

As part of its "Working for Change" agenda, the National Employment Lawyers Association has created a nonprofit public benefit organization, The Employee Rights Advocacy Institute For Law & Policy ("The Institute"). Throughout the rest of 2008, we will be introducing you to The Institute's mission, programs, activities and leadership.

Do whatever you can to get the right people on the bus, the wrong people off the bus, and the right people into the right seats... greatness flows first and foremost from having the right people in the key seats.

- Jim Collins, *Good To Great* and the Social Sectors

The Institute is extremely fortunate to have the right people on the bus, and the right people in the key seats for its initial Board of Directors. We are delighted to introduce these devoted, committed and talented individuals to you.



The Institute is uniquely positioned to advance the cause of workers' rights throughout the country, joining hand in hand with the National Employment Lawyers Association. How? The opportunities are limited only by our imaginations, but how about by providing scholarship assistance to public interest attorneys who represent low wage earners but who are not able to take advantage of NELA's state of the art educational programs? What if we develop a national litigation strategy to overcome the most difficult obstacles to justice in the workplace that every NELA lawyer faces every single day? And why not undertake some cutting-edge research to tackle the thorniest issues confronting the American worker today and tomorrow?

Bruce A. Fredrickson is The Institute's President - and yes, the President of NELA as well. Bruce is a partner in the Washington, DC based law firm, Webster, Fredrickson, Correia & Puth. The firm is perhaps most noted for its twenty-five year old sex discrimination class action, *Hartman v. Powell*, which settled for a record-breaking \$508,000,000 plus more than \$25 million for 48 claims tried and decided. A 1973 *Summa Cum Laude* graduate of Dartmouth College, Bruce obtained his law degree from the National Law Center, George Washington University, in 1976 with high honors. He is also a member of the Metropolitan Washington Employment Lawyers Association's Board of Directors, the American Association for Justice, and the Trial Lawyers Association of Metropolitan Washington DC Since 1986, Bruce has taught trial practice as an adjunct professor of law at the Washington College of Law of the American University.



The Institute is a powerful tool for changing the American workplace! Through its scholarships, The Institute allows public interest and government attorneys access to NELA's excellent CLEs, thus increasing the quality of representation to workers across the country. By developing and pursuing a national litigation strategy, The Institute will have a hand in proactively shaping the law and correcting the anti-worker bias eroding basic rights. By educating the public about key issues that need to be addressed through legislation, The Institute will ensure that individuals understand why it is important to bring these issues to the attention of Congress. I volunteered to serve on The Institute's Board because I want to be on the front lines of this new, proactive movement for change.

Diane S. King serves as The Institute's Treasurer, the same position she holds on the NELA Board. Throughout her career, Diane has been committed to community service and has performed substantial pro bono work as well as serving on numerous nonprofit boards. She began her legal career at Davis, Graham & Stubbs, working in the areas of employment, antitrust and securities litigation. Diane is currently a partner in the firm of King & Greisen, LLP. Her practice is focused in the areas of civil rights, employment, and anti-discrimination litigation, primarily in the federal courts. She lectures frequently on civil rights issues. Diane received her undergraduate degree from Colorado State University in 1983, and received her law degree from the University of California at Berkeley in 1987.



I became a lawyer so that I could advocate on behalf of employees and work to expand their rights in the workplace. To truly be effective, however, we need greater public awareness of both the rights and lack of rights that employees have; we need more skilled attorneys who can represent the interests of all employees - including those who are low wage earners; we need a focused strategy to attack the biggest road blocks we face in advocating on behalf of our clients - like summary judgment; and we need help in doing our jobs more effectively and efficiently. I believe that The Institute is a vehicle that can help in all of these areas. Therefore, I am honored to be able to be involved in forming this organization.

Rebecca L. Salawdeh is The Institute's Secretary, and is serving her second term as NELA's Secretary. Rebecca has devoted her legal career to the representation of individuals in employment litigation. She is a Co-Chair of NELA's National Origin Discrimination Committee, as well as a member of NELA's Membership Committee and ADA Restoration Act Task Force. Rebecca is a member of the Wisconsin Employment Lawyers Association (WELA) and is a former WELA Co-Chair. In 2000, Rebecca, in conjunction with other WELA members, helped to form the Unemployment Compensation Appeals Clinic. She serves as a volunteer attorney for Wisconsin's ACLU and the Milwaukee Branch of the NAACP Legal Redress Committee. Rebecca received her law degree and her masters degree in Industrial Relations from the University of Wisconsin Madison in 1996.



I am enthusiastic about the launch of The Institute and the role it will play in strengthening advocacy for justice in the workplace. We need imaginative thinking and a way to bring disciplines together to develop policies to ensure equity and fairness amid changes in the way people work, to inform the public and build consensus. The same ingenuity is required to craft a national litigation strategy to restore and extend protections for workers and develop the means to apply it in daily practice. These and other efforts directly supporting communities and advocates are sorely needed and The Institute provides a unique opportunity to bring people together to make them happen.

Thomas J. Henderson is a partner in the Washington, DC, office of Sprenger & Lang, PLLC, a plaintiff's class action firm specializing in employment, civil rights, pension, benefits and other cases. Prior to that, Tom was Chief Counsel for the Lawyers' Committee for Civil Rights Under Law for fourteen years. He previously was in private practice, worked for Neighborhood Legal Services Association, and taught constitutional civil rights litigation as Adjunct Professor at the University of Pittsburgh School of Law. Tom has litigated numerous employment, education, housing, voting, environmental justice and other civil rights class actions, authored *amicus curiae* briefs on class action issues in the United States Supreme Court, presented invited testimony on class actions to the Senate and House and authored comments on proposed Rule 23 amendments to the Advisory Committee on Civil Rules. He has a great deal of experience in co-counseling cases with attorneys from communities across the country. Tom is the chair of NELA's Fundraising Committee and was a member of NELA's 2007 and 2008 Annual Convention Committees.



It is my pleasure and privilege to be a part of The Institute as we grapple with the myriad issues facing workers in this country. As a civil rights lawyer committed to social change for all workers, especially the working poor and their families, I look forward to collaborating with NELA and other civil rights lawyers throughout the country to think creatively and proactively in devising effective and successful national litigation and policy strategies. It is an honor for me to work closely again with my dear friends and colleagues from NELA on this innovative board.

Patricia A. Shiu is a former member of NELA's Executive Board and served as one of its Vice Presidents and Treasurer. Pat is Vice President of Programs at the Employment Law Center, a project of the Legal Aid Society of San Francisco. She joined the Employment Law Center in 1983 where she focuses primarily on employment discrimination, including sex and race-based discrimination. She also represents workers in family and medical leave cases. Pat is the Director of the Society's Work and Family Project and advocated for the passage of California's Family Rights Act and its regulations. In 1993, Pat was appointed to the Civil Rights Reviewing Authority for the Department of Education by Secretary Richard Riley. Pat is a graduate of the University of San Francisco School of Law.

For more information about The Employee Rights Advocacy Institute for Law & Policy, contact Terisa E. Chaw, NELA Executive Director (Tel: 415-296-7629; E-mail: info@employeeightsadvocacy.org).

The Employee Rights Advocacy Institute For Law & Policy ("The Institute"), is the nonprofit public benefit organization of the National Employment Lawyers Association (NELA). The Institute's mission is to advocate for employee rights by advancing equality and justice in the American workplace.

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