



*“LCLAA’s leadership and members have always stood and will continue to stand at the forefront of the labor movement in protecting their families, their communities, and their unions. ¡Juntos Podemos!”*

**LCLAA 18<sup>TH</sup> NATIONAL MEMBERSHIP CONVENTION  
LAS VEGAS, NEVADA  
AUGUST 3-6, 2010**

# **RESOLUTIONS**

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# NATIONAL LCLAA 2010 NATIONAL CONVENTION

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\*Resolution was submitted after the final submission deadline and, therefore is considered an emergency resolution.

### **1. RESOLUTION FOR THE PROMOTION AND RETENTION OF SUSTAINABLE GREEN JOBS**

WHEREAS, the protection of the environment and energy independence are prominent issues facing the United States as it addresses national security concerns such as the global climate change and dependency on foreign energy sources; and

WHEREAS, these issues can be effectively addressed by making the transition to a greener economy that connotes an aggressive and sustained national commitment to create and maintain effective union labor in the country, increase per capita income, and develop programs to train workers in the employment of modern and greener technologies; and

WHEREAS, the transition to a greener economy depends upon public investments in modern energy efficient technologies which carry a tremendous potential to create and retain new and diverse job markets; and

WHEREAS, an alarming and increasing amount of our energy investments are destined to create jobs in foreign countries resulting in an overall national green trade deficit; and

WHEREAS, the creation of jobs by green technologies also brings with it the public challenge to ensure that these jobs are good, worker-friendly jobs; and

WHEREAS, the United States must invest in the regeneration of its technologies so that they may become energy efficient and so that the jobs that they produce are located here at home; and

WHEREAS, the green transformation of our economy cannot be completed unless it takes into account the health and overall well being of the general population, especially its minority member who are more radically affected by the adverse consequences of industry on the environment; therefore

BE IT RESOLVED that LCLAA national and local chapters will pressure for governmental action towards transforming the economy of the United States to a greener one which will, at the same time, provide more worker-friendly jobs; and

BE IT FURTHER RESOLVED that LCLAA will urge Congress make a serious commitment to fund the green transformation of the economy by promoting new technologies which will enable entire economic sectors such as the transportation industry to become more energy efficient and contribute less to the global temperature increase; and

BE IT FURTHER RESOLVED that the measures that will be supported by LCLAA will also contribute to the enforcement and strengthening of Buy American requirements for federal procurement and will promote the equal access to clean water, air and land which is considered a right of the population; and

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BE IT FINALLY RESOLVED that LCLAA will work within its chapters to promote governmental measures aimed to ease the transition of workers by aiding businesses to train workers in modern energy efficient technologies as it is needed.

Respectfully submitted,  
Yanira Merino  
DC Metro LCLAA Chapter

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE:   x   \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **2. A RESOLUTION SUPPORTING THE AUTOMOTIVE TECHNICIANS AT THE AUTO NATION/MERCEDES BENZ OF ORLANDO AUTOMOTIVE DEALERSHIP AND THEIR EFFORTS TO JOIN THE INTERNATIONAL ASSOCIATION OF MACHINIST AND AEROSPACE WORKERS (IAMAW) WHILE URGING AUTO NATION TO AGREE TO A FIRST CONTRACT.**

WHEREAS, LCLAA supports unionizing efforts across the country and denounces any actions taken by employers to intimidate threaten, harass, and discharge workers who try to organize and join unions; and

WHEREAS, unions have always played a vital role in raising the living and working standards of all Americans; and

WHEREAS, automotive workers who belong to unions earn almost 30% more than their non-union counterparts and are more likely to have health insurance and benefits; and

WHEREAS, Auto Nation, headquartered in Fort Lauderdale, Florida, is the largest Auto Dealer in the world, and Latino/a workers make up nearly half of the workforce at Auto Nation/Mercedes Benz of Orlando; and

WHEREAS, Auto Nation/Mercedes Benz of Orlando Automotive Dealership has chosen to respond to the efforts of its automotive technicians to join the IAMAW with an “aggressive union avoidance campaign” and the National Labor Relations Board has found the company guilty of 43 violations of labor law; and

WHEREAS, despite the NLRB ruling against Auto Nation/Mercedes Benz of Orlando Automotive Dealership’s anti-union campaign and illegal tactics, their refusal to bargain has created a lingering atmosphere of fear among the automotive technicians; therefore

BE IT RESOLVED that the Labor Council for Latin American Advancement supports the automotive technicians of Auto Nation/Mercedes Benz of Orlando Automotive Dealership workers in their efforts to join the IAMAW; and

BE IT FURTHER RESOLVED that LCLAA condemns Auto Nation/Mercedes Benz of Orlando Automotive Dealership for waging and aggressive illegal anti-union campaign and violating the National Labor Relations Act; and

BE IT FURTHER RESOLVED that the members of LCLAA send letters and emails to the fellow affiliates discouraging the purchasing and servicing of any and all personal or work vehicles until such time Auto Nation/Mercedes Benz or Orlando and any other of their Dealership and affiliates cease and desist from their illegal conduct; and

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BE IT FINALLY RESOLVED that LCLAA National send a letter calling Auto Nation/Mercedes Benz of Orlando Automotive Dealership to sign on to ground rules for union representation and a fair and equitable First Contract for the auto technicians who work at its Auto Nation/Mercedes Benz of Orlando auto dealership. These rules shall include provisions for equal access by union representatives in the weeks leading up to the First Contract Agreement.

Respectfully submitted,  
Javier Almazan  
President  
Palm Beach Space Coast LCLAA Chapter

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_x\_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **3. RESOLUTION FOR AN ANTI-WORKPLACE VIOLENCE STRATEGY FOR NON-PROFIT EMPLOYEES NOT COVERED BY FEDERAL AND STATE LAWS**

WHEREAS, workplace violence is primarily a health and safety issue; and

WHEREAS, workers need to be trained in the manners to address job hazards that increase potential for violence and in making real assessments in the office and in the field of potential dangers; and

WHEREAS, in April 2006 Homecare Local 389 lost a New York City member, Syndia Jean-Pierre Brye, a homecare worker with three young children, to a shocking act of violence which left her and three others murdered in a home that should have been registered as a “difficult-to-serve-client”; and

WHEREAS, in December 2008, Social Service Workers, Local 215 member, Imoni Aminov who was a 55-year old husband and father was shot and killed in an unfamiliar high-rise housing project while serving some of Brooklyn’s neediest while working for Meals-On-Wheels; and

WHEREAS, backup support and education/training on these issues have not been increased for not just homecare workers, but direct care workers, foster care workers, workers in residences and others; and

WHEREAS, these employment situations are ticking time bombs that will again explode and take additional lives with them; and

WHEREAS, workers do not go to work to be placed in peril, but to earn a living and go back to their families after their shifts are completed; therefore

BE IT RESOLVED that LCLAA and its chapters begin sharing information on workplace violence episodes across the nation and begin to deliberate in order to engage state and local legislators on realistic legislation that begins to hold employers responsible, offenders punished with increased penalties that protect workers and allow employees to report and document all incidents without prejudice or retaliation; create a client/patient/consumer to staff ratio that is realistic and can be used to protect workers; create an action protocol that LCLAA and its chapters can utilize to lobby state and local legislators; prepare grievances using OSHA and local safety laws; plans for engaging employers and training members by shop or local levels to create conditions to fight workplace violence in their shops and, lastly, in contract negotiations fight for management to provide legal assistance to workers who have been wrongly accused of violence and to press charges against assailants.

Respectfully submitted,  
DC 1707-AFSCME  
New York City LCLAA Chapter



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REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **4. A RESOLUTION FOR SCHOOL IMPROVEMENT GRANTS AND TURNAROUND MODELS**

WHEREAS, President Obama has made education a priority for his administration; and

WHEREAS, some funding has been made available through the American Recovery and Reinvestment Act (ARRA) to assist low-performing schools implement changes to turn around a school's performance; and

WHEREAS, ARRA funding has made a positive impact on school improvement; and

WHEREAS, Race to the Top funds, set aside by President Obama's administration, are targeted specifically to school innovation and reform by awarding school-improvement grants; and

WHEREAS, in order for a school to receive a school-improvement grant, the school principal must be removed from this position without an assessment to determine what factors caused the school's low performance; and

WHEREAS, this requirement makes the assumption that the school principal is the only cause of a school's poor performance and does not acknowledge the role of other contributors, such as the school superintendent and members of the school boards; and

WHEREAS, principals should be perceived as key players in implementing school reform initiatives due to their unique understanding of their school's culture and needs; and

WHEREAS, research has shown that whole-school reforms require a minimum of three to five years to implement; and

WHEREAS, student placement and enrollment policies as well as funding decisions made at a level beyond the school principal, by superintendents and school boards, play a significant role in a school's performance; and

WHEREAS, the requirement to remove a school principal circumvents local collective bargaining processes dealing with terms and conditions of employment contracts; and

WHEREAS, decisions regarding the removal of a principal must be decided and deliberated at the local level; and

WHEREAS, failure to conduct a root-cause analysis to determine who and what is to blame for the low performance in schools delays addressing and correcting these issues; therefore

BE IT RESOLVED that the Labor Council for Latin American Advancement (LCLAA) will communicate with the United States Department of Education and request that the school improvement guidelines be amended to require the LEA to conduct a root-cause analysis when giving schools grants to improve performance; and

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BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement (LCLAA) will request that the United States Department of Education eliminate the requirement that the principal be removed, unless determined by the aforementioned analysis that s/he is among the causes of poor school performance; and

BE IT FINALLY RESOLVED that the Labor Council for Latin American Advancement (LCLAA) will share this request with all members of Congress.

Respectfully submitted,  
AFSA & CSA L 1  
New York City LCLAA Chapter

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### 5. A RESOLUTION FOR BI-NATIONAL WORKERS SOLIDARITY

WHEREAS, the U.S. Government and its Latin American and Caribbean puppets do nothing to seek solutions to the economic conditions in their countries, which continue to worsen and dismantle the society while spreading violence and continuing to drive the constant flow of millions of immigrants to the United States; and

WHEREAS, most immigrants come from countries where the international development model has failed and many are from countries where the International Monetary Fund (IMF), World Bank and free trade policies have weakened the economy and labor protections, causing a devastating impact on all workers. In all developing countries, IMF policies have caused public-sector workers to lose their jobs specifically in the electric, mining, and education sectors in Mexico, and their union protections forcing them into competition in the private sector where few if any jobs are available, driving down wages and working conditions even further; and

WHEREAS, since trade agreements such as the North American Free Trade Agreement (NAFTA) and the Central American Free Trade Agreement (CAFTA) undermine the agricultural economies of developing countries, leading workers to leave the land migrating north, the pressure to immigrate “illegally” will continue to increase; and

WHEREAS, migration policies of Latin American and Caribbean governments take the migration of their own workers as a solution to the crisis they are facing while, at the same time, workers are denied the option and/or the *right not to migrate*, as the immigration policy of the United States government constructs walls at its borders to thwart immigration and internally conducts raids and deportations of undocumented workers, through policies like 287 (g), E-Verify, Secure Communities, the Guest Worker Program H2A Visa, and more recently with the SB1070 law in Arizona; and

WHEREAS, immigrant workers are not criminals, they are part of the working class of the United States and their work helps in the production of goods and wealth; therefore

BE IT RESOLVED that LCLAA will encourage and promote, through all possible channels, a change in United States’ policy toward the Western hemisphere by promoting policies based on the national sovereignty of States and the development of Latin American and Caribbean economies respecting State ownership of companies that exploit natural resources (gas, oil, and minerals), increase production and employment, agrarian reform policies that root farmers to their homeland; in short, helping to increase living standards for workers and the poor; and

BE IT FURTHER RESOLVED that LCLAA calls for the repeal of NAFTA & CAFTA as repressive measures against workers and undocumented communities in the United States, in

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addition, such programs as: 287(g), E-Verify, Secure Communities, and the SB1070 law in Arizona, etc; and,

BE IT FURTHERED RESOLVED that LCLAA opposes the creation of new Temporary Worker, Guest Worker Programs, and any indentured servitude slave system; and

BE IT FINALLY RESOLVED that LCLAA will fight so that undocumented workers have full rights like the rest of the American working-class.

Respectfully submitted,  
Sacramento LCLAA Chapter

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_x\_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

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**6. A RESOLUTION FOR FAIR ELECTION AT DELTA AIRLINES**

WHEREAS, more than 30,000 airline workers at the recently combined Delta and Northwest Airlines will soon cast ballots for union representation; and

WHEREAS, Delta Air Lines has a long history of interfering with union elections, despite laws that require a free and fair electoral procedure; and

WHEREAS, 18,000 workers at Delta Air Lines have been unfairly and unlawfully denied the benefits of collective bargaining in the past; and

WHEREAS, 12,000 workers at Northwest Airlines are currently represented by the IAM and could potentially lose their pensions, benefits and collective bargaining rights; and

WHEREAS, all airline workers in North America have suffered sever economic hardships due to mergers, restructuring and bankruptcies; and

WHEREAS, secure pensions, affordable health care and due process rights are routinely denied to un-represented airline workers; therefore

BE IT RESOLVED that LCLAA hereby supports the International Association of Machinists and Aerospace Workers' (IAM) campaign for free and fair representational elections among workers at Delta Air Lines and calls on the carrier to refrain from interfering or suppressing workers' lawful right to join a union of their choice.

Respectfully submitted,  
Dora Cervantes  
Houston

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### 7. A. A RESOLUTION DENOUNCING ARIZONA'S SB 1070 BILL

WHEREAS, on April 23, 2010, Arizona Governor Jan Brewer signed Bill 1070 (Support Our Law Enforcement and Safe Neighborhoods Act), requiring all local law enforcement agencies to investigate a person's immigration status when there is a reasonable suspicion that the person is in the country unlawfully, regardless of whether that person is suspected of a crime ; and

WHEREAS, the Labor Council for Latin American Advancement (LCAA) finds Arizona's racial profiling law (SB 1070) to be anti-worker, morally repugnant, discriminatory, illogical, economically and politically shortsighted, racist, and against the values of the labor movement; and

WHEREAS, the sweeping definition of "reasonable suspicion" cited in SB 1070 will almost certainly lead to civil rights abuses which will allow law enforcement officers to rely on race, ethnicity, national, origin or language to determine who to investigate; and

WHEREAS, SB 1070 encourages racial profiling and violates Fourteenth Amendment guarantees of due process and equal protection for U.S. citizens, legal residents and visitors who are detained for suspicion of being in the country unlawfully; and

WHEREAS, the abuse of reasonable suspicion" by employers will destroy the ability of Latino workers to organize freely in any state that adopts such legislation by encouraging employer intimidation; and

WHEREAS, Arizona's new immigration enforcement law, SB 1070, is an imprudent approach to America's immigration problems that violates the core American values of fairness and liberty; and

WHEREAS, SB 1070 seriously undermines the U.S. Constitution which grants Congress the exclusive power over immigration matters; and

WHEREAS, attempts are being made to introduce similar legislation in other states across the nation, including Florida; therefore

BE IT RESOLVED that LCLAA demands that the policy makers of the state of Arizona engage in promoting policies and laws that benefit all workers, whether immigrant or native born, whether documented or undocumented, of any race, religion or national origin, and work against laws and policies that discriminate, degrade, underpay, overwork and overlook workers or threaten workers with deportation if they dare to organize or speak out against abuse; and

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement (LCLAA) demands that the state of Arizona immediately repeal SB 1070, and we will support the efforts of the Arizona AFL-CIO as they implement strategic legal and/or public action against employers and businesses that support SB1070 and the overall Latino community in its

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strong response recognizing that immigration is a federal issue which cannot, and must not, be addressed at a state or local level; and

BE IT FURTHER RESOLVED that LCLAA withhold support from any elected official that publicly supports or voted in favor of SB 1070 to include Governor Jan Brewer who signed SB 1070 into law; and

BE IT FURTHER RESOLVED that LCLAA opposes any effort to pass similar misguided immigration laws that will have a grave impact on the freedom of workers and their families; and

BE IT FINALLY RESOLVED that LCLAA urges Congress and President Obama to fix the broken immigration system of the United States by passing comprehensive immigration reform that includes: an independent commission to assess and manage the flow of workers; a secure and effective worker authorization mechanism; rational operational control of the border; adjustment of status for the current undocumented population; and improvement, not expansion of current temporary workers programs.

Respectfully submitted,

Maricopa County LCLAA Chapter  
(Attest David Mendoza, President) &

Victor Sanchez  
President Central Florida LCLAA Chapter

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_



NATIONAL LCLAA 2010 NATIONAL CONVENTION

**8. A RESOLUTION FOR "FIRST PEOPLES SOLIDARITY PROCLAMATION"**

WHEREAS, the American Indian population has a long and proud history of caring for their elders, women, children, tradition, environment and all of God's creatures; and

WHEREAS, American Indians have long suffered at the hands of European civilization policies, and continue to lag behind in many benefits and advancements that are too slowly becoming available to other non-Caucasian populations of North America; and

WHEREAS, American Indian tribes have a centuries-old kinship with the peoples of all Latin-American countries, as they shared the same lands for many generations before they were subjected to the European practices of genocide and bounties; and

WHEREAS all peoples of this earth are deserving of respect and support; therefore

BE IT RESOLVED that we, the membership of the Labor Council of Latin American Advancement (LCLAA) proclaim our solidarity with the Indigenous Peoples who were the original occupants of North America; and

BE IT FURTHER RESOLVED that we support the American Indian right to life, liberty and the pursuit of happiness; and their right to be treated with dignity; and

BE IT FINALLY RESOLVED that we support their rights to protect their traditions and histories, as well as to participate fully in the arena of jobs, health-care, education, and in building a bright future together with all peoples who share this land today.

Respectfully submitted,  
Gary Allen  
California State LCLAA Chapter

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **9. A RESOLUTION FOR THE SUPPORT OF, AND PARTNERSHIP WITH THE 2010 CENSUS**

WHEREAS, the U.S. Census Bureau is required by the Constitution of the United States of America to conduct a count of the population to help shape the foundation of our society and play an active role in American democracy; and

WHEREAS, the Labor Council for Latin American Advancement (LCLAA) is committed to ensuring every resident is counted; and

WHEREAS, more than \$400 billion per year in federal and state funding is allocated to communities, and decisions are made on matters of national and local importance based on census data, including healthcare, community development, housing, education, transportation, social services, employment, and much more; and

WHEREAS, census data determines how many seats each state will have in the U.S. House of Representatives as well as the redistricting of state legislatures, county and city councils, and voting districts; and

WHEREAS, the 2010 Census creates hundreds of thousands of jobs across the nation; and

WHEREAS, every Census Bureau worker takes a lifetime oath to protect confidentiality and ensure that data identifying respondents or their household not be released or shared for 72 years; and

WHEREAS, a united voice from businesses, labor, government, community-based and faith-based organizations, educators, media and others will allow the 2010 Census message to reach a broader audience, providing trusted advocates who can spark positive conversations about the 2010 Census; therefore

BE IT RESOLVED that LCLAA supports the goals and ideals for the 2010 Census and will disseminate 2010 Census information to encourage full participation; and

BE IT FURTHER RESOLVED that LCLAA asks its Chapters and membership to partner together to achieve an accurate and complete count; and

BE IT FINALLY RESOLVED that LCLAA encourages its Chapters and membership to participate in events and initiatives that will raise overall awareness of the 2010 Census and increase participation among all populations, particularly Latinos.

Respectfully submitted,  
LCLAA National Executive Board

NATIONAL LCLAA 2010 NATIONAL CONVENTION

REFERED TO THE COMMITTEE: \_\_\_\_\_  
CONCURRENCE: \_\_\_\_\_x\_\_\_\_\_  
NON-CONCURRENCE: \_\_\_\_\_

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**10. A RESOLUTION SUPPORTING CHILDREN AND FAMILIES NATIONALLY THROUGH FEDERAL GRANTS**

WHEREAS, the need of low-income families, either single-parent or two-parent, for safe, quality and affordable childcare has risen dramatically due to inflation, the introduction of TANF, and other factors; and

WHEREAS, this developing industry is growing exponentially as parents are forced to work longer hours while there is a decrease in extended families providing such services; and

WHEREAS, childcare has become a growing industry in the nation and the early child care and education sectors of the economy generate more than \$2 billion, which include parent fees, government subsidies and industry support paid by the government; and

WHEREAS, the childcare industry must be recognized as a vital economic engine that is a necessary and integral part of the social infrastructure that keeps the nation working by enabling parents to work and, in many places, provides social and educational structures for the nation's infants, toddlers, and children; and

WHEREAS, the childcare industry supports local and national economies, relieves parents of burdensome concerns about their children and offers children a safe haven from being home alone or with unqualified care; and

WHEREAS, a recent study demonstrated that every dollar spent on childcare produced \$1.89 for the New York City economy, beating out the hotel, lodging industry and the apparel and accessory industry and it is believed that the effect of the childcare industry in other areas would produce similar results; therefore

BE IT RESOLVED that LCLAA calls for an increase of \$1 billion for the Childcare and Development Block Grant in the fiscal year 2011 in the President's Executive Budget for the same year; and

BE IT FURTHER RESOLVED that LCLAA supports a \$1 billion increase to the Child and Adult Care Food Program that provides significant nutritional sustenance to tens of thousands of needy children and adults across the nation.

Respectfully submitted,  
DC 1707-AFSCME  
New York City LCLAA Chapter

REFERRED TO THE COMMITTEE: \_\_\_\_\_  
CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_  
NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### 11. A RESOLUTION ON PUERTO RICO PUBLIC LAW 7

WHEREAS, Puerto Rico is a commonwealth under the sovereignty of the United States; and

WHEREAS, according to most recent data released by the U.S. Census Bureau for 2007, there are nearly 4 million people of Puerto Rican descent living in the United States, which represents 9 % of the entire U.S. Hispanic population; and

WHEREAS, Puerto Rico is in its fourth year of recession and its government agencies are facing a \$3.2 billion budget deficit that would raise the cumulative deficit to \$21 billion, according to *The New York Times*; and

WHEREAS, to address the Commonwealth's budget crisis, on March 4, 2009, Luis Fortuño, Governor of Puerto Rico, introduced Public Law 7, "The Special Law Declaring a State of Fiscal Emergency and Establishing a Comprehensive Plan to Stabilize the Economy and Save Puerto Rico's Credit," which was passed in both the Commonwealth's House and Senate two days later; and

WHEREAS, under Public Law 7, the government will lay off 30,000 or more public employees and freeze government employment for 2 years beginning March 9, 2009, and salary increasing salary increases, and economical clauses in collective bargaining agreements; and

WHEREAS, Public Law 7 also suspends collective bargaining agreements between the Commonwealth and its employees' unions for 2 years, and would facilitate the privatization of public services; and

WHEREAS, the government is Puerto Rico's main employer and its employees make up approximately 21 to 24 percent of the work force on the island, so the layoffs would especially adversely impact the workers and their families, in addition to all other residents in need of public services; and

WHEREAS, the AFL-CIO and Change to Win unions oppose Public Law 7, including the privatization of vital public services, and call upon the Governor to ensure that collective bargaining and other labor rights for workers are protected; and

WHEREAS, union members are willing to participate in a dialogue with Governor Fortuño and contribute ideas that could possibly help stabilize the island's economy; and

WHEREAS, on January 2009, a coalition of unions presented to the Governor a set of alternate solutions to address the current economic crisis in Puerto Rico; and

WHEREAS, as of today, nearly 30,000 government workers have lost their jobs; and

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WHEREAS, Public Law 7 have devastating consequences throughout Puerto Rico, not only for the 30,000 workers, but also for Puerto Ricans who rely on the critical services provided by the government and who are currently suffering from the lack the of services on an island that continues to lose economic prosperity; and

WHEREAS, this stabilization plan may lead to a deeper recession and increased unemployment; and

WHEREAS, the layoffs come as Puerto Rico faces an unemployment rate of nearly 17 percent, higher than anywhere on the U.S. mainland, according to the Puerto Rican Labor Department as reported by the Associated Press; and

WHEREAS, the economic downturn in the United States has resulted in foreclosed properties, a volatile stock market, a decrease in consumer spending, and increased unemployment in the mainland; therefore

BE IT RESOLVED that LCLAA urges Puerto Rican Governor Luis Fortuño to meet with the labor unions representing Central government workers in Puerto Rico to discuss alternative solutions to the economic crisis, reinstate all collective bargaining agreements and reduce the privatization of important government functions, for the benefit of all Puerto Ricans.

Respectfully submitted,  
Jose Melara  
LCLAA

REFERRED TO THE COMMITTEE: \_\_\_\_\_  
CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_  
NON-CONCURRENCE: \_\_\_\_\_

NATIONAL LCLAA 2010 NATIONAL CONVENTION

**12. A RESOLUTION FOR COMMON CORE STANDARDS**

WHEREAS, President Obama has made education a priority for his administration along with the development of common core state standards to enhance students’ college and career readiness; and

WHEREAS, the common core standards must provide states with the flexibility to allow the local jurisdiction to implement curriculum standards while allowing the development of combined state and local assessment systems; and

WHEREAS, common core state standards provide a clear consistent understanding of what students are expected to learn, making sure that teachers and parents know what they need to do to help them; and

WHEREAS, the development and implementation of common core standards will allow students to continue their studies without consequences when moving from state to state or school to school; and

WHEREAS, these standards define the knowledge and skills students should have within their K-12 educational careers so that they graduate high school fully prepared for college and careers; and

WHEREAS, these standards will provide more students with a more rigorous curriculum that will allow them to succeed in an increasingly competitive globalized world; therefore

BE IT RESOLVED that the Labor Council for Latin American Advancement (LCLAA) will communicate to the United States Department of Education and members of Congress support of the national common core standards that provide states with flexibility in implementation to allow local needs to be addressed.

Respectfully submitted,  
AFSA & CSA L 1  
NYC LCLAA Chapter

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **13. A RESOLUTION TO CALL UPON THE PRESIDENT TO END THE FAIR LABOR STANDARD EXEMPTION FOR HOMECARE WORKERS**

WHEREAS, homecare workers across the nation are considered second-class citizens because they are not eligible for over time pay due to the 1938 Fair Labor Standard Act (FLSA) which excluded domestic workers; and

WHEREAS, in 1974, the FLSA was amended to include domestic workers but still excluded homecare workers because they were considered “companionship services to individual who, because of age or disability, are unable to care for themselves;” and

WHEREAS, in 1974, the U.S. Department of Labor (DOL) considered homecare workers to be under the “companionship exemption,” even if they were not employed privately by families, but by homecare agencies; and

WHEREAS, in 2007, the United States Supreme Court upheld the DOL’s exemption forcing homecare workers to still be considered “companions,” not employees, and are, therefore, still denied FLSA protections; and

WHEREAS, in most states, homecare workers are trained and certified to work long hard hours caring for tens of thousands of the nation’s elderly and infirmed clients, saving billions of dollars in hospital, hospice, and nursing home costs; and

WHEREAS, the multi-billion dollar homecare industry is largely funded by Medicaid dollars where for-profit organizations and not-for-profit agencies pocket large amounts of funding that should be directed to homecare workers as overtime pay; and

WHEREAS, there are 800,000 homecare workers in the nation, surpassing the number of nursing home workers, while retention levels in many communities are low due to the lack of healthcare, livable wages, and the lack of overtime pay; and

WHEREAS, in the 21<sup>st</sup> century, homecare workers should not have a second-class status, but stand on equal footing with other trained and certified occupations; therefore

BE IT RESOLVED that LCLAA and its chapters will fight to create a national task force and a national campaign for the public and the Congress to educate and create a new perception on the need for homecare work; and

BE IT FURTHER RESOLVED that LCLAA and its chapters support efforts asking the President and the Secretary of Labor to enact a presidential effort to end the companionship exemption. This effort would develop the industry with greater stability and begin to create steps in which homecare workers would be able to stabilize retention, create new training and functions to increase job service capabilities, and allow workers to consider the industry as sustainable for long-term career goals; and



NATIONAL LCLAA 2010 NATIONAL CONVENTION

BE IT FINALLY RESOLVED that LCLAA and its chapters campaign nationwide for the federal Medicaid program and state Medicaid programs to provide subsidy of care for private-pay services through changes in the tax code by making adjustments in reimbursement rates for publicly financed programs which dedicate themselves to this effort.

Respectfully submitted,  
DC 1707-AFSCME  
New York City LCLAA Chapter

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

NATIONAL LCLAA 2010 NATIONAL CONVENTION

**14. A RESOLUTION SUPPORTING ORGANIZED SAFE, QUALITY AND AFFORDABLE CENTER BASED CHILD CARE**

WHEREAS, LCLAA is represented by members of Day Care Employees in New York City, Local 205, which have represented more than 350 center-based day care centers for more than 35 years that are now being threatened by the mayoral administration of Michael Bloomberg, the city’s most notorious anti-union mayor; and

WHEREAS, year after year, Mayor Bloomberg has initiated measures threatening to close centers only to be defeated by the City Council; and

WHEREAS, in this budget cycle, he is threatening to close 16 unionized centers and an additional 124 classrooms in centers across the city, eliminating nearly 3,700 child care slots and 725 union jobs held by predominately female heads of households who are women of color; and

WHEREAS, Day Care Employees, Local 205, has not been able to secure a fair and equitable contract for over four years from the Day Care Council of New York City and the City of New York, which entirely funds public center-based day care, due to the City’s intransigence and the administration’s backward view on recognizing labor contracts; and

WHEREAS, this local has lost 600 after-school-program jobs, and some 400 kindergarten jobs through these policies and, with the new plans, inappropriately titled, Project Full Enrollment and EarlyLearn.NYC. Still, the local stands to lose even thousands of more jobs if these programs become operational as they attempt to eliminate more unionized employees and their contract; and

WHEREAS, joint labor organization efforts such as scores of demonstrations, press conferences, rallies, prayer-ins, and even a march with thousands across the Brooklyn Bridge have not softened the stand of this Mayor who, like former President George W. Bush, believes the city’s government and non-profit social services need to shrink and be replaced by private for-profit enterprises; therefore

BE IT RESOLVED, that LCLAA fights against the dirty war that the Bloomberg Administration is continuing against the children of working families and the members of Local 205; and

BE IT FURTHER RESOLVED, that LCLAA use every means at its disposal to expose the Bloomberg Administration for its anti-union activities through its press, internet capacities and through the major media to reveal the true nature of his administration,

Respectfully submitted,  
DC 1707-AFSCME  
New York City LCLAA Chapter

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

NATIONAL LCLAA 2010 NATIONAL CONVENTION

**15. A RESOLUTION FOR KEEP OUR EDUCATORS WORKING ACT (S. 3206)**

WHEREAS, we have not recovered and are suffering from the effects of the worst economic downturn since the Great Depression; and

WHEREAS, school districts have already suffered drastic cuts in resources forcing them to eliminate or curtail academic programs, summer school, after-school programs, and support personnel, such as guidance counselors and reading specialists; and

WHEREAS, previous and projected cuts in the funding of education will impact and impede the progress made in student achievement and will stop the narrowing of the Achievement Gap for minority students; and

WHEREAS, as many as 300,000 teachers (as well as counselors, school nurses, and other critical staff) may be laid off nationwide. This would decimate the pool of trained and experienced personnel in schools as it will also unacceptably increase class size; therefore

BE IT RESOLVED that the Labor Council for Latin American Advancement (LCLAA) communicate to the United States Department of Education its support for the S. 3206 legislation which, if enacted, would provide \$23 billion to save and create jobs for principals, teachers, and other educators and restore state funding for elementary and secondary education along with funding for public institutions of higher education; and

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement (LCLAA) will share this request with all members of Congress.

Respectfully submitted,  
AFSA & CSA L1  
New York City LCLAA Chapter

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **16. A RESOLUTION TO TERMINATE GOVERNOR ARNOLD SCHWARZENEGGER'S MINIMUM WAGE EXECUTIVE ORDER**

WHEREAS, Governor Arnold Schwarzenegger's cynical and retaliatory executive order to terminate thousands of state workers' employment and to slash California state workers' salaries to Federal minimum wage of \$7.25 per hour is a senseless diversion designed to shift blame from the California Legislature's failure to balance the California budget, and Governor Arnold Schwarzenegger's failure to provide leadership and protection to California State Workers, small business, and citizens who depend on California State Services; and

WHEREAS, California State Workers and citizens of the state are outraged at Governor Schwarzenegger's plan to slash state workers' pay to \$7.25 per hour as they rally frequently all over the state, telling the Governor that workers will not be used and abused, whether in a political budget game or otherwise; and

WHEREAS, California is in crisis while gas costs and home foreclosures are rising, home values are plummeting, and health insurance and employment loss increasing, the Governor has failed to partner with all unions, and to make conditions better in California and is now trying to use state workers as pawns in a political game to get California's budget passed as he fully understands the harm toward Californians; and

WHEREAS, such draconian measures threaten to seriously damage the lives of hundreds of thousands of workers and their families, preventing them from maintaining their homes, their children's education and their way of life; and

WHEREAS, this order would force public servants into a state of duress, causing them to choose between paying their mortgages, rent, or pay their cost of living expenses, in addition to choosing between feeding their families, or, signing a contract that denies them their labor rights while undermining the spirit of collective bargaining; and

WHEREAS, California Controller, John Chiang, has taken a commendable stand in support of state workers and Californians by refusing to process minimum-wage paychecks stating "he won't follow the order unless a court tells him too" and calling these cuts "political tricks"; and

WHEREAS, California public, city, county, state and federal government workers are the backbone of essential public services for the citizens of California, and deserve a fair wage for a fair day's work; therefore

BE IT RESOLVED that National LCLAA will fully support and mobilize it's allied federations', AFL-CIO & Change To Win (CTW), in partnership and in support of those unions who have already launched their bargaining campaign in their fight to nullify Governor Schwarzenegger's executive order; and

NATIONAL LCLAA 2010 NATIONAL CONVENTION

BE IT FURTHER RESOLVED that any governor or politician who dictates policies that balance any US State's budget on the backs of working people and their families, and uses workers as pawns in a political budget game must be held accountable; and

BE IT FURTHER RESOLVED that Governor Arnold Schwarzenegger's intentions to play with workers lives and livelihood will not be tolerated in California, nor shall his retaliatory and unethical practices, and they must be condemned and he must be held accountable; and

BE IT FINALLY RESOLVED that LCLAA's National Executive Board and its convention membership shall write letters of condemnation to Governor Arnold Schwarzenegger condemning his Minimum Wage Executive Order and the Executive Board shall request the AFL-CIO and CTW Federation do the same.

Respectfully submitted,  
Sacramento City LCLAA Chapter

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **17. A RESOLUTION FOR THE INSTRUCTIONAL LEADERSHIP ACT (HR 5172)**

WHEREAS, great schools begin with great leaders; and

WHEREAS, school leaders must demonstrate the knowledge, skills, and attitudes needed to effectively lead teaching and learning in schools; and

WHEREAS, school leaders are accountable for gains in student achievement and are key to student success; and

WHEREAS, research has found that leadership, second only to classroom instruction among school-related factors that influence student performance outcomes, has a direct impact on student achievement, and teacher recruitment, retention and effectiveness; and

WHEREAS, the leadership role in schools has expanded and become more complex; and

WHEREAS, school leaders need to engage in continuous professional development; and

WHEREAS, school leaders must demonstrate their capacity to lead a school community; therefore

BE IT RESOLVED that the Labor Council for Latin American Advancement (LCLAA) will communicate to the United States Department of Education its support for the H.R. 5172 legislation to authorize competitive grants to develop and implement innovative programs and create high quality sites to train school principals in instructional leadership skills; and

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement (LCLAA) will communicate to the United States Department of Education its support of measures awarding competitive grants to states or creating partnerships or consortia to conduct leadership skill training; and

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement (LCLAA) will communicate to the United States Department of Education its support for the establishment of a definition of “highly qualified principal;” and

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement (LCLAA) will communicate to the United States Department of Education its support for providing new principals a minimum of three years extensive, high-quality, and comprehensive instruction into the field of administration; and

BE IT FINALLY RESOLVED that the Labor Council for Latin American Advancement (LCLAA) will share this request with all members of Congress.

Respectfully submitted,  
AFSA & CSA L1  
New York City LCLAA Chapter

NATIONAL LCLAA 2010 NATIONAL CONVENTION

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_x\_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **18. A RESOLUTION TO SUPPORT AN IMMIGRATION POLICY BASED ON LABOR MIRANDA, AND HUMAN RIGHTS**

WHEREAS, it is critical that LCLAA be the voice to be heard among the legal and political establishment as advocates for the needs of documented and undocumented immigrant families; and

WHEREAS, LCLAA advocates for the restoration of fairness for documented and undocumented immigrant families through calls to the legal and political entities of the United States government in order to bring back due process and fairness to the immigration system; and

WHEREAS, immigration reform bills in Washington, including the Schumer-Graham proposal, the REPAIR proposal by Senator Schumer and several other senators, and the CIR-ASAP proposal by Congressman Luis Gutierrez, will cause more of our members to be fired through programs like E-Verify, the national ID card and employment verification, and will make it more difficult for unions to organize non-union workplaces by making immigrant workers even more vulnerable to firings, deportations and the denial of their rights through workplace enforcement; and

WHEREAS, other Latin American governments such as Mexico's, in collaboration with the United States, have created an economic arena which disrupts the traditional infrastructure of the country leaving Latin Americans without jobs and forcing them to migrate violating their inalienable right to stay at home.

WHEREAS, the North American Free Trade Agreement, the Central America Free Trade Agreement, and other similar agreements, and structural adjustment policies and other so-called economic reforms continue to boost corporate profits while creating massive poverty in countries like Mexico, El Salvador and others, and that as a result, millions of workers and farmers are displaced and have no alternative but to migrate in search of work, and therefore will continue to come to the United States to work, join our unions and participate in our organizing drives; and

WHEREAS, the largest corporations and employer groups in the United States, including Wal-Mart, Marriott, Smithfield, the Associated Building Contractors and others have sought to expand guest worker programs, forcing people to come to the United States only through those schemes that treat them as low wage workers with no rights, in conditions described as "Close to Slavery" by the Southern Poverty Law Center; and

WHEREAS, undocumented immigrants are not criminals; and

WHEREAS, our labor movement has called for basic reform of our immigration laws, and adopted a position at the AFL-CIO convention in Los Angeles in 1999 that demands the repeal of employer sanctions, immediate amnesty for all undocumented workers, protection of the right



## NATIONAL LCLAA 2010 NATIONAL CONVENTION

to organize for all workers, the strengthening of family reunification as the basis of immigration policy while opposing guest worker programs; therefore

BE IT RESOLVED that LCLAA push forth the establishments of “Safe Havens” in every district on the local and state level where these documented and undocumented immigrants can turn to for assistance with everyday dilemmas; and

BE IT FURTHER RESOLVED that LCLAA appeal to the legal system to have the “Ernesto Miranda” rights extended to documented as well as undocumented immigrants where in certain cases these working immigrants have been treated as if they possessed no rights and could not defend themselves.

BE IT FURTHER RESOLVED that LCLAA establish a team of diversified individuals to perform comprehensive research on additional ways to market the value of these working and educated documented and undocumented immigrants by which they can continue to strive for a successful and peaceful existence; and

BE IT FURTHER RESOLVED that LCLAA reiterates its support for the immigration position adopted by the AFL-CIO Convention in 1999; and

BE IT FURTHER RESOLVED that LCLAA rejects all the proposals in Congress that promote the firing of immigrant workers, and do not contain a program for the quick and inclusive legalization of all undocumented workers; and

BE IT FURTHER RESOLVED that LCLAA supports those proposals for immigration reform that would force the renegotiation of NAFTA, CAFTA and all other trade agreements, in order to stop the enforced poverty that displaces communities abroad and to protect jobs in the United States, and will oppose any new trade agreements that cause such displacement and do not protect jobs; and

BE IT FURTHER RESOLVED that LCLAA supports the proposal for an alternative immigration reform bill made by the Dignity Campaign, because it is based on protecting the labor and human rights for all people; and

BE IT FURTHER RESOLVED that LCLAA will send this resolution to all LCLAA Chapters, State Labor Federation, the AFL-CIO, and to other local unions and central labor bodies; and

BE IT FURTHER RESOLVED that LCLAA, who provides vital services and advocates for prosperity and opportunity for all working families, is called to do the same for documented and undocumented immigrant families; and

BE IT FINALLY RESOLVED, that LCLAA be a pioneer in bringing forth the importance of reforming the Immigration System.

NATIONAL LCLAA 2010 NATIONAL CONVENTION

Respectfully submitted,  
DC 1707 AFSCME  
New York City LCLAA Chapter  
And by:  
Frank Martin del Campo  
President, SF Chapter

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NATIONAL LCLAA 2010 NATIONAL CONVENTION

**19. A RESOLUTUION FOR IMMIGRATION REFORM WITH MIRANDA RIGHTS**

WHEREAS, LCLAA advocates for the restoration of fairness for documented and undocumented immigrant families through calls to the legal and political entities of the United States government in order to bring back due process and fairness to the immigration system; and

WHEREAS, the No Child Left Behind Act has minimized the ability of these immigrant parents to advocate for the education of their children; and are not receiving the best education possible from our public education system; and

WHEREAS, that LCLAA advocate on the local, statewide and national level for the education of these, our children; and

WHEREAS, that LCLAA appeal to the legal system to have the “Ernesto Miranda” rights be extended to documented and undocumented immigrants where in certain cases these working immigrants have no rights and cannot defend themselves. Undocumented immigrants are not criminals; and

WHEREAS, it is critical that LCLAA be the voice to be heard among the legal and political establishment as advocates for the needs of documented and undocumented immigrant families; and

WHEREAS, undocumented workers are the victims due to failed trade policies and a broken immigration system; therefore

BE IT RESOLVED that LCLAA establish a team of diversified individuals to perform comprehensive research on additional ways to market the value of these working and educated documented and undocumented immigrants by which they can turn their life around to become productive members of society and continue to strive for a successful and peaceful existence; and

BE IT FURTHER RESOLVED, that LCLAA provides vital services and advocates for prosperity and opportunity for all working families, is called to do the same for documented and undocumented immigrant families; and

BE IT FURTHER RESOLVED, that LCLAA is pioneer in bringing forth the importance of reforming the Immigration System.

Respectfully submitted,  
DC 1707 AFSCME  
New York City LCLAA Chapter

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **20. A RESOLUTION TO SUPPORT AN IMMIGRATION POLICY BASED ON LABOR AND HUMAN RIGHTS**

WHEREAS, thousands of U.S. union members have been fired as a result of the enforcement of employer sanctions against workers in the workplace, including 1200 janitors in Minneapolis, 300 janitors in Seattle, 475 janitors in San Francisco, as well as workers who have stood up to lead organizing drives into our unions, including 2000 sewing machine operators at American Apparel in Los Angeles; and

WHEREAS, immigration reform bills in Washington, including the Schumer-Graham proposal, the REPAIR proposal by Senator Schumer and several other senators, and the CIR-ASAP proposal by Congressman Luis Gutierrez, will cause more of our members to be fired through programs like E-Verify, the national ID card and employment verification, and will make it more difficult for unions to organize non-union workplaces by making immigrant workers even more vulnerable to firings, deportations and the denial of their rights through workplace enforcement; and

WHEREAS, the North American Free Trade Agreement, the Central America Free Trade Agreement, and other similar agreements, and structural adjustment policies and other so-called economic reforms continue to boost corporate profits while creating massive poverty in countries like Mexico, El Salvador and others, and that as a result, millions of workers and farmers are displaced and have no alternative but to migrate in search of work, and therefore will continue to come to the United States to work, join our unions and participate in our organizing drives; and

WHEREAS, the Mexican government fired 44,000 electrical workers and has tried to smash their union, the Mexican Electrical Workers (SME), and brought thousands of heavily armed police into Cananea to try to smash the 3-year strike of the Mineros, in both cases to create better conditions for giant corporations by breaking unions, privatizing workplaces and throwing workers out of their jobs, and that as a result many of those workers will be forced to come to the United States in order to find work and help their families survive; and

WHEREAS, the largest corporations and employer groups in the United States, including WalMart, Marriott, Smithfield, the Associated Building Contractors and others have sought to expand guest worker programs, forcing people to come to the United States only through those schemes that treat them as low wage workers with no rights, in conditions described as “Close to Slavery” by the Southern Poverty Law Center; and

WHEREAS, our labor movement has called for basic reform of our immigration laws, and adopted a position at the AFL-CIO convention in Los Angeles in 1999 that demands the repeal of employer sanctions, immediate amnesty for all undocumented workers, protection of the right to organize for all workers, the strengthening of family reunification as the basis of immigration policy, and opposition to guest worker programs; and

NATIONAL LCLAA 2010 NATIONAL CONVENTION

WHEREAS, our labor movement believes that solidarity with workers fighting for their rights in Mexico and around the world is an important part of immigration reform; therefore

BE IT RESOLVED that the Labor Council for Latin American Advancement reiterates its support for the immigration position adopted by the AFL-CIO Convention in 1999; and

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement rejects all the proposals in Congress that promote the firing of immigrant workers, open the doors to new guest worker programs, and do not contain a program for the quick and inclusive legalization of all undocumented workers; and

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement supports only those proposals for immigration reform that would force the renegotiation of NAFTA, CAFTA and all other trade agreements, including those with Colombia and South Korea, in order to stop the enforced poverty that displaces communities abroad and to protect jobs in the United States, and will oppose any new trade agreements that cause such displacement and do not protect jobs; and

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement supports the proposal for an alternative immigration reform bill made by the Dignity Campaign, because it is based on protecting the labor and human rights for all people; and

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement supports the SME and the Mineros, and calls on union members and working people to defend their rights by picketing the Mexican consulate and taking other supportive actions; and

BE IT FINALLY RESOLVED that the Labor Council for Latin American Advancement forwards this resolution for adoption to the 2010 National Convention in Las Vegas Nevada and to take all necessary and appropriate union actions and thereafter to send this resolution to all LCLAA Chapters, State Labor Federation, the AFL-CIO, and to other local unions and central labor bodies.

Respectfully submitted,  
Frank Martin del Campo  
President, SF Chapter

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **21. A RESOLUTION SUPPORTING WORKERS AT LAS VEGAS GAMING COMPANY STATION CASINOS**

WHEREAS, workers at Las Vegas gaming company Station Casinos are seeking to exercise their right to form a union, a right that is protected by the laws of the United States of America, free from management intimidation and interference in order to secure a better future for themselves and their families, and

WHEREAS, Station Casinos is the third largest private employer in Las Vegas with nearly 12,000 employees, and

WHEREAS, on February 19, 2010, the Station Casinos Organizing Committee presented the company with a petition that stated, in part: “We demand that Station Casinos Ownership and Management respect our signatures and agree to a fair process for us to decide whether to have union representation without management interference and intimidation,” and

WHEREAS, Station Casinos responded with an intense anti-union campaign. As a result, on May 28, 2010, the General Counsel of the National Labor Relations Board issued a 127-count complaint against the company, alleging that managers, supervisors, and security guards used threats, intimidation, interrogation, surveillance, bribery, discouragement, discrimination, discipline and physical assault against workers who were engaged in legally protected union activities at all ten of the company’s large local resort casinos, and

WHEREAS, Latino workers and women are overwhelmingly the subjects of the company’s alleged illegal activities as 86% are Latino and 65% are women, and

WHEREAS, the federal government’s complaint is the largest single complaint ever issued against a gaming company in Nevada; and

WHEREAS, as a result of Station Casinos’ bankruptcy reorganization, the company’s current owners are forming a new company with their key lenders Deutsche Bank and JPMorgan Chase to become the owners of four and potentially more of the company’s properties where workers are organizing; and

WHEREAS, as a result of the company’s bankruptcy reorganization, other new owners and managers could come to own and operate some of the company’s properties where workers are organizing, therefore

**BE IT RESOLVED THAT LCLAA DEMANDS THAT STATION CASINOS IMMEDIATELY CEASE ALL ANTI-UNION ACTIVITIES AND RESPECT WORKERS’ RIGHT TO ORGANIZE FREELY UNDER U.S. LAW. LCLAA ALSO CALLS ON DEUTSCHE BANK, JPMORGAN CHASE, FERTITTA GAMING AND ANY OTHER FUTURE OWNERS AND OPERATORS OF STATION CASINOS’ PROPERTIES TO RESPECT WORKERS’ RIGHT TO ORGANIZE. MOREOVER, LCLAA COMMITS TO ASSIST UNITE HERE AFFILIATES, THE CULINARY WORKERS UNION, LOCAL 226, AND BARTENDERS**

NATIONAL LCLAA 2010 NATIONAL CONVENTION

UNION, LOCAL 165, IN THEIR EFFORTS LOCALLY, NATIONALLY AND GLOBALLY  
TO SUPPORT STATION CASINOS WORKERS AND THEIR RIGHT TO ORGANIZE.

Respectfully submitted,  
Las Vegas LCLAA Chapter

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **22. A RESOLUTION SUPPORTING 45 YEARS OF THE HEAD START PROGRAM**

WHEREAS, union activists and childcare advocates alike are in agreement with President Barack Obama's support for Head Start in the President's Budget Proposal for FY 2011 that would allow the program to improve its gains for children across the nation; and

WHEREAS, long-term studies have pointed out that criminal activity, child mortality rates, high school drop-out rates, the need for special education, the need for children to repeat grades later on have decreased among school children influenced by Head Start while child achievement test scores, high school graduation rates and immunization rates have increased among the same group increased; and

WHEREAS, for 45 years, Head Start has provided comprehensive and successful services for more than 23 million low-income families in this nation's rural and metropolitan communities, encouraging children to develop and has had a positive impact on parenting practices; and

WHEREAS, Head Start is America at its best, delivering medical, dental and mental health screening, parenting resources, and other health and social services in addition to necessary early education services, which prepare these children to better compete with peers who have more resources; and

WHEREAS, Head Start participants demonstrate significant increases in vocabulary, letter recognition, math skills and writing abilities by the spring of their kindergarten year. Head Start children have higher levels of socio-emotional development than other children in the cited studies; and

WHEREAS, studies have indicated that the Head Start investment pays off by increasing children's earnings, employment and family stability over the past forty-five years; and

WHEREAS, for every dollar spent on Head Start, as studies have demonstrated, society receives nearly nine dollars in benefits, as Head Start children are less likely to have been charged with a crime than their siblings who did not participate in the training; and

WHEREAS, compared to children who do not receive Head Start services, Head Start children have greater access to health and dental services due to interaction with professional staff intervention, including more immunizations, increased coping skills and decreased feelings of anxiety, depression, and sickness; therefore

BE IT RESOLVED that LCLAA joins local and national child care organizations fighting for the recommended \$986 million proposed for FY 2011 to help Head Start preserve and improve the gains accomplished over the past 45 years; and



NATIONAL LCLAA 2010 NATIONAL CONVENTION

BE IT FURTHER RESOLVED that LCLAA helps to organize unorganized Head Start workers and other child care workers across the nation to insure that these workers enjoy the benefits that organized Head Start workers have known for decades.

Respectfully submitted,  
DC 1707- AFSCME  
New York City LCLAA Chapter

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_x\_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **23. A RESOLUTION TO SUPPORT AND DEFEND THE SINDICATO MEXICANO DE ELECTRICISTAS (SME) Y LOS MINEROS**

WHEREAS, international finance capital propels tremendous economic forces which have plundered and privatized resources and the patrimony of exploited peoples and nations including Mexico, starving agrarian labor into a relentless movement toward cities, driving down the standard of living of agrarian workers, forcing the firing of urban workers, denying students education, and denying all these adequate health care, housing and dignity; and

WHEREAS, where there is tyranny there is resistance through organization and struggle: rural, urban, community and labor unions (including the electrical and mineworkers union) have resisted the oligarchy's plan for plunder, profit and privatization in Mexico by uniting large powerful mass movements which challenge the authoritarian governments and are routinely met with repressive means by Felipe Calderon, Mexico's President and blind supporter of the rich and powerful; and

WHEREAS, the San Francisco Labor Council invited a delegation from the Sindicato Mexicano de Electricistas (SME) to the Bay Area from January 18 to January 28, 2010 during which Northern California Labor Councils and bay area unionists were informed of the mass firing of 44,000 electrical workers through military occupation, forced removal, and the government attempts to extinguish their union; and

WHEREAS, SME has attempted to resolve the conflict through negotiations which have been rejected by the big business and repressive government of Felipe Calderon; and

WHEREAS, SME initiated mass marches, passive civil disobedience, demonstrations outside the company facilities to which the Mexican government responded with military and police interventions; and

WHEREAS, the SME has called for and is continuing a Hunger Strike in the Zocalo which began on April 25, 2010; and

WHEREAS, the government's attempt to extinguish SME and defeat all popular efforts for change have been countered by (1) tactical flexibility and regrouping to strengthen participation in the fight back, (2) The Federal Conciliation and Arbitrage Board backtracking on its decision to ignore SME's leadership and (3) Mexico's Supreme Court reasserting its jurisdiction on SME's legal challenges in March 24; and

WHEREAS, the attack on the fundamental rights of unions by the right-wing government of Felipe Calderon mirror similar assaults on our own working conditions like the forced pay cuts on city workers in San Francisco, electronic workplace raids, union busting at Boron, Ca., and attempts to divide us with race hatred in Arizona; and

NATIONAL LCLAA 2010 NATIONAL CONVENTION

WHEREAS, if Calderon's government succeeds in breaking the Mexican Electrical Workers Union, all pretense of lawfulness will be obliterated and any other union in Mexico or the U.S. who stands up for their rights and needs will be subject to similar repression; and

WHEREAS, the San Francisco Labor Council has called on all affiliated unions and community organizations to join San Francisco Labor Council pickets of the Mexican Consulate every Friday to protest the repression on fellow unionists (SME), and to take all further necessary and appropriate union action to defeat the repressive and illegal efforts to extinguish SME and Los Mineros in support of labor rights in Mexico and the U.S.; therefore

BE IT RESOLVED that LCLAA take any and all necessary, appropriate union action in support of the SME and Los Mineros; and

BE IT FURTHER RESOLVED that upon adoption, this resolution shall be sent to all chapters, labor councils, State Federations of Labor, and the AFL-CIO for their consideration.

BE IT FINNALLY RESOLVED that LCLAA stands in solidarity with SME is an act of resistance to our own struggles and part of our own fight back.

Respectfully Submitted,  
Frank Martin del Campo  
President, SF/LCLAA

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **24. A RESOLUTION FOR WAGE THEFT**

WHEREAS, small business owners and independent contractors that do not have dealing with interstate commerce are exempt under the Fair Labor Standards Act; and

WHEREAS, The Palm Beach/Space Coast LCLAA Chapter has gone on record, calling for immediate passage of Wage Theft legislation; and

WHEREAS, LCLAA is committed to ensure that every worker is compensated correctly for all work performed; and

WHEREAS, LCLAA recognizes the daunting task the Wage and Hour Division has in enforcing wage laws; and

WHEREAS, LCLAA recognize how rampant wage theft is and, due to the economic down turn, how it is expected worsen; and

WHEREAS, wage theft has become such a large problem in the United States that our LCLAA Chapter has made it a top legislative priority to help workers suffering injustice; and

WHEREAS, there is no local agency with the authority to enforce wage theft laws, and complaints are sent to the Department of Labor, making it almost impossible to get a resolution. This broken bureaucracy leaves low-wage workers vulnerable to wage theft and other labor law violations; and

WHEREAS, many of the wage theft victims are isolated and frightened to take action in small claims court; action which would simply cost them more than to leave the issue unresolved; and

WHEREAS, wage theft affects a broad category of Latino workers such as waiters, waitresses, hotel workers, day laborers, gardeners, nannies, agriculture workers among many others; and

WHEREAS, a united voice from unions, labor, government, community-based organizations, educators, and the media will allow for a broader audience, providing trusted advocates who can spark positive conversations discussing the wage theft issue; and

WHEREAS, Miami-Dade County has passed the first ever county ordinance in the nation against wage theft; and several Palm Beach County Coalition groups along with the Palm Beach/Space Coast LCLAA Chapter and the Palm Beach Treasure Coast Central Labor Council have requested that Palm Beach County follow suit with Dade County in the passage of a local wage theft ordinance; therefore

BE IT RESOLVED that LCLAA supports legislation that will put a halt to the wage problem nationwide; and

NATIONAL LCLAA 2010 NATIONAL CONVENTION

BE IT FURTHER RESOLVED that LCLAA encourages Federal, State, and Local Governments to adopt wage theft laws or ordinances; and

BE IT FINALLY RESOLVED that LCLAA will continue to promote and advocate the passage of the Wage Theft Ordinance in Palm Beach County.

Respectfully submitted,  
Javier Almazan Sr.  
President, Palm Beach Space Coast LCLAA Chapter  
Palm Beach County, Florida

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### 25. RESOLUTION: LUIS GUTIERREZ CIVIL RIGHTS

WHEREAS, LCLAA National has great concern over the condition of possible Civil Rights violations carried out against Latinos and in the existence of an unusual increase in prison sentences in the County of Yolo, California; and

WHEREAS, the American Latino community in Yolo County, California finds itself under siege by the very law enforcement agencies paid to protect their community, property and civil rights; and

WHEREAS, the members of the American Latino/a community are subject to "Racial Profile" stops at all times on foot and while driving by law enforcement just to see what the Latino/a is doing, while their wives and daughters are searched by male officers at routine stops for no justifiable reason,

WHEREAS, the Yolo County District Attorney Jeff Resign has refused to prosecute any of such crimes mentioned, nor opened up these cases for possible Civil Rights violations, nor produced evidence of questioning witnesses to the Luis Gutierrez investigation, nor produced a report of findings of the Luis Gutierrez case; and

WHEREAS, on April 30, 2010 at 2:00 p.m. in Woodland, California, three (3) Yolo County Sheriffs "Gang Enforcement" under cover Deputies, shot and killed a young Farm Worker, Luis Gutierrez, who was walking home from the local California Department of Motor Vehicles; and

WHEREAS, based on eyewitness accounts, Luis Gutierrez was "Racial Profiled" without cause, question's remain as to the methods utilized in approaching "Luis" as Under Cover officers, while in an unmarked car and dressed in "Civilian Clothing" had no real justification in questioning Luis Gutierrez; and

WHEREAS, after well over a year, the Woodland Police Department Investigation of the "Luis Gutierrez" Killing has failed to complete its investigation and release their findings in so doing we believe that to allow complete transparency in the "investigation", we cannot accept the Woodland Police Department, investigating the Yolo County Sheriffs Department; and

WHEREAS, The Attorney General of the State of California would only state "that based on the discretionary rule it was not unreasonable to not prosecute the officers based on the information sent to him by Yolo County District Attorney Riesig," and the statement only referred to the District Attorneys decision not to bring charges, it did not address the merits of the case or the issue of the guilt or innocence of the officers; and

WHEREAS, The American Latino Community of Yolo County called for an independent investigation from all competent authorities, agencies and governments at city, county, state, and federal level, and none of the competent authorities who's sworn duty it is to protect the rights of citizens came forward to the aid or protection of the American Latino community of Yolo County; and

NATIONAL LCLAA 2010 NATIONAL CONVENTION

WHEREAS, the Independent Civil Rights Commission, Chaired by former Supreme Court Justice Cruz Reynoso has taken public testimony by three independent witnesses who were at the scene when the officers shot Luis Gutierrez in the back. They all stated that Luis Gutierrez was unarmed and retreating away from the killers at least 10 to 12 feet away his hands held no weapon when he was shot. For further information please visit [lclaasacramento.com](http://lclaasacramento.com); and

WHEREAS, LCLAA takes and declares a zero tolerance policy toward the violations of civil rights of American Latinos and indeed the rights of all Americans; and

LET IT BE RESOLVED, that LCLAA National call upon the President of the United States of America to bring to bear the full-force of the Government and protect the civil rights of American Latinos in Yolo county and order an immediate investigation by the Attorney General's Office and the Civil Rights Division and the Federal Bureau of Investigation (FBI); and

LET IT BE RESOLVED that while the full investigation is granted, he immediately stop all federal funds used to perpetuate, Yolo County Sheriff Department, civil rights violations against American Latinos/as in Yolo county, California; and

LET IT BE RESOLVED that LCLAA make a call to all organizations and individuals to join and pressure President Obama to put an end to this, affront the dignity and rights of American Latinos/as in Yolo county California.

Respectfully Submitted,  
Albert Rojas  
Vice President, Sacramento LCLAA Chapter

REFERED TO THE COMMITTEE: \_\_\_\_\_  
CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_  
NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **26. A RESOLUTION IN SOLIDARITY WITH MEXICAN WORKERS FROM ARIZONA TO CANANEA**

WHEREAS, the Labor Movement's Framework for Comprehensive Immigration Reform, issued by the ALF-CIO and Change to Win in April 2009, states that "it is in our national interest for Mexico to be a prosperous and democratic country able to provide good jobs for most of its adult population, thereby ameliorating strong pressure for emigration. Much of the emigration from Mexico in recent years resulted from the disruption caused by NAFTA, which displaced millions of Mexicans from subsistence agriculture and enterprises that could not compete in a global market. Thus, an essential component of the long-term solution is a fair trade and globalization model that uplifts all workers, promotes the creation of free trade unions around the world, ensures the enforcement of labor rights and guarantees core labor protections for all workers;" and

WHEREAS, LCLAA and the entire U.S. labor movement have condemned the actions of the state of Arizona that violate the labor rights and human rights of workers from Mexico and all immigrant workers; and

WHEREAS, only a few miles from the Arizona-U.S. border, the Mexican federal government on June 6, 2010 sent 3,000 heavily armed police with helicopters and tear gas to attack members of the National Union of Mine, Metal, and Steelworkers (SNTMMSSRM) who have been on strike since July 30, 2007; and

WHEREAS, the government of Felipe Calderon has launched a systematic assault on democratic unions in Mexico, including the SNTMMSSRM and the Mexican Union of Electrical Workers (SME); and

WHEREAS, the AFL-CIO Executive Council, in a statement on March 3, 2010 called on the Mexican government "to end the repression of democratic unions, allow workers the right to organize and restore the right to strike" and further demanded that "Congress and the Obama administration must publicly condemn the violations of labor rights in Mexico and must take steps to withhold assistance from Mexican government agencies that are involved in an anti-union repression. We call on the congressional leadership to promptly hold hearing on violations of labor rights in Mexico and to enact legislation to include enforceable labor rights protections in NAFTA;" and

WHEREAS, AFL – CIO President Richard Trumka stated on June 9, 2010 U.S. support to Mexican security forces is enabling the Mexican government and Grupo Mexico to violate workers' most basic rights". As long as the Mexican military and police continue to violate the



NATIONAL LCLAA 2010 NATIONAL CONVENTION

fundamental rights of workers, the U.S Congress should freeze current funding for these forces and any proposals for future support; therefore

BE IT RESOLVED that LCLAA condemns the Mexican government's assault on worker rights and democratic unions, in particular the SNTMMSSRM and the SME; and

BE IT FURTHER RESOLVED that LCLAA calls on the U.S. Congress to halt all funding to Mexican security forces so long as the Mexican government continues to use these forces to bust strikes and to injure and intimidate workers who are attempting to exercise their rights to organize, bargain, and strike; and

BE IT FURTHER RESOLVED that LCLAA calls on the Congressional leadership to promptly hold hearings on violations of labor rights in Mexico and to enact legislation to include enforceable labor rights protections in NAFTA; and

BE IT FURTHER RESOLVED that a copy of this resolution will be sent to all Congressional offices and to the Mexican Ambassador to the United States; and

BE IT FURTHER RESOLVED that LCLAA chapters will organize visits to Mexican consulates around the country to inform them of our concerns about the systematic violations of labor rights and the assault on democratic unions in Mexico; and

BE IT FINALLY RESOLVED that LCLAA will organize a delegation to Cananea in solidarity with the striking Mineworkers.

Respectfully Submitted,  
Salvador Aguiar, President  
Lake/ Porter County & Area LCLAA

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

NATIONAL LCLAA 2010 NATIONAL CONVENTION

**27. YOUNG WORKERS RESOLUTION**

WHEREAS, according to the AFL-CIO report released on September 1, 2009, the number of young workers has declined in the last ten years; and

WHEREAS, according to the same report released by the AFL-CIO, young workers, when compared to workers over 35 years of age, are found to be less likely to be employed, carry sufficient health insurance, and have an effective retirement savings plan; and

WHEREAS, LCLAA finds itself with a lack of young representatives in its leadership who are ready to voice the opinions of their age demographic, particularly in its Executive Board; and

WHEREAS, the Latino labor movement must rely on younger union members to develop into influential and efficient labor leaders so that the movement can continue to succeed and move forward; and

WHEREAS, only through the acceptance of the full variety of the labor force, including workers of all ages, can there be a strong and powerful labor movement; and

WHEREAS, LCLAA must address and attract the younger generations to ensure its survival and the only way to do this is to acknowledge the youth as an important and influential part of the organization; therefore

BE IT RESOLVED that LCLAA continue to develop programs that target young workers and engages them in the labor movement at the national, state, and local levels and contribute to the leadership development younger union members across the nation; and

BE IT FURTHER RESOLVED that LCLAA set to have the goal of having an additional position in its Executive Board which will always be filled with a labor leader of 35 years of age or younger so that s/he may give voice to the concerns that pertain to the Latino youth within the organization. The manner by which this young individual is to be selected will be determined by the LCLAA National Executive Board.

Respectfully submitted,  
LCLAA National Board

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **28. RESOLUTION IN SUPPORT OF THE DREAM ACT**

WHEREAS, the US Census estimates that more than 2.5 million undocumented youth under the age of 18 live in the U.S. and, each year, about 65,000 undocumented students graduate from American high schools without a chance to continue their education because they are ineligible for federal educational aid; and

WHEREAS, this reality is creating a permanent underclass in the fabric of American society which leaves no gains for the American public, and which, in fact, further propels the brain-drain American academic institutions are already experiencing; and

WHEREAS, because the U.S. neglects the talent brought to this country by immigrant families, its infrastructural development is losing young, educated and hard-working adults needed to compete in the global political economy; and

WHEREAS, the federal passage of the Development, Relief and Education for Alien Minors Act (hereon referred to as the DREAM Act) would make legally self-evident what is true in "de facto": these undocumented students belong in our post-secondary institutions and are an American investment that we must not squander; and

WHEREAS, the DREAM Act was re-introduced in March, 2009 by Illinois Democratic Senator, Richard Durbin, with key relief elements within its body: to permit high school graduates who immigrated to the United States before they were 16 and lived in the country for at least five years prior to the passage of the legislation, and are under the age of 30 at the time of enactment, to gain conditional residency; and

WHEREAS, this conditional residency is furthermore contingent upon requiring these students to be of 'good moral character,' and complete either two years of post-secondary education or military service; and

WHEREAS, the DREAM Act is intended for individuals who were brought to the United States as children and who shall not be punished for the alleged "transgressions" of their parents, deserving to be judged according to their own character and merit regardless of their country of birth or immigrant status; and

WHEREAS, immigrant students lacking legal U.S. residency have had no other means of legalizing their status and therefore, should now be given the chance to 'get-in line,' while pursuing post-secondary education, obtain legal status and become citizens of the country they call home, the United States of America; and

NATIONAL LCLAA 2010 NATIONAL CONVENTION

WHEREAS, these students cannot afford to wait until Congress solves all the problems of our broken immigration system; and

WHEREAS, high quality education is a civil right and a collective responsibility and, by passing this bill, the educational gap between minority and Caucasian students can be further closed by giving undocumented students the assertion that their work in school will not be in vain; therefore

BE IT RESOLVED that LCLAA endorses the Legislative Bill that/which will allow thousands of young students to realize their education dreams; and

BE IT FURTHER RESOLVED that LCLAA call upon Congress to act on the DREAM ACT bill, which has been sitting inactive in Congress for over a year, through a letter campaign communicating the organization's support for the initiative; and

BE IT FURTHER RESOLVED that LCLAA be part of, and better organize a coalition of organizations pushing for the passage of the bill by improving the communication process between different efforts to push the legislation; and

BE IT FURTHER RESOLVED that LCLAA reaffirms its commitment to the fight for a comprehensive immigration reform; and

BE IT FINALLY RESOLVED that LCLAA will also push to further engage the Latino youth of this country to begin and continue to pressure, in a sociopolitical manner, legislators so that the importance of this bill can be felt throughout the nation.

Respectfully submitted,  
Victor Sanchez  
Central Florida Chapter President

REFERED TO THE COMMITTEE: \_\_\_\_\_  
CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_  
NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **29. A RESOLUTION CONDEMNING AND TAKING ACTIONS AGAINST THE INCREASING RATE OF HATE CRIMES IN THE COUNTRY**

WHEREAS, the American people are governed by the United States Constitution, including the Bill of Rights, which guarantee certain fundamental civil rights including: freedom of religion, speech, assembly and privacy; protection from unreasonable search and seizures; due process of law and equal protection under law to any person; equality before the law and the presumption of innocence; access to counsel and the courts in judicial proceedings; and a fair, speedy and public trial; and

WHEREAS, the U.S. must be proud of its long and distinguished tradition of protecting the civil rights and liberties of its residents; and

WHEREAS, the U.S. has a diverse population, including immigrants and students, whose contributions to the community are vital to its economy, culture and civic character; and

WHEREAS, LCLAA recognizes that the preservation of civil rights and liberties in the entire community is essential to the well-being of a democratic society; and

WHEREAS, LCLAA denounces hate crimes as a form of terrorism; and

WHEREAS, in the last couple of years, the country has witnessed an incredible increase in violent crimes against the Latino community in which victims have been beaten to death without giving a reason for suspicion, even by the same law enforcement agencies instituted to protect them; and

WHEREAS, these crimes threaten the civil rights of all people and the interpretations by the Department of Justice of the Act and Executive Orders particularly target immigrants, including Hispanics, thereby potentially encouraging racial profiling by law enforcement and the unintended consequences of increases in hate crimes; and

WHEREAS, over 200 communities throughout America representing over 25 million people have already enacted civic resolutions reaffirming their support for civil rights and civil liberties in the face of federal government policies that threaten these fundamental values, and are demanding accountability from federal agencies regarding the use of these new powers ;and

WHEREAS, LCLAA takes and declares a zero tolerance policy toward the violations of civil rights of American Latinos and indeed the rights of all Americans; and

WHEREAS, The American Latino community has paid the ultimate price of freedom in blood on to many battle fields and we have given to many sons and daughters in courageous defense of this great nation; therefore

BE IT RESOLVED that LCLAA affirms both its strong opposition to terrorism and its steadfast support for the civil rights of all people in accordance with the Bill of Rights and the Fourteenth Amendment of the U.S. Constitution; and

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BE IT FURTHER RESOLVED that LCLAA call upon the President and the members of Congress of the United States to bring to bear the full-force of the Government and protect the civil rights of American Latinos; and

BE IT FINALLY RESOLVED that LCLAA call for the full and fair investigation of any hate crimes by an independent authority so that the well being of the Latino community is never compromised and so that the criminals who perform, promote or encourage such crimes be brought to justice and receive full penalties for their attacks.

Respectfully submitted,  
LCLAA National Board

REFERED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **30. A RESOLUTION SUPPORTING THE PROTECTING AMERICA'S WORKERS ACT (PAWA) – H.R. 2067 AND S. 1580**

WHEREAS, while the Occupational and Safety Health Act (OSH) promised American workers the right to a safe job, there still remains an enormous toll of workplace injuries, illnesses and fatalities. Each year thousands are killed and millions more are injured or diseased because of injuries or illnesses contrived as a consequence of their jobs; and

WHEREAS, there are major gaps and weaknesses in the job safety law because the OSH Act has never been updated; and

WHEREAS, the Protecting America's Workers ACT (PAW Act) - H.R. 2067 and S. 1580 would update and strengthen the OSH Act, providing workers stronger job safety rights and protections specifically by:

- Extending coverage to all State and Local Public Sector Workers, Federal Workers and millions of other workers who lack full OSHA and existing job safety protection.
- Increasing OSHA Civil and Criminal penalties for job safety violations to \$12,000 for serious violations and \$120,000 for willful and repeated violations. Furthermore, for violations resulting in worker deaths, new penalties would be set to include a mandatory minimum and criminal violations would be made a felony.
- Prohibiting the practice of issuing "Unclassified" violations and requiring that employers correct violations, even if they contest citations or penalties.
- Enhancing whistleblower protections for workers who raise job safety concerns and report injuries or illnesses and ensuring that employers cannot retaliate against a worker for reporting a job injury or illness.
- Expanding Worker and Union Rights in OSHA Inspections and Enforcement cases. Workers would be ensured their right to contest the classification of violations and proposed penalties and their right to object to modifications of citations issued. Workers have the right to ask OSHA and the Review Commission to review objections.
- Providing victims of job injuries and illnesses the right to be heard in OSHA investigations. In the case where a worker has been killed or incapacitated, the bill gives family members the right to participate on his or her behalf; therefore

BE IT RESOLVED that LCLAA supports the Protecting Americas Workers Act (H.R. 2067, S.1580), as it will provide all workers the safety and health protections they need and deserve; and

BE IT FURTHER RESOLVED that through a letter campaign, LCLAA will communicate its position to members of Congress, urging them to support and co-sponsor the PAW Act.

NATIONAL LCLAA 2010 NATIONAL CONVENTION

Respectfully submitted,  
LCLAA National Board

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_



## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **31. IN SUPPORT OF PROTECTING TRADE UNIONISTS AND OPOSSING THE FREE TRADE AGREEMENT BETWEEN THE UNITED STATES AND COLOMBIA, PANAMA AND SOUTH KOREA**

WHEREAS, LCLAA is composed by Latino/a workers of the multicultural American Nation and it supports the premise that any the Free Trade Agreement US-Colombia-Panama-South Korea must increase the living standards of workers in America, Colombia, Panama and South Korea and that the right to union representation must be a democratic right for workers in both countries; and

WHEREAS, the North American Free Trade Agreement-NAFTA primarily benefits multinational corporations at the expense of democratic principles and economic justice for working families, family farmers, and domestic producers around the globe, and the environment and public health; and

WHEREAS, important discussions are currently taking place in the U.S Congress to bring up Free Trade Agreements-FTA with Colombia, Panama and South Korea. Also, these agreements were and will be part of the national debate between presidential candidates. These agreements open the door for subsequent harmful trade policies that resemble NAFTA/CAFTA - trade deals that have led to the loss more than a million of good jobs at home and it included close to 50,000 in NYC, a surge in undocumented immigration, a soaring trade deficit, declining real wages, and a deterioration of labor standards.

WHEREAS, the countries with prospective free trade agreements with the United States like Panama, Colombia and South Korea, have created anti-union political environments. Particularly, Colombia has become the most dangerous country in the world for trade unionists and that according to the Escuela Nacional Sindical (ENS), a highly regarded labor institute based in Medellin, Colombia, more than 2,574 union officers and rank-and-file members have been brutally and systematically murdered since 1991. Most of these trade unionists were murdered because they were exercising their basic labor rights, such as bargaining collectively or organizing a strike, from 2002, 500 trade unionists were killed.

WHEREAS, the reduction of the rights and benefits of workers are to the point that gains of the last century are disappearing; and the work day was extended from 6am to 6pm to 10pm and only a tiny percentage of workers reach the legal requirement to obtain their pension. In this way, the new labor laws make privatizations easier by creating enormous and vast profits for national and foreign corporations.

WHEREAS, the three National Unions in Colombia stated (CUT, CGT, and CTC) and the confederation of pensioners (CPC): despite differences of opinions, all four of these major

NATIONAL LCLAA 2010 NATIONAL CONVENTION

confederations are unanimous in their opposition to the Colombia Free Trade Agreement.

WHEREAS, in regards to Colombia, Panama and South Korea, no labor chapter in the Free Trade Agreement, no matter how well crafted, will be sufficient to reduce, much less end, the incidence of the most extreme violations of the right to free association and collective bargaining.

WHEREAS, the Colombian, government maintains anti-labor policies in the public sector and refuses to recognize the right to collective negotiation of more than half a million public employees in clear violation of the Colombian Constitution, Colombia labor laws and International Labor Organization agreements; therefore

BE IT RESOLVED that LCLAA at a national level promote support for our Colombian and Panamanian brothers and sisters call upon Congressional representatives to oppose any Free Trade Agreement between the US with Colombia, Panama and South Korea; and that LCLAA promote a fair immigration reform given the fact that the massive migration to the U.S. is directly related to free trade agreements; and for a call to end the raids and deportations; and toward these goals do the following:

1. That LCLAA will urge it's affiliates to support lobbying efforts and campaigns in collaboration with Colombian and Panamanian trade unions, and Colombian and Panamanian organizations in U.S. to stop this new NAFTA (FTA U.S. - Colombia.)
2. Participate in local, national and international wide campaigns demanding that the Colombian and Panamanian governments provide protection for trade union members and their leadership from threats and deadly attacks; and
3. To develop a solidarity campaign and establish ties with the Colombian, Panamanian and South Korean anti-FTA labor movement, so as to provide support and political pressure to defend their human and labor rights.
4. To call upon our congressional delegations in every city of our country to Vote NO to the FTA with Colombia, Panama, and South Korea.
5. And that LCLAA adopts this resolution based on the premise that it is crucial to demand that the Colombian and Panamanian governments respect the labor movement's economic and political vision and desires as a basic social right.

Respectfully submitted,  
LCLAA National Board

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **32. RESOLUTION: SUPPORT THE TRADE ACT: TRADE REFORM, ACCOUNTABILITY DEVELOPMENT AND EMPLOYMENT ACT—H.R. 3012, S.2821**

WHEREAS, the TRADE Act addresses the American public's demand for change during the Presidential Campaign, with a new way forward on trade and globalization and what trade agreements must and must not include. This initiative sets forth what we stand for - shutting down claims that labor and the environment are anti-trade or have no alternative vision, because we oppose the North American Free Trade Agreement (NAFTA), Central America Free Trade Agreement (CAFTA), World Trade Organization (WTO), and similar damaging trade agreements; and

WHEREAS, the TRADE Act requires a review of existing trade pacts, including NAFTA, the WTO and other major pacts, and sets forth what must and must not be included in future trade pacts. It also provides for the renegotiation of existing trade agreements and describes the key elements of a new trade negotiating and approval mechanism to replace Fast Track that would enhance Congress' role in the formative aspects of agreements and promote future deals that could enjoy broad support among the American public; and

WHEREAS, the TRADE Act shifts the debate towards discussing a new trade and globalization model. It moves beyond repeatedly fighting against expansions of the old failed model and sets a marker for where discussion should start immediately. One of our nation's greatest challenges is to create new rules for globalization that ensure economic security and the creation of quality jobs here, while offering opportunities for sustainable development in poorer countries. Such rules would counter rising income inequality and the threats our current policies pose to national security, our shared global environment, public health and safety, and democratic accountability; and

WHEREAS, organizations such as the AFL-CIO, the Change to Win, the Communications Workers of America, the International Association of Machinists and Aerospace Workers, the International Brotherhood of Boilermakers, the International Brotherhood of Electrical Workers, the International Brotherhood of Teamsters, the International Union of Painters and Allied Trades, the United Steelworkers, UNITE-HERE, the United Methodist Church General Board of Church and Society, Friends of the Earth, the Sierra Club, the National Farmers Union, the National Family Farm Coalition, the Institute for Agriculture and Trade Policy, Americans for Democratic Action, Public Citizen, and the Citizens Trade Campaign, have all given their unwavering support for the TRADE Act; therefore

BE IT RESOLVED that the National Labor Council for Latin American Advancement wholeheartedly promote support for the TRADE Act urging all its members and affiliates to

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contact their respective congressional representatives in both the House of Representatives and the Senate to get on board in signing on as supporters of the TRADE Act.

Respectfully submitted,  
LCLAA National Board

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **33. RESOLUTION OPPOSING THE EXPANSION OF NAFTA/CAFTA AND SIMILAR TRADE MODELS**

WHEREAS, the Labor Council for Latin American Advancement (LCLAA), in recognition of the significant social and economic asymmetries between the U.S. and its neighbors in Latin America, opposes new trade agreements based on the Free Trade Agreement architecture as the model to advance regional integration, and instead works actively to generate support for alternative approaches to trade policy; and

WHEREAS, with regards to immigration, the failed “free trade” policies of the North American Free Trade Agreement (NAFTA), binding into treaty form the policies enforced by the International Monetary Fund and the World Bank, referred to as the “Washington Consensus,” have resulted in serious economic stagnation in Mexico, and have decimated rural populations in Mexico, leading to the displacement of 1.3 million Mexican peasant farmers, tearing at the fabric of local communities and families, resulting in a vast increase in immigration from Mexico to the United States of workers in search of decent economic opportunities, and the Central American Free Trade Agreement (CAFTA) is projected to do the same to Central America; and

WHEREAS, the Bush administration, rather than acknowledge the root of the current so-called “immigration crisis” in the failure of the economic policies of NAFTA and calling for its renegotiation, has instead turned towards militarization of the border and increased policing and other punitive measures towards undocumented immigrants, and has negotiated and signed bilateral “free trade” agreements (FTAs) with the governments of Peru, Colombia, and Panama, following the same failed trade policy model of the NAFTA and CAFTA, even including the devastating agricultural provisions, which will likely result in further hunger and displacement; and

WHEREAS, with regards to the environment, even the “modified” FTAs with Peru, Panama, and Colombia will lead to dramatic increases in mining, oil and natural gas exploration and extraction projects, leading to extensive damage to the environment, especially the Andes mountains region and the Amazon basin, which is the largest virgin forest on the planet, along with negative impacts for the Indigenous people who live in these regions; and

WHEREAS, with regards to economic development, the FTAs with Peru, Colombia and Panama, fail to ensure that foreign investment contributes to national development by restricting the governments’ ability to regulate foreign investment capital and giving foreign investors the right to sue sovereign Latin American countries in secret, closed tribunals over health, safety, and other pro-development regulations, as well as subjects Peru to compensatory claims for reversing its Social Security privatization; and

WHEREAS, with regards to workers’ rights, the FTAs of Peru, Panama, and Colombia continue

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

to pit workers in the United States against workers in Latin America while failing to address key workers' rights issues; and

WHEREAS, protests against the FTAs in Panama, Colombia, and Peru since the onset of negotiations have been regular and increasing, such as the nationwide strike on July 12, 2007 in Peru led by led by teachers unions, peasant farm groups, Indigenous organizations and unions representing mining and manufacturing workers, demonstrating the depth and breadth of massive citizen rejection of the "free trade" agreements; and

WHEREAS, Latinos have deep understanding of the damages that the NAFTA/CAFTA "free trade" model has wrought, both on our countries of origin and well as on us as Latinos in the United States, by pitting workers against each other and causing a "race to the bottom" in wages and working conditions, by damaging our shared environment, by undermining the provision of public services, by privileging investors' rights over public interest regulation, by devastating rural communities and traditional family farms, and for many other reasons, and therefore have a particular legitimacy as well as responsibility to oppose the expansion of that failed model, and to advocate for a new vision of fair trade between the United States and our Latin American neighbors that will contribute to social and economic sustainable development in all participating countries; and

WHEREAS, current trade policy has proved itself inherently inequitable and an alternative to 14 years of harmful trade pacts is crucial to induce domestic job creation and the economic growth desperately needed by this nation's working families; and

WHEREAS, economic development needs to be an essential component of our trade policy so that our brothers and sisters abroad may also benefit from the enactment of FAIR trade agreements; and

WHEREAS, passage of the Trade Reform, Accountability, Development and Employment (TRADE) Act is critical for workers at home and in the developing countries as it provides a concrete framework to guide the formulation of fair trade policy, strengthens the role of Congress in trade policymaking, calls for the review of existing trade agreements and the renegotiation of existing trade agreements based on that review and establishes labor and environmental standards; therefore

BE IT RESOLVED that LCLAA will be strongly opposed to expanding the failed NAFTA and CAFTA model through the "free trade" agreements between the United States and Colombia, and Panama, and will mobilize our constituency throughout the United States and Puerto Rico, to work in vehement opposition to their passage, and call on the U.S. Congress directly to reject these agreements; and

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BE IT FURTHER RESOLVED that LCLAA will mobilize its constituency and urge Congress to support the TRADE Act and similar trade policy initiatives that will empower workers and push for an economic agenda that allows them to share in the benefits of global trade while promoting widespread prosperity and democratic transparency.

Respectfully Submitted by,  
LCLAA National Board

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **34. SUPPORTING THE CREATION OF A CLEAN-ENERGY ECONOMY**

WHEREAS, clean energy and renewable sources are beneficial to the economy, our environment, and our community; and

WHEREAS, Energy use in power plants accounts for 67% of air emissions of sulfur dioxide, the primary cause of acid rain; 25% of nitrogen oxides, which causes smog; 40% percent of carbon dioxide, the primary contributor to global warming; and 33% of mercury, which damages nervous system development in children; and

WHEREAS, renewable energy sources, including solar power, wind power and biomass power are increasing in development, use and efficiency, generating 10 percent of the electricity in the United States this year; and

WHEREAS, expanding the clean and renewable energy industry in the United States presents an opportunity to significantly reduce the country's reliance on foreign energy sources, ensure sustainable clean energy generation, and create long-term employment opportunities; and

WHEREAS, studies have found that we can greatly increase energy efficiency and renewable energy development, reduce air emissions and other harmful environmental impacts, and save consumers billions of dollars; and

WHEREAS, clean energy technology plants will provide employment for thousands of workers during their construction phase, as well as tens of thousands of permanent operations jobs on completion that cannot be outsourced; and

WHEREAS, the anticipation of a new wave of clean energy plants has already spurred private investment and has already created tens of thousands of new jobs in the past several years in the construction, components manufacturing and service sectors of the domestic energy industry. These represent true "green jobs" that many policymakers seek to create in a transitioning the United States economy; and

WHEREAS, the American Recovery and Reinvestment Act (ARRA) of 2009 helped create more than 800,000 renewable energy jobs; and

WHEREAS, the renewable energy industries are developing and expanding domestic supply chains to the benefit of local communities struggling with high unemployment rates; and

WHEREAS, the clean energy industry is working with community colleges around the country to develop and implement education and training programs to enable more students to enter the clean energy workforce and benefit from good jobs, excellent benefits and community enhancement; and

WHEREAS, the United States clean energy industry 's excellent safety record, steadily improving performance and indispensable role as a component of the country's energy security



NATIONAL LCLAA 2010 NATIONAL CONVENTION

and environmental strategies have bolstered the industry's expansion plans, increased public support; and

WHEREAS, the establishment of a Clean Energy Deployment Administration (CEDA) will lead to the steady and reliable creation of clean-energy jobs by accelerating the deployment of clean energy technologies across the United States in partnership with the private sector by helping channel private capital flows toward the deployment of clean energy; therefore

BE IT RESOLVED that LCLAA will push for Congress and President of the United States to pursue a host of federal initiatives and policies to spur construction of clean energy plants, develop advanced clean energy technologies, and support the fledgling renewable energy industries including, but not limited to:

- (a) Providing financing assistance and incentives for the construction of clean energy plants, including significantly increasing the current authorized loan guarantee program above \$18.5 billion to support new and developing clean-energy projects that will sustain economic growth, yield environmental benefits, and produce a more stable and secure energy supply, while also insulating federal taxpayers from risk.
- (b) Establishing a federally owned, not for profit financial entity such as the Clean Energy Deployment Administration to achieve American leadership in the clean energy component by providing a stable and long-term financing platform to invest and accelerate the deployment of clean energy technologies across the United States.
- (c) Providing direction to the United States government's used fuel management program, including mandating creation of a Blue Ribbon Commission to reexamine used nuclear fuel management and define the Commission's scope, to provide a statutory finding of waste confidence and to provide financial incentives for development of interim storage facilities.
- (d) Supporting clean and renewable energy research and development by creating a National Clean Energy Council and authorizing multiyear programs as well as adequate funding for research and development programs to demonstrate advanced clean energy efficiency and encourage government-private sector cost-shared programs for development.

Respectfully Submitted by,  
Victor Sanchez  
Central Florida Chapter President

REFERRED TO THE COMMITTEE: \_\_\_\_\_  
CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_  
NON-CONCURRENCE: \_\_\_\_\_

NATIONAL LCLAA 2010 NATIONAL CONVENTION

**35. LCLAA STANDS SHOULDER TO SHOULDER WITH EDUCATIONAL PUBLIC EMPLOYEES**

WHEREAS, 226 Teachers at Washington D.C., were terminated on Friday, July 23, 2010; and

WHEREAS, an additional 76 Educational support staff employees were terminated the same day; and

WHEREAS, all terminations were a result of Washington D.C., IMPACT program, a controversial program that calls on the removal of under achieving school employees based on a new evaluation system; and

WHEREAS, School Chancellor Michelle Rhee made this unilateral change and didn't come to an agreement with the appropriate Unions; and

WHEREAS, employees in the educational system should not be the target of poor performing schools, but should be given the support they need to assist all children to achieve in life; and

WHEREAS, this is not the first time a School districts have terminated its employees for the lack of good test scores by the children; and

WHEREAS, everyone should be held accountable at all levels, which includes elected officials, administrators, teachers, support staff, parents, communities and the students them-self; therefore

BE IT RESOLVED that LCLAA pledges to work with unions and the community to achieve a fair resolution to the unjust termination of employees; and

BE IT FURTHER RESOLVED that national LCLAA and all chapters work with any School District to balance the needs of the communities with the rights of workers so as to ensure that they are not unjustly targeting the working class.

Submitted by,  
Ricardo Loza  
LCLAA Executive Board Member and  
LCLAA Metro Chapter member

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### **END CHILD LABOR IN THE UNITED STATES**

*Support for the Children's Act for Responsible Employment, H.R. 3564*

WHEREAS, 400,000 children work as hired laborers in agriculture across the United States risking pesticide poisoning and injury, and suffer fatalities at five times the rate of children working in other jobs;

WHEREAS, as a result of their long hours children working in agriculture drop out of school at alarming rates; Nationally, barely half graduate from high school;

WHEREAS, child farm workers are exempt from the legal protections that cover all other working children in this country; Under the Fair Labor Standards Act, children in other sectors of employment must be at least age 14 to be employed, and may not work for more than three hours on a school day;

WHEREAS, the Fair Labor Standards Act allows children in agriculture to work at age 12, with no limit on the number of hours they work, as long as they don't work during school hours;

WHEREAS, in September '09 Rep. Lucille Royball-Allard introduced the Children's Act for Responsible Employment (CARE Act), H.R. 3564, as a means to amend the FLSA of 1938 to strengthen provisions relating to child labor;

WHEREAS, the CARE Act would correct this double standard by extending to children who work in agriculture the same standards that apply to children who work in other industries; Children, regardless of their socio-economic status, deserve a shot at fulfilling their God-given potential by working hard in school and not in the fields;

WHEREAS, the bill would preserve existing exemptions for children working on farms owned and operated by their parents;

BE IT RESOLVED, that the Labor Council for Latin American Advancement (LCLAA) recognizes the need to close the loophole and end the double standard that allows over 400,000 children to work in agriculture without legal protects;

BE IT FURTHER RESOLVED, that the LCLAA commends Rep. Lucille Royball-Allard for her leadership and tireless effort to end the discriminatory practices that allows our most vulnerable population-children to work in agriculture;

BE IT FURTHER RESOLVED, that LCLAA recognizes that the CARE Act is a critical first step to addresses the inequities and harsh conditions faced by these children, many of whom are working before and after school to support their families;

BE IT FINALLY RESOLVED, that LCLAA fully supports the Children's Act for Responsible Employment (CARE Act), H.R. 3564 and commits to mobilize its local chapters and community partners to call on Congress to enact the CARE Act.

NATIONAL LCLAA 2010 NATIONAL CONVENTION

Respectfully Submitted by,

Cesar Moreno  
National LCLAA Board Member

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### RESOLUTION EMERGENCY JOBS VOTE

Whereas, we are at a critical moment — Unless Congress passes aid to state and local Governments and school districts, more than 900,000 public and private workers will lose their jobs; and

Whereas, the U.S. House of Representatives is set to vote on a major jobs bill that includes \$16.1 billion in much-needed state fiscal aid (FMAP) and \$10 billion for school districts to avoid cuts and layoffs; and

Whereas, the funding in this bill is provided by closing foreign tax loopholes; and

Whereas, this is a crucial time for the labor movement as public sector jobs are being threatened by lack of funding and this bill, which would rescue the jobs of almost 1 million jobs, has the support of the House leadership; and

Whereas, the importance of this issue to the American people is such that House Speaker Nancy Pelosi called the chamber back into session, suspending a recess that would have other ways extended until after Labor Day; therefore

Be it Resolved that LCLAA calls upon its constituents, especially those present at the National Convention and those watching at home, to call your U.S. congressman or congresswoman now and urge them to pass H.R.1586 with state fiscal aid (FMAP) and education jobs funding; and

Be it further resolved that the instructions for the call are herein attached:

*Dial 877-442-6801*

*I'm calling to urge you to save jobs by passing H.R. 1586, which would provide state fiscal aid (FMAP) and the education jobs funding. We don't have a choice — if Congress fails again to offer aid to state and local governments, more than 900,000 public and private workers will lose their jobs. You have an opportunity to save and create hundreds of thousands of public and private jobs this year, all without adding a penny to the deficit. This is an emergency situation. Americans need jobs NOW. Do the right thing. Will you support H.R. 1586 with state fiscal aid (FMAP) and the education jobs money?; and*

Be it Finally resolved that LCLAA will share this position with our friends and allies.

Respectfully Submitted by,  
Edgar de Jesus  
National Board Member

NATIONAL LCLAA 2010 NATIONAL CONVENTION

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_

## NATIONAL LCLAA 2010 NATIONAL CONVENTION

### RESOLUTION: HUMANITARIAN VISAS FOR THE WIVES OF THE CUBAN 5

WHEREAS, for more than a decade the United States government has continued to deny visas to Olga Salanueva and Adriana Perez whose only purpose to come to the U.S. is to visit their husbands in prison, Rene González and Gerardo Hernandez respectively are two of the Cuban Five who are serving long sentences in the United States; and

WHEREAS, on December 18, 2009 the Department of Homeland Security denied a Humanitarian Visa to Olga Salanueva without any explanation; they denied this elementary recourse to come to the U.S. with the sole purpose to see her husband René González sentenced to 15 years in prison; and

WHEREAS, on July 2002, Adriana Perez traveled to the United States to visit her husband Gerardo Hernández, who is serving two life sentence plus 15 years in a U.S. prison was detained upon her arrived in the Houston Airport. She was photographed, finger printed, interrogated for 11 hours, preventing from speaking to a lawyer or Cuban diplomat(s) and subsequently sent back to Cuba, cruelly preventing Adriana from seeing her husband. That this was the last time she was granted a visa to see him during the 11 years he has been imprisoned; and

WHEREAS, the last visa denial for Adriana occurred on July 15, 2002, the day of their 21 wedding anniversary and, four months later on November 2, Gerardo Hernández's mother died and Adriana Perez was allowed to visit her husband to console him on such a sad event like this one is in the life of any human being was; and

WHEREAS, the applications for Humanitarian Visa for Olga Salanueva and Adriana Perez are supported by an important number of religious and legal and Human Rights institutions. From the World Council of Churches to the U.S. Council of Christian Churches, the Cuban Council of Churches, the Association of American Jurist, Amnesty International, several Noble Peace Prize winners, parliamentarians, elected officials and intellectuals from all over the world. People and personalities such as former Bishop of Detroit Thomas Gumbleton, former General Secretary of the U.S. Council of Churches Rev. Dr. Joan Brown Campbell, union leaders such as the co-founder of the Farm Workers Union Dolores Huerta, the president of the ILWU Local 10 of San Francisco California Melvin MacKay; and

WHEREAS, in addition, others who added their names in support include Noam Chomsky, Michael Parenti, the Mayor of Richmond Gayle McLaughlin, former Congressman Esteban Torres, actor Danny Glover, writer and poet Alice Walker and Angela Davis, Professor of History at University of Santa Cruz, California. Also former Chief of U.S. Embassy in Havana, Wayne Smith, Civil Right Activist Yury Kochiyama and the President of the Media Freedom Foundation Project Censored, Peter Phillips.

WHEREAS, on March 8, 2010, letters were sent to U.S. Secretary of State Hillary Rodham Clinton and U.S. Secretary of Home land Security Janet Napolitano bearing the names of the aforementioned supporters demanding the immediate granting of Humanitarian Visas to Adriana Péze and Olga Salanueva and multiple visas to all the family of the Cuban Five. This gesture will

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show the world that we are represented by elected officials who want better relations with other nations and who have compassion and humanitarian hearts; therefore

LET IT BE RESOLVED that the Labor Council for Latin American Advancement (LCLAA) support the immediate granting of Humanitarian Visas for Olga Salanueva and Adriana Pérez for the purpose of visiting their husband who are imprisoned in the U.S.

Santos Crespo  
National Board Member

REFERRED TO THE COMMITTEE: \_\_\_\_\_

CONCURRENCE: \_\_\_\_\_ x \_\_\_\_\_

NON-CONCURRENCE: \_\_\_\_\_