, and most recently in the Office of Family Assistance at the U.S. Department of Health and Human Services. He also spent a year as a City Year AmeriCorps member in Jacksonville, FL. He earned a bachelor's degree in health and exercise science, with minors in sociology and Latin American and Latino studies, from Wake Forest University.

Katie Johnston, Boston Globe

Katie Johnston writes about work and income inequality for the *Boston Globe*. She also edits the Globe's annual *Top Places to Work* magazine. Katie has been at the Globe since 2002, where she has also worked as a copy editor, entertainment editor, music editor, and travel/workplace reporter. Previously, Katie worked at *The Gazette* in Colorado Springs and the *Itemizer-Observer* in Dallas, OR. She has a bachelor's degree from the University of Colorado Boulder.

Derek Jones, Deputy.com

Derek Jones is vice president of enterprise solutions at Deputy.com, a workforce management software company based in Atlanta, GA. In this role, he leads compliance and regulatory product development to support federal, state, and local labor/wage-hour laws. Prior to Deputy, Derek worked in the highly regulated home care industry, both in tech and operations with a national home care franchise and at a privately held software company that was acquired by Battery Ventures. "I've worked too many hourly jobs to count but have also run businesses. I love finding the intersection of empowering hourly workers while making businesses simple to operate with technology. Please connect with me on LinkedIn or via email djones@deputy.com."

Abel Luna, Migrant Justice

Abel Luna is Migrant Justice's campaign and education coordinator. He grew up as a farmworker, beginning when he was 15 years old. His grandfather, working in the Bracero farmworker program in U.S. Agriculture during World War II, was exposed to toxic pesticides from which he suffered his whole life. Abel worked with the Rural Migrant Ministry in New York as an organizer fighting with farmworkers and allies to win groundbreaking legislative improvements for agricultural workers, including improved minimum wage laws. Abel is driven by a passionate belief that the human right to dignified work should be part of any definition of a sustainable and healthy food system.

Kerem Muñoz, Centro De Trabajadores Unidos en la Lucha

Kerem Muñoz is a member of CTUL. Part of the group captains program, she is currently working on building her own organizing committee in Mankato. Kerem does outreach and education to train workers in her community about their rights.



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