“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 19th NATIONAL MEMBERSHIP CONVENTION
ORLANDO, FLORIDA
JULY 25-28, 2012

RESOLUTIONS
# 2012 LCLAA RESOLUTIONS

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1. RESOLUTION TO SUPPORT OPPOSITION OF IMMIGRANT DETENTION FACILITY TO BE BUILT IN CRETE, IL

WHEREAS, from 2006 to 2011, approximately 2 million immigrants have been deported from the interior of the United States. Deportations now approach ICE's goal of 400,000 people annually. Hundreds of thousands of families have been separated as a result. As part of this massively heightened enforcement, on any given day, ICE (Immigration & Customs Enforcement) holds over 33,000 immigrants in hundreds of detention centers across the country. ICE is using a growing number of privately-run facilities to house immigrant detainees, including building of some six new detention centers across the country. Crete, Illinois is the proposed location for one of these new centers; and

WHEREAS, detention is big business for the contract facilities. Institutions are paid $95 per immigrant detainee per day by ICE to hold them, while costs may be $55 per immigrant per day or even less; and

WHEREAS, CCA, the contractor for the Crete facility, has a troubling history- a lawsuit was recently filed for CCA's "deliberate indifference" to one of its guards sexually assaulting nine immigrant detainees; rioting by inmates in CCA's Northfork, Oklahoma facility leading to the hospitalization of several inmates; and

WHEREAS, private business controls "nearly half of all detention beds" in the United States. There have been problems with privately-run detention centers, including CCA; and

WHEREAS, private facilities are not subject to "sunshine laws" like the Freedom of Information Act ("FOIA") as governmental agencies are, even though they are conducting business for the government. They are also protected from litigation through complicated contractual arrangements with the government; and

WHEREAS, detention is not supposed to be about punishment; deportation is a civil process, not a criminal one, and as such does not constitutionally guarantee a lawyer if you can't afford one, nor does it include sentencing or punishment such as incarceration. Detention is stated as a means to ensure that a detainee will appear in court or comply with the court's order. However, this also means that while detained, there are no activities designed for the detainees such as work programs, training programs, classes, degree programs, etc.; and

WHEREAS, the impact on immigrants, the average stay for a detained immigrant runs from three to five weeks, but some immigrants may be held for several months, even years, unable to pay ever higher bond amounts as they fight to stay in the country to remain united with their families. Conditions in detentions centers are problematic: in the last 8 years 122 immigrants have died in detention, most from lack of medical care or something related. Detention can limit access to legal services, medical care, ministry and family, as well as subject the person detained to abuse that is difficult to combat. The impact on a person's morale alone can result in a person giving up her rights. There are
no penalties if an institution doesn't comply with the vague federal "standards" that govern conditions for detainees. The month in detention that an immigrant faces can be the most significant of her life; and

THEREFORE BE RESOLVE THAT, the National LCLAA restates its opposition to the breaking up of families by deporting the undocumented persons from our Country; and

FURTHER RESOLVE THAT, LCLAA calls on immigration reform laws that protect all immigrants from abuses such as the privately-run facilities to house immigrant detainees have done in the past; and

FURTHER RESOLVE THAT, LCLAA members contact our elected representative on the Federal, State and local levels to stop the privately-run facilities from being built in our communities; and

FINALLY BE RESOLVE THAT, National LCLAA communicate this position to the national AFL-CIO and the CTW, State Federations, local CLC's and ask that the LCLAA Chapters distribute this position to the membership so the members of LCLAA can ask their labor organizations to support this effort.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:______________________________

CONCURRENCE:__________________ X _________________________

NON-CONCURRENCE:______________________________
2. RESOLUTION IN SUPPORT OF NATIONAL LCLAA LATINO(A) YOUNG WORKERS AND STUDENTS

WHEREAS, the continued strength and vitality of the labor movement depends heavily on the ability of younger union members to develop into strong and effective labor leaders; and

WHEREAS, a powerful labor movement can be built only through recognition and inclusion of the full diversity of the labor force, including young Latino workers; up to 40 years old; and

WHEREAS, the economic crisis has had its most significant impact on young workers, and that combined with the changing nature of work and the lack of union density in industries with many young workers; and

WHEREAS, the National LCLAA convened a Latino(a) Young Workers Next Up Summit to hear from young workers up to 40 years old as to the initiatives and programs that will bring young workers into the labor movement at the national, state, and local levels, to which delegates from Florida attended; and

WHEREAS, Latino(a) Young Workers are also the most likely to be treated poorly at work, under-paid and will have the most difficulties recovering from the economic recession. It is vital to the future of the labor movement and to all workers that we mobilize and organize young workers, as well as build leadership among current union members; and

WHEREAS, Senate will be doubling the Stafford student loans interest rates on student loans which will pose a massive barrier of debt onto young and Latino(a) workers fresh out of school; and

WHEREAS, student debts is an issue that impacts every single of young and Latino(a) students; and

WHEREAS, with over $1 trillion dollars in student debts, it has now surpassed all other forms of debt in the USA; and

WHEREAS, SB2343 Stop the Student Loan Interest Rate Hike Act of 2012; and

WHEREAS, HB3826 and HB4628 Interest Rate Reduction Act. Amends title IV( Student Assistance) of the Higher Education Act of 1956 to make the 3.4% interest rate on Direct Stafford Loans first disbursed to undergraduate; and

THEREFORE, BE IT RESOLVED that the National LCLAA establish a Young Workers Committee, which will develop a Young Workers Program for LCLAA Chapters to help educate affiliated unions on ways to reach out to younger members, recruit younger
members into the movement, and draw attention to the unique issues and perspectives of younger workers and students; and

BE IT FINALLY RESOLVED that the National LCLAA addresses the crisis that young workers and students are facing in this recession by supporting legislations such as SB2343, HB3826 and HB4628 that will cut student debts. Education/training, creating jobs, opportunities for those entering the workforce.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:___________________________

CONCURRENCE:____________________X_________________________

NON-CONCURRENCE:______________________________
3. RESOLUTION FOR THE NATIONAL LCLAA ORGANIZATION TO DEVELOP, PURSUE AND ADOPT A PROGRESSIVE EDUCATIONAL POSITION WITHIN ITS “LEGISLATIVE PLATFORM” AGENDA FOR THE BETTERMENT OF LATINO CHILDREN.

WHEREAS, in 2011 the Western New York Chapter of LCLAA, an AFL-CIO constituency group was founded to further the dialog between the Latino Community and Labor in Buffalo and Western New York; and

WHEREAS, in the United States of America there are more than 17.1 million Latinos ages 17 and younger; and

WHEREAS, more than 12.4 million Latinos are currently enrolled in America’s elementary, middle and high schools; and

WHEREAS, nearly 22 percent or slightly more than 1 in 5, of all pre-K through Grade 12 students enrolled in America’s public school is Latino; and

WHEREAS, less than half of eligible Latino children are enrolled in any early learning program; and

WHEREAS, only about half of all Latino students earn their high school diploma on time, if at all; and

WHEREAS, those Latino students who do complete high school are only half as likely as their peers to be prepared for college or the job market; and

WHEREAS, LCLAA recognizes many Latino students currently educated in the United States upon graduation do not possess the necessary skills for higher education and to compete in the job market; now

THEREFORE BE IT RESOLVED that LCLAA will support the educational issues set forth as follows as part of the Legislative Platform to assure a world-class education for every student in the United States; and

BE IT FURTHER RESOLVED that LCLAA calls upon our elected and appointed officials at all levels in government to do all they can to support this Education Platform; and

BE IT FURTHER RESOLVED that LCLAA encourage all members of the Latino community to be active and involved with their children’s education and have them enrolled in early education programs; and
BE IT FURTHER RESOLVED that LCLAA work with legislators and policymakers to forge progressive legislation supporting the continued improvement of Elementary and Secondary education better preparing our young Americans for higher education and today’s workforce; and

BE IT FURTHER RESOLVED that LCLAA denounces the privatization of public education as it does not provide equal educational opportunities for all; and

BE IT FURTHER RESOLVED that LCLAA recognizes the special needs of the handicapped and learning disabled and encourages adequate funding for special needs students; and

BE IT FURTHER RESOLVED that LCLAA will be vigilant in the pursuit that equal access be provided to those seeking a high quality professional technical or vocational education; and

BE IT FURTHER RESOLVED that LCLAA support legislation and policies to lower dropout rates of Latinos and all students; and

BE IT FINALLY RESOLVED that LCLAA support public access to continuing public education programs in order to provide every American the ability to realize their maximum potential.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:____________________________

CONCURRENCE:______________X________________________

NON-CONCURRENCE:____________________________________
4. RESOLUTION CALLING ON REYNOLDS AMERICAN INC. TO
ESTABLISH A PROCESS THAT GUARANTEES FREEDOM OF
ASSOCIATION AND COLLECTIVE BARGAINING FOR
TOBACCO FARM WORKERS IN ITS SUPPLY CHAIN

WHEREAS, Reynolds American Inc. based in Winston Salem, NC, is the second largest
tobacco company in the United States; and

WHEREAS, tobacco farm workers suffer hardships such as long hours of stoop labor in
the fields, abject poverty, miserable and squalid housing in their labor camps and are
denied basic labor and human rights protections; and

WHEREAS, the inhumane working and living conditions of tobacco farm workers in the
South are well-documented: A North Carolina farm worker earns less than the national
average of $11,000 per year—not even half the federal poverty level for a family of four.
Half of farm worker households cannot afford enough food for themselves and their
families, and more than one-third of housing for farm workers on the East Coast is
severely inadequate or unfit for human habitation. Moreover, tobacco workers frequently
suffer from acute nicotine poisoning, or “green tobacco sickness,” as well as heat stroke
and pesticide exposure; and

WHEREAS, many tobacco farm workers are recruited by criminal syndicates in Mexico,
forced to pay thousands in extortionist fees, and work without legal documentation. This
makes them particularly vulnerable to exploitation; and

WHEREAS, RAI does not directly employ the tobacco farm workers, but RAI effectively
controls pricing and procurement processes with its contract growers. In that capacity,
RAI has the power to facilitate needed changes in the fields; and

WHEREAS, a 2011 report by Oxfam America and the Farm Labor Organizing
Committee, “A state of fear: Human rights abuses in North Carolina’s tobacco industry,”
assessed the tobacco industry’s impact on the human rights of farm workers in the
tobacco fields of North Carolina; and found conditions in the tobacco supply chain that
can best be corrected though the establishment of a process that guarantees freedom of
association and collective bargaining; and

WHEREAS, the Farm Labor Organizing Committee, AFL-CIO represents thousands of
migrant workers from Mexico employed under the H2A guest worker program by
members of the North Carolina Growers Association (NCGA); and FLOC has been
engaged in a campaign since 2007 to gain dignity, respect and safe working conditions
for tens of thousands of tobacco farm workers in North Carolina and the Southern
Region; and

WHEREAS, on June 5, 2012, RAI and FLOC met to begin discussions about addressing
abuses in the tobacco supply chain. This meeting was first requested in October 2007,
and only came about as the result of organizations like LCLAA whose continuing support has been instrumental in achieving this breakthrough; and

THEREFORE, BE IT RESOLVED that LCLAA renews and pledges its wholehearted and enthusiastic support for justice for tobacco farm workers and FLOC; and calls on Reynolds American CEO Daniel Delen and the RAI Board of Directors to Reynolds American to provide FLOC with a written agreement which establishes a process that guarantees freedom of association and collective bargaining for tobacco farm workers in the tobacco supply chain; and

BE IT FURTHER RESOLVED that LCLAA will communicate directly with CEO Delen and the RAI Board of Directors by letter and other means calling on them to provide FLOC with a written agreement which establishes a process that guarantees freedom of association and collective bargaining for tobacco farm workers in the tobacco supply chain, and LCLAA will continue these activities until FLOC is satisfied with the Company’s response; and

BE IT FURTHER RESOLVED that LCLAA will mobilize its local chapters and members to communicate directly by letter and other means with CEO Delen and the RAI Board of Directors. Moreover, LCLAA will through its national office, chapters and members reach out to organizations especially in the Latino community with which LCLAA has relationships and organize them to communicate directly by letter and other means with RAI CEO Delen and the RAI Board of Directors. LCLAA will continue these activities until FLOC is satisfied with the Company’s response; and

BE IT FINALLY RESOLVED that LCLAA commits itself, its chapters and its members to bring justice to tobacco farm workers in the South and to engage in activities to support FLOC until FLOC informs LCLAA that its goals have been achieved.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:______________________________

CONCURRENCE:_____________X_____________________________

NON-CONCURRENCE:____________________________________
5. RESOLUTION IN SUPPORT OF DEFERRED ACTION FOR ALL DREAM ELIGIBLE INDIVIDUALS IN THE UNITED STATES

WHEREAS, individuals who came with their families to the United States as children, do not possess a criminal record, have obtained a high school degree, deserve to be allowed to fulfill their potential and their wish to be productive members of their and our society, should not be limited based on their country of birth; and

WHEREAS, students lacking their legal status in the US should have equal opportunity to pursue post-secondary education, obtain legal status and become citizens of the country they call home, the United States of America and fully contribute to it; and

WHEREAS, the DREAM (Development, Relief, and Education for Alien Minors) Act, a bipartisan legislation, has been introduced during each congressional session since 2001 but regrettably Congress has failed to make it a law; and

WHEREAS, with this 2012 graduating class, yet another class of outstanding high school and college students and their families continue to be oppressed and their vitality continues to be at stake, and their suffering continues; and

WHEREAS, undocumented immigrant youth continue to be deported due to the lack of action from Congress, while the U.S. continues to fail to benefit from these high achieving individuals – some who have earned Bachelor’s and Master’s degrees in much needed fields; and

WHEREAS, it is imperative for the National Latino Congreso and all its affiliates to stand in unity with undocumented immigrant youth across the country in the right to DREAM campaign; and

THEREFORE, BE IT RESOLVED that the National Latino Congress thanks President Obama for providing Deferred Action to DREAM eligible youth and urges Congress to move forward to create a common-sense immigration process.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:___________________________

CONCURRENCE:____________________ X _____________________

NON-CONCURRENCE:____________________________________
6. RESOLUTION SUPPORTING SOCIAL SECURITY

WHEREAS, Social Security is critical to the wellbeing and economic security of Latinos, providing benefits to nearly one out of every six Latino households; and

WHEREAS, Social Security is an essential social insurance program that protects Latinos and their families if they cannot work because of age or disability; and

WHEREAS, Social Security benefits compromise nearly all the income for almost half, 44.2 percent, of Latino elderly households and represent over 75 percent of the total income of Latino elderly households receiving benefits; and

WHEREAS, the average Social Security benefit in 2008 for Latino men over the age of 65 was only $12,213 and $9,536 for Latina women; and

WHEREAS, the elderly Latino poverty rate would increase from around 18 percent to over 50 percent without Social Security; and

WHEREAS, many members of the undocumented community pay into and support the Social Security Trust Fund and can only benefit from their investments when legalized and that these contributions are stabilizing Social Security for all United States citizens; and

WHEREAS, Social Security has never contributed a single penny to the national deficit and currently has a trust fund of more than $2.5 trillion; and

WHEREAS, Social Security has always been “off-budget,” independent from the general U.S. budget with a dedicated revenue stream from payroll contributions; and

WHEREAS, there are numerous plans to make Social Security fully solvent for the next 75 years without any cuts to benefits or increase in the retirement age; and

THEREFORE, LET IT BE RESOLVED, that organizations represented by delegates of the 2012 National Latino Congreso oppose any reduction in Social Security benefits or increase in the retirement age; and

BE IT FURTHER RESOLVED, that organizations represented by delegates of the 2012 National Latino Congreso call on the President and the United States Congress to exclude Social Security from being a part of any legislation to reduce the federal deficit; and

BE IT FURTHER RESOLVED, that organizations represented by the delegates of the
2012 National Latino Congreso support efforts to protect and strengthen Social Security; and

BE IT FINALLY RESOLVED, that organizations represented by the delegates of the 2012 National Latino Congreso support efforts to ensure all deported persons that worked in this country and contributed their savings into the Social Security system receive payments wherever they may be.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:___________________________

CONCURRENCE:___________________________ X ______________

NON-CONCURRENCE:___________________________
7. RESOLUTION OPPOSING ALABAMA’S HB 56

In June 2011, Alabama passed the Beason-Hammon Alabama Taxpayer and Citizen Protection Act, H. B.56. The law, which took effect in late September 2011, lives up to the reputation as one of the most retaliatory examples of an immigration bill that goes well beyond the Arizona law, S.B. 1070 on which it was based. Alabama is a state that has witnessed some of the toughest racist, anti-immigrant, anti-worker, and anti-civil rights exploits in U.S. history and also some of the most inspiring organizing of the civil rights movement. Many leaders and descendants of the civil rights movement are stepping up against HB 56 incensed and angered at the racism, abuse, and extreme examples of Jim Crow.

WHEREAS, H.B. 56 provides police the power to check the immigration status of people they stop and reasonable suspect to be in the country unlawfully. The impact of this law has led to racial profiling of Latinos and or those residents that have accents. Latinos are afraid to leave their homes, afraid to drive to work, school, grocery stores, and church. Frightened and alarmed Latinos are feeling like hunted criminals whose only desire is to work and support their families; and

WHEREAS, H.B 56 provides that all new contracts between an undocumented immigrant and another person are unenforceable in local and state court. Often, Latino customers attempting to apply for utilities such as water, gas, sewage, and electricity are asked to show proof of immigration status. Government programs such as food stamps for citizen children are requiring proof of immigration status of parents and if unable to present proof, the government agency is informing ICE resulting in deportations; and

WHEREAS, H.B. 56 makes it a felony for undocumented immigrants to enter into a business transaction with the state of Alabama. Undocumented Latinos are not able to neither renew license car tags nor renew any license for mobile homes or other license required; and

WHEREAS, H.B. 56 requires K-12 school officials to question students about their immigration status and that of their parents. Parents are fearful in sending their children to school. When the law took effect approximately 2500 children were taken out of school by their parents. Many were absent in the first week of the law. Schools lost millions of federal funding thereby creating a loss of teaching jobs because of the disenrollment; and

WHEREAS, other provisions of the law prohibit residents from transporting or harboring undocumented immigrants, making it a traffic violation for motorists who stop in the roadway to hire a day laborer, prohibits universities from enrolling certain immigrants, including asylums, refugees or those granted temporary protected status, and making it a misdemeanor for failing to complete or carry an alien registration card; and
WHEREAS, our brothers and sisters in the Coalition for Black Trade Unionists traveled to Alabama on a fact finding mission and found that H.B. 56 impacts fundamental human and civil rights on a broad scale.

THEREFORE BE IT RESOLVED, the Los Angeles LCLAA Chapter and LCLAA national oppose H.B. 56 and initiate an extensive national movement of our immigrant communities, African Americans, all people of consciousness uniting to repeal H.B. 56 anti-immigrant, anti-worker, anti-civil rights, anti-human rights law. It has become clear that H.B. 56 devastates the lives of all Alabamans and Americans morally, spiritually, and financially.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:____________________________

CONCURRENCE:_________________ X _____________________

NON-CONCURRENCE:______________________________
8. **RESOLUTION TO STOP THE CRISIS OF FORECLOSURE**

Due to the economic situation and the deceptive practices of the Banking industry the following has impacted the Latino community in the following manner:

- Displacement and Housing Instability.
- Financial Insecurity and Economic Hardship.
- Personal and Family Stress, Disrupted Relationships, and Ill Health.
- Declining Property Values and Physical Deterioration.
- Crime, Social Disorder, and Population Turnover.
- Local Government Fiscal Stress and Deterioration of Services.

**WHEREAS,** the United States has experienced a mortgage crisis since 2004; and

**WHEREAS,** the mortgage crisis resulted from unscrupulous lenders and brokers generating non-traditional mortgages such as risky subprime loans, risky underwriting practices, unstable management practices; and

**WHEREAS,** since 2006 more than 3,000,000 foreclosed homes in the United States; and

**WHEREAS,** the rate of foreclosures has increased 23% since 2008, with approximately 2,900,000 home mortgages foreclosed in 2010; and

**WHEREAS,** Homeowners across the US have been hard hit by the economic mortgage crisis with one in four homeowners “underwater” on their mortgages. The majority homes in the US are worth less than when they were initially purchased; and

**WHEREAS,** underwater homeowners owe approximately 750 billion more than their homes are Worth; and

**WHEREAS,** the financial and housing crisis has been fueled by the on-going mortgage delinquencies and foreclosures; and

**THEREFORE,** BE IT RESOLVED that the Los Angeles LCLAA Chapter and LCLAA national Develop a Coordinated Foreclosure Response Strategy. This would include: What individual Institutions are participating in the local response system and what are their roles and capacities? What policy and regulatory changes are being proposed and implemented
locally to facilitate the work of the response system and otherwise mitigate the local
effects of the crisis? What analyses have been done on the extent and nature of the
foreclosure problem at the local or metropolitan level as the basis for a strategy? What
coordinated strategies have been developed? What systems have been established to
monitor changes in the nature and extent of the foreclosure problem and the performance
of local foreclosure response efforts?

• Prevent Foreclosures and Keep Families in Their Homes. What programs are in
place to counsel, help negotiate loan modifications, and otherwise support
owners in default to prevent foreclosure? What are their capacities and how have
they performed?

• Stabilize Neighborhoods. What programs exist to secure vacant properties,
sustain them in good condition, and reduce adverse impacts on the surrounding
neighborhood? What programs exist to expedite the re-occupancy of foreclosed
properties either to renters or new owners? What programs are in place to
acquire foreclosed properties, rehabilitate them, and hold them in the public
interest?

• Help Families Recover. What programs exist to help families with relocation and
other impacts after foreclosures occur (including programs aimed at helping
renters as well as owners).

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:___________________________

CONCURRENCE:_________________ X_________________________

NON-CONCURRENCE:_______________________________
9. RESOLUTION GRANTING TEMPORARY PROTECTED STATUS FOR GUATEMALANS LIVING IN THE USA

Guatemalans are in urgent need of Temporary Protected Status for Guatemalans due to the recent natural disasters in their home country. The economic and environmental damage has been devastating and Guatemalans living and working in the United States should not be forced to return to a disaster-stricken area. On June 4, 2010 the Guatemalan government submitted a formal petition to the Obama Administration to extend a Temporary Protected Status (TPS) for Guatemalan nationals living in the United States. The request came from a deep concern of the serious situation in Guatemala after the devastation caused by tropical storms, intense rains, and volcanic activity. According to U.S. Citizenship and Immigration Services Temporary Protected Status (TPS) may be designated by the Secretary of Homeland Security to a foreign country for TPS due to conditions in the country that temporarily prevent the country’s nationals from returning safely, or in certain circumstances, where the country is unable to handle the return of its nationals adequately.

WHEREAS, citizens from three other Central American countries have been granted Temporary Protected Status due to hurricanes and earthquakes; Honduras was granted TPS in January 1999, Nicaragua was granted TPS in January 1999, El Salvador was granted TPS in March 2001; and

WHEREAS, on May 2010, the Pacaya Volcano erupted just south of Guatemala City, forcing 2,000 people to evacuate. Two days later, tropical storm Agatha ravaged the county, affecting hundreds of thousands of Guatemalans. A national state of emergency was declared by President Colom; and

WHEREAS, The Agatha damage reported 397,808 affected. 274 dead, 104,639 homeless, 162857 evacuated, 27, 823 in refuge, 133, 102 at risk for disease and death, 37 landslides, flooding in 384 areas,. The Guatemalan government initial reports cited, “88,971 people homeless, 142,959 evacuated, and 152,488 affected. The economic damage estimated to be 1.1 billion; and

WHEREAS, the rainy season has continued to devastate Guatemala. Within the first week of September 2010 there were an additional 53,000 affected, 43,000 at risk, 11,500 evacuated, 44 dead, 254 injured, 200 landslides and mudslides causing 500 million in economic damage; and

WHEREAS, months later the death toll amounted to more than 200 and approximately 30,000 living in makeshifts tents and countless damage to homes. In 2011, tropical depression E-12 compounded the devastation affecting 500,000 people nationwide and causing damage to 52% of the country’s road system; and

WHEREAS confronted with natural calamities of four Latin American countries –Haiti, Honduras, El Salvador, and Nicaragua –TPS has been granted or extensions of the TPS
under similar circumstance. Further, rampant violence, impunity, almost 99%, and the highest malnutrition rate among children under five years old, more than 50%, in the western hemisphere as reported by United Nations reports. A protection for Guatemalans is long overdue. These disasters and social issues have been mitigated to some extended by the direct financial assistance through remittances sent by people living in the United States. Preventing this assistance of cooperation to reach the most vulnerable, at this moment, will bring further economic and social stagnation to a large number Guatemalans; and

WHEREAS, we affirm the labor’s commitment to basic human rights for all workers and their families, including undocumented immigrants protected under the Universal Declaration of Human Rights; and

THEREFORE, BE IT RESOLVED that the LCLAA national calls on President Obama and Department of Homeland Security Secretary Napolitano to exercise their respective power to extend a Temporary Protected Status or any other protection for Guatemalans immigrants based on these humanitarian grounds. We consider TPS to be of the utmost importance and urge our affiliates to actively work to achieve this goal.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:______________________________

CONCURRENCE:________________________X________________________

NON-CONCURRENCE:______________________________________
10. RESOLUTION FOR COMPREHENSIVE IMMIGRATION REFORM

A solution to our broken immigration system that strengthens equality of opportunity, respects the rule of law, treats hardworking immigrant families with esteem, appreciation, and dignity, and allows efforts to work together in all communities to move America forward. The effort for comprehensive immigration reform is the realization we live in a global economy and must address the needs of U.S. and immigrant workers. Immigration reform when enacted must achieve better wages, working conditions, and labor protections for all. The concept of immigration reform that we envision includes collaboration with immigrants, advocates of immigration rights, and native-born U.S. citizens working collectively to achieve a humane and comprehensive reform.

WHEREAS, there are approximately 12 million undocumented immigrants currently living in the U.S.; it is unrealistic to think we can deport 12 million persons including those documented and undocumented members of the same family; and

WHEREAS, earned legalization is a path to citizenship whereby the undocumented immigrant pays taxes and fines, and waits for their turn as do other legal residents. DREAM act legalization for those brought here as children, excelled, and now ready to enter college or university; and

WHEREAS, replace current flow of immigrant workers with a plan to legalize and regulate so that in the future workers brought here to satisfy the needs of economic growth and migrant work will be legal; thereby preventing worker exploitation and empowering workers to fight back against abuses of employers. Furthermore, immigrant workers can self-petition for permanent residency and citizenship under the requirements of the law; and

WHEREAS, a provision in the reform that upholds labor laws from ruthless employers attempting to circumvent labor and civil rights law is critical to eliminating the practice of hiring undocumented workers for gain; and

WHEREAS, family unification is a key aspect of immigration reform. Families should not be unnaturally separated because it violates the core values of family, home, and community. Families and children are important in stabilizing immigrant communities; and

WHEREAS, secure borders between the U.S. and Mexico can only be achieved by providing a safe and legal entry immigrants to enter the U.S.; and

WHEREAS, immigration integration that promotes learning of the English language, culture, and laws creates inclusion into communities. Federal government must support state and local government to integrate new immigrants into their respective communities; and
WHEREAS, the long term solution to uncontrolled immigration is to encourage real economic development in immigrant producing countries so that workers in those countries don’t have to leave their native country in order to support themselves and their families; and

THEREFORE BE IT RESOLVED, that the Los Angeles LCLAA Chapter and LCLAA national support comprehensive immigration reform that includes, all workers will be legal workers, future immigrants will have a safe, legal, and more orderly path to citizenship, reduced undocumented flow of immigrants will halt the punitive enforcement, immigrants will be integrated into our language, culture, laws, and values, immigrants and U.S. workers will be subject to all labor and civil rights laws.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:___________________________

CONCURRENCE:_________________X___________________________

NON-CONCURRENCE:_____________________________
11. RESOLUTION IN SUPPORT OF HUMAN RIGHTS FOR THE CUBAN FIVE AND VISITATION RIGHTS FOR THEIR FAMILIES

WHEREAS, Ramon Labañino, Rene Gonzalez, Fernando Gonzalez, Antonio Guerrero and Gerardo Hernandez, known as the “Cuban Five” were arrested in Miami, Florida in September of 1998; and

WHEREAS, upon arrest in 1998, the “Cuban Five” spent 17 months in solitary confinement and in 2003 and one month in the “hole” under isolated conditions; and they are serving four life time sentences and 77 years in U.S. prisons collectively; and

WHEREA, in August 2005, the 11th Circuit three-judge panel unanimously overturned all the “Cuban Five’s” convictions and ordered a new trial citing it impossible for the Cuban Five to receive a fair trial in Miami, Florida; and

WHEREAS, three retired Generals and a retired Admiral of the United States army testified at the trial that the “Cuban Five” were not a threat to the United States National Security; and

WHEREAS, Alberto Gonzales, directly intervened on the U.S. governments behalf to set aside the 11th Circuit three judge panel opinions; and

WHEREAS, in June 2008, the 11th Circuit Court of Appeals upheld the guilty verdict and the panel ratified the sentences of Rene Gonzalez and Gerardo Hernandez. In the cases of Ramon Labanino, Antonio Guerrero, and Fernando Gonzalez, they were sent back for re-sentencing in the same court that convicted them in Miami, Florida; and

WHEREAS, on May 27, 2005, the United Nations Working Group on Arbitrary Detentions found the detention of the “Cuban Five” to be in “contravention of article 14 of the International Covenant on Civil and Political Rights”, and requested that the United States Government adopt the necessary steps to remedy the situation, in conformity with the principles stated in the International Covenant on Civil and Political Rights; and

WHEREAS, Amnesty International has condemned the inhuman treatment of the “Cuban Five”, by the United States refusal and/or severe limitation of visas for family visitations since 1998.

THEREFORE, BE IT RESOLVED that National LCLAA calls for President Obama and Secretary of State Hillary Clinton to consider the violation of International Covenant and due process for fair trial associated with the conviction and imprisonment of the Cuban Five; seek diplomatic improvement in the relationship between the United States and Cuba; and calls for pardon and release of the Cuban Five to their homeland.

BE IT FURTHER RESOLVED as long as these men remain in prison, the government of the United States allow the right of regular visits, as per international law, for all of the
prisoners’ relatives, including the immediate granting of humanitarian visas to Olga Salanueva and Adriana Perez to visit their husbands in prison; and

BE IT FURTHER RESOLVED that National LCLAA calls on AFL-CIO President Trumka to send a letter to President Obama expressing the content of this resolution and that upon its adoption, a copy be sent to President Obama, Secretary of State Hillary Clinton, and the Attorney General,

BE IT FINALLY RESOLVED to call upon the US government to release the Cuban Five and allow them to return to their homeland Cuba.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:___________________________

CONCURRENCE:_________________ X ____________________________

NON-CONCURRENCE:______________________________
12. RESOLUTION CALLING FOR LATINO ACCESS TO POLITICAL OFFICE AND CIVIC PARTICIPATION

WHEREAS, Latinos are one of the fastest growing groups in the United States and yet they are severely under-represented in American political institutions; and

WHEREAS, Because Latinos have fewer elected officials in state legislatures than their share of the total U.S. population, citizen population and registered voters; and

WHEREAS, Many Latino communities are further disenfranchised by the redistricting of their congressional and state legislative districts; and

WHEREAS, Because of such under-representation Latinos lack the voice and our communities do not receive much needed resources. In addition, Latinos saw one of the sharpest rises in the poverty rate, with more than 1 in 4 now living below the poverty line. According to the latest U.S. Census Bureau report that's more than double the poverty rate for non-Hispanic whites. Hence, Latinos are less likely to participate in the political process even though they are most likely to gain from their participation, let alone engage to run for public office; and

WHEREAS, We as LListas who are leaders in our own right, in our unions, and in our communities understand the fundamental principle of leadership development that states, “The sign of a good leader is how one develops new leaders!”; and

WHEREAS, It is incumbent to recognize and embrace our true potential from within the ranks of our respective unions and respective communities with those who have demonstrated by virtue of their actions and resolve to best represent the political, social aspirations, and goals of the Latino community on a local, state and federal level and that share a common bond and commitment to correct the pervasive disparity that Latino/as currently endure socially and economically across this nation; and

WHEREAS, The Latino community is a highly diverse ethnic group within the United States that must be empowered to articulate its own political positions and frame its own issues socially and economically; and

THEREFORE BE IT RESOLVED, The 19th National Membership Convention of the Labor Council for Latin American Advancement (LCLAA), held in Orlando, Florida, on July 26 – 28, 2012, calls upon its affiliates, members, the AFL-CIO and Change to Win federations, and its allies from the broader community to target concerted resources and programs in the area of leadership development, from within our unions, our political action committees, and community allies to further provide the ability of Latino/as to be prepared and equipped to exercise their right to engage fully in civic participation and the ability to run for public office; and

THEREFORE, BE IT FINALLY RESOLVED, National LCLAA calls upon the AFL-CIO and Change to Win federations, and all its affiliates, to outreach with the broader
community to coordinate our efforts and resources to fight against all discriminatory voting practices that intentionally exact the disenfranchisement of Latino communities from engaging in exercising their rights to vote, and which further discourages members of the Latino community from civic participation and aspiring to run for public office.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:______________________________

CONCURRENCE:_____________X___________________________

NON-CONCURRENCE:______________________________________
RESOLUTION IN SUPPORT OF RESPECT FOR MARRIAGE
ACT OF 2011, ACT H.R. 1116 & S. 598

WHEREAS, the “Respect for Marriage Act” repeals “Defense of Marriage Act” and restores the rights of all lawfully married couples – including same-sex couples – to receive benefits of marriage under the federal law; and

WHEREAS, families will be eligible for important federal benefits and protections such as family and medical leave, Social Security spousal and survivors’ benefits; and

WHEREAS, six states that include Connecticut, Iowa, Massachusetts, New Hampshire, New York and Vermont, along with the District of Columbia and Oregon's Coquille and Washington state's Suquamish Indian tribes; and

WHEREAS, various states that include Delaware, Hawaii, Illinois, New Jersey and Rhode Island, have legalized same sex civil union or are expanding to include marriage equality;

WHEREAS, on May 31, 2012, the United States Court of Appeals for the First Circuit in Boston concluded that the Defense of Marriage Act, which defines marriage as between a man and a woman, is unconstitutional; and

WHEREAS, a May 22, 2012 NBC News/Wall Street Journal poll showed that 54% of Americans (Latinos polling at or higher percentage point) would support a law in their state making same-sex marriage legal; and

WHEREAS, on May 9, 2012, President Barack Obama publicly supported same-sex marriage; and

WHEREAS, Don’t Ask Don’t Tell Repeal Act of 2010 has been in effect since September 20, 2011 protecting the rights of soldiers in the United States Military; and

WHEREAS, international labor unions AFL-CIO, SEIU and AFT and others have supported same-sex marriage campaigns across the country; and

WHEREAS, labor leaders Dolores Huerta, Trumka of AFL-CIO, Mary Kay Henry of SEIU, Randi Weingarten of AFT, and Leaders from a broad spectrum of society, such as Dr. Hazel Dukes of NAACP, all have express publicly support for same-sex marriage; and

WHEREAS, Leaders of LCLAA NYC Chapter presented at the LCLAA National Educational Conference 2011 in Puerto Rico a document submitted by yours truly, a member of LCLAA in good standing and in collaboration with 1199SEIU LGBTQ Caucus requesting support for a resolution to repeal DOMA; and
WHEREAS, there was unanimous acceptance of said document at the National Educational Conference 2011 which paved the path for the elaboration of the present resolution; and

WHEREAS, LCLAA recognizes that the preservation and expansion of civil rights, liberties and federal benefits to all communities including the entire LGBTQ community is essential to the well-being of a democratic society;

BE IT RESOLVED, that LCLAA call upon Congress to act on Respect for Marriage Act of 2011 through a letter campaign communicating the organization’s support for the initiative; and

BE IT FURTHER RESOLVED, that LCLAA be part of, and be instrumental in organizing a better 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 national LCLAA call upon all LCLAA chapters to join and/or develop their own local campaigns in support of same-sex marriage within their respective state by getting signatures pledging support for the Freedom to Marry Campaign; and

BE IT FURTHER RESOLVED, by national LCLAA passing this resolution, LCLAA will send a very strong message of solidarity with LGBTQ working families; and

BE IT FURTHER RESOLVED, acceptance of this resolution means that LCLAA supports the repeal of DOMA because it treats 100,000+ of legally LGBTQ married couples as second class citizens; and

BE IT FINALLY RESOLVED, that LCLAA will do everything within its power to bring justice and equality to all communities, including LGBTQ working families and families in the military.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE: ________________________________

CONCURRENCE: ______________ X _______________

NON-CONCURRENCE: ________________________________

| 27 |
14. **RESOLUTION CALLING FOR EQUAL PAY FOR WORK OF EQUAL VALUE**

WHEREAS, Equal Pay for Work of Equal Value is a human rights issue. For if the work of a woman is economically valued less; and as a woman she is discriminated upon as a human being; without equal rights under the law; and

WHEREAS, Equal Pay for Work of Equal Value is an economic development issue. To achieve equal economic treatment would in turn promote the nation’s productive potential and the economic stability of working families; and

WHEREAS, The Equal Pay for Work of Equal Value is a human resources issue. Increasing salaries at equal levels for the equal work of women workers increases morale and productivity, as well as reduces turnover and attracts talent; and

WHEREAS, In the United States of America women earn on average of 77 cents for every dollar a white male earns, based on the same premise the wage gap for African American Women is 61 cents and for Latinas the figure is 52 cents. In an International Labor Organization (ILO) 2011 report, in most countries, women’s wages for work of equal value represent on average between 70-90% and in the European Union, women earn on average 17.5% less than men during their lifetimes. In 2009 in the US, the earnings gap ratio for 25-34 yr olds was 89% and for 45-54 yr olds was 74%; and

WHEREAS, The above stated figures do not account for the millions of women working in the informal economy with no protection. Also, many countries lack reliable statistics to prepare more accurate reports, therefore, this already high figure is even higher.

THEREFORE BE IT RESOLVED, The 19TH National Membership Convention of the Labor Council for Latin American Advancement (LCLAA), held in Orlando, Florida, on July 26 – 28, 2012, affirms its support for Equal Pay for Equal Work in the United States to be required in every job classification and at every work site; and

BE IT FINALLY RESOLVED that National LCLAA call upon the AFL-CIO and Change to Win federations, and all its affiliates, to outreach with the broader community to eradicate such discriminatory practices and further call upon the United States government to ratify the Equal Pay Act so the question of “Equal Pay for Work of Equal Value” can be officially become the law of the land.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:___________________________

CONCURRENCE:_________________ X _______________________

NON-CONCURRENCE:______________________________________
15. RESOLUTION FOR IMMIGRATION REFORM

WHEREAS, Immigration reform would improve the lives of millions of working families currently employed and residing in the United States; by strengthening labor standards rights, especially the right of workers to organize and bargain collectively; and providing social safety nets and high-quality lifelong education and training for workers and their families; and

WHEREAS, To achieve this goal, immigration reform must reduce the exploitation of immigrant workers by having complete access to the protection of labor, health and safety and other laws; and

WHEREAS, Comprehensive immigration reform must complement a strong, well-resourced and effective labor standards initiative that prioritizes workers’ rights and workplace protections. This approach will ensure that immigration does not depress wages and working conditions or encourage marginal low-wage industries that depend heavily on substandard wages, benefits and working conditions; 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, AFL-CIO President Trumka has said that “the failures of our relationship with Mexico... cannot be solved with guns and soldiers and fences. They must be addressed through an economic strategy for shared prosperity based on rising wages in both countries;” 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, The U.S. labor movement has called for 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, legalization of all undocumented workers and protection of the right to organize for all workers as primary basis of immigration policy, as well as opposition to guest worker programs;

THEREFORE, BE IT RESOLVED that the 19TH National Membership Convention of the Labor Council for Latin American Advancement (LCLAA), held in Orlando, Florida, on July 26 – 28, 2012, affirms its support for the immigration position adopted by the
AFL-CIO Executive Council in 2009, and

BE IT FURTHER RESOLVED that National LCLAA rejects all the proposals in Congress that promote the firing of undocumented workers, that open the doors to new guest worker programs, and that do not contain a program for legalization of undocumented workers, and

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

BE IT FINALLY RESOLVED that National LCLAA forwards this resolution for adoption to its affiliates, the AFL-CIO and Change to Win federations, local unions and central labor bodies, and to other state federations.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:______________________________

CONCURRENCE:__________________X________________________

NON-CONCURRENCE:______________________________________
16. **RESOLUTION FOR SUPPORT FOR FEDERAL JOBS ACTS**

WHEREAS, There is a jobs crisis in which mass unemployment continues to take its toll. At any given time during the Great Recession and its aftermath in the United States about 14 – 15 million people are officially unemployed (forced to work part-time or want a job but are not looking often because they can’t find one). 16 – 18 million full-time workers earn less than the poverty level. That means about 44 million people and their families are casualties of the jobs crisis; and

WHEREAS, Even before the Great Recession, millions were unemployed, underemployed and underpaid; and

WHEREAS, America’s roads need repair, our bridges are eroding, our children need more teachers, parents lack affordable childcare, seniors lack elder care, millions lack adequate healthcare, affordable housing is under siege, and we must green our economy; and

WHEREAS, All of these needs can and should be met by the federal government; and

WHEREAS, This was done during the Great Depression of the 1930’s when Franklin D. Roosevelt’s New Deal put millions of the unemployed to work doing useful jobs that have made a lasting contribution to our nation – roads, bridges, schools, libraries, housing, parks, arts, culture and much more; and

WHEREAS, The labor movement and all its affiliates and supporters need to support the passage of legislation that guarantees a living-wage job to all who want one. Steps in that direction are: 1. HR 4277 (Rep. John Conyers, D-MI) The Humphrey-Hawkins 21st Century Full Employment and Training Act – would create a national jobs program, including 2.6 to 3.9 million jobs over the first two years, in affordable housing, neighborhood rehabilitation, energy conservation and weatherization, infrastructure repair, education, and human services; 2. The Emergency Jobs to Restore the American Dream Act – HR 2914 (Rep. Jan Schakowsky, D-IL) would create, 2.2 million public service jobs in school construction and maintenance, park improvement and restoration, education, child care, law enforcement, health care, energy conservation, and affordable housing; 3. The National Infrastructure Development Bank Act of 2011 HR 402 (Rep. Rosa DeLauro D-Conn.) establishes a National Infrastructure Development Bank, an independent body designed to evaluate and finance infrastructure projects of substantial regional and national significance. (A similar bill, S-652, the Senate BUILD Act introduced by Sen. John Kerry would establish an American Infrastructure Financing Authority - AIFA); 4. S. 2252, the Rebuild America Act, introduced by Sen. Tom Harkin in March, a comprehensive bill to invest in roads, bridges and schools, raise the minimum wage, and reform trade policies and the tax code; and

WHEREAS, Privatization, deregulation and outsourcing are tools for unionbusting and a major source of job loss; and
WHEREAS, Legislation is needed to create jobs and we need to organize and demand for it now!

THEREFORE, BE IT RESOLVED that The LCLAA 40th International Convention being held at Orlando, Florida – July 26-28, 2012, endorse, lobby and mobilize for the passage of the Humphrey-Hawkins 21st Century Full Employment and Training Act, the Emergency Jobs to Restore the American Dream Act and the National Infrastructure Development Bank Act of 2011, the BUILD Act, and the Rebuild America Act; and

THEREFORE BE IT FURTHER RESOLVED that LCLAA urge all its affiliates and friends of labor to endorse, lobby and mobilize for the passage of the Humphrey-Hawkins 21st Century Full Employment and Training Act, the Emergency Jobs to Restore the American Dream Act and the National Infrastructure Development Bank Act of 2011, the BUILD Act, and the Rebuild America Act; and

BE IT FINALLY RESOLVED That LCLAA and all its affiliates mobilize against all schemes that embrace the privatization, deregulation and outsourcing of jobs and in support of legislation that would employ millions of jobless workers here in the United States at decent pay and for the improvement of the quality of life through repair and expansion of our physical and social infrastructure.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:____________________________

CONCURRENCE:____________________X____________________

NON-CONCURRENCE:______________________________
17. RESOLUTION ON SECURE COMMUNITIES

WHEREAS, Secure Communities is a program that allows state and local police to check the fingerprints of an individual they are booking into a jail against Department of Homeland Security (DHS) immigration databases. If there is a “hit” in an immigration database, Immigration and Customs Enforcement (ICE) is automatically notified, even if the person has not been convicted of any criminal act; and

WHEREAS, In the Secure Communities program, local officers are not trained to carry out immigration law. They simply submit fingerprints that are regularly collected in the booking process to DHS. ICE agents are responsible for carrying out any further immigration enforcement; and

WHEREAS, Secure Communities can lead to racial profiling. Secure Communities is advertised as a program to identify and remove dangerous criminals from our country. The reality is more complicated. Although individuals are checked once they are in jail, it matters how they got into the jail in the first place. Police officers with a motive to deport undocumented immigrants—or who have a prejudice towards Latinos or other persons of color—will find a pretext to arrest a person, bring them into the jail, and check their fingerprints against the DHS databases in the hopes of turning them over to ICE. The result under such circumstances is that Latinos, in particular, are far more likely to be arrested than others in the community; and

WHEREAS, Secure Communities may lead to insecure communities. If police use this program as an excuse to round up immigrants, immigrants will avoid the police. When immigrant communities know or believe that police are involved with ICE, seeking aid from police becomes too risky. Crimes go unreported and victims go unprotected when entire communities fear the police. Even legal immigrants fear cooperating with or seeking help from law enforcement if they fear they could somehow be placed into removal proceedings, or if they have family members who are undocumented. When community members stop cooperating with law enforcement, everyone is less safe.

THEREFORE BE IT RESOLVED that the 19TH National Membership Convention of the Labor Council for Latin American Advancement (LCLAA), held in Orlando, Florida, on July 26 – 28, 2012, calls upon the AFL-CIO and Change to Win federations, and all its affiliates to outreach to community based organizations and elected officials to call upon President Barak Obama to place a national moratorium on the “Secure Communities” program’s implementation.
Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:___________________________

CONCURRENCE:____________________________X________________________

NON-CONCURRENCE:________________________________________
18. RESOLUTION ON END STOP AND FRISK POLICY

WHEREAS, Stop and frisk is the practice by which a police officer initiates a stop of an individual on the street allegedly based on reasonable suspicion of criminal activity. Stops and frisks do not reduce crime and occur at an alarming rate in communities of color, who often feel under siege and harassed by the police; and

WHEREAS, Moreover, the practice contributes to continued mistrust, doubt and fear of police officers in communities of color that are have been scarred by systemic racial profiling and major incidents of police brutality; and

WHEREAS, We must never forget those that have paid the ultimate price with their lives and the furor over Abner Louima, Amadou Diallo and Trayvon Martin; and

WHEREAS, Fortunately, it appears that the NYPD practices are finally going to be a mayoral election issue in 2013. More data is being released under public information access laws. Lawsuits are being continuously filed: suits to stop the practice outright; suits to force the disclosure of data; suits to stop the subset of unwarranted trespass arrests in public housing projects; wrongful arrest suits that generate money damages; and to stop trespass arrests of residents in their own private apartment buildings dubbed "hallway stop and frisk"; and

WHEREAS, There is a clear need for accountability, independent oversight and reform of the NYPD’s use of “stop and frisk”. For “stop and frisk” does not stop crime, stop and frisk is a modern day version of the “Jim Crow” laws of the past.

THEREFORE, BE IT RESOLVED that the 19TH National Membership Convention of the Labor Council for Latin American Advancement (LCLAA), held in Orlando, Florida, on July 26 – 28, 2012, calls upon its affiliates and members, the AFL-CIO and Change to Win federations, to oppose all “stop and frisk” measures in their respective regions and oppose any and all attempts of “stop and frisk” measures from becoming the law of the land; and

BE IT FINALLY RESOLVED that National LCLAA, its affiliates, and members, are to outreach and mobilize in our respective communities against all the impositions and policies of “stop and frisk”.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE: ____________________________

CONCURRENCE: ____________________________ X ____________________________

NON-CONCURRENCE: ____________________________
19. RESOLUTION: WORKFORCE HOUSING INITIATIVE

WHEREAS, Our country is now facing a housing crisis much like the great depression, a crisis which is affecting the economic health of our nation and fueling an economic recession. Our members are dedicated workers many of whom are no longer able to afford to live and raise their families in the communities in which they work, and faced with the high cost of housing are paying a proportionally larger share of their incomes for housing, and/or are obligated to search for decent and affordable housing outside of the inner cities; and

WHEREAS, A new crisis in affordable housing is spreading across America, which affects our members and working families, whereby, what was once a problem relegated to low income families and communities along the east and west coasts, is now affecting the middle-class all across the country. Moderate income and middle-class working Americans are having trouble finding affordable housing as low-income families did ten (10) years ago; and

WHEREAS, The AFL-CIO Housing Investment Trust (HIT) has established community investment initiatives in areas with extraordinary housing needs in order to make a positive impact on residents’ lives to meet urgent needs for affordable rental housing and homeownership opportunities while, creating union jobs, and strengthening local communities; and

WHEREAS, The ability to generate good jobs is especially important in times of high unemployment and underemployment can improve through the development of affordable housing. The HIT launched its Construction Jobs Initiative with the goal of financing 15,000 union construction jobs, by years end. The HIT Construction Jobs Initiative should ensure that women and minorities be awarded 20% of the opportunities made available to them through this initiative. These construction-related investments are contributing to the HIT’s competitive performance as they generate good jobs, affordable housing, and serve as an economic stimulus to local communities; and

WHEREAS, A new initiative to Increase opportunities for our members and union members to achieve the American Dream of Homeownership or secure decent and affordable housing, should be undertaken. In addition to approximately $3.5 billion in assets, the HIT has the technical expertise required to structure complex transactions, drawing support from elected officials, housing authorities, developers and labor leaders, and community organizations committed to working with communities in all phases of housing development and financing; and
THEREFORE, BE IT RESOLVED that we hereby request that the Labor Council for Latin American Advancement, in partnership with the AFL-CIO Housing Investment Trust; develop a workforce housing initiative designed to forge partnerships with public and private organizations in our communities at the local, state and national levels. By identifying sites and projects, assembling development teams, and leveraging public subsidies and financing to develop affordable housing and increase homeownership opportunities for our members.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE: ____________________________

CONCURRENCE: _______________ X _________________________

NON-CONCURRENCE: ____________________________
20. RESOLUTION ON COLLECTIVE BARGAINING RIGHTS

WHEREAS, as part of the Labor Movement, LCLAA fights to protect and strengthen the rights of all workers; and

WHEREAS, the wages, benefits and safe working conditions negotiated by unions have translated into improved benefits for all workers; and

WHEREAS, strong unions have been the foundation for a strong middle class; and

WHEREAS, children from union families have a greater chance to be successful in school and future employment; and

WHEREAS, collective bargaining strengthens the voice of workers, increases job security and helps employers by reducing labor turnover; and

WHEREAS, in the absence of collective bargaining, employers are free to act arbitrarily and unilaterally against employees; and

WHEREAS, state collective bargaining laws and rights for public sector employees including school and non-school based supervisors and administrators are under assault

THEREFORE BE IT RESOLVED, that LCLAA will support the adoption of legislation in states to preserve and strengthen collective bargaining rights for public and private sector employees, including education supervisors, school administrators and early childhood supervisors; and

BE IT FINALLY RESOLVED that LCLAA stands in solidarity with public and private employees and their unions in states with recently proposed or enacted anti-collective bargaining laws covering public and or private sector workers, including education supervisors, school administrators and early childhood supervisors

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:___________________________

CONCURRENCE:____________________X____________________

NON-CONCURRENCE:______________________________________
21. RESOLUTION ON CYBER BULLYING

WHEREAS, children and young adults are increasingly using the Internet, social media and other electronic forms of communication; and

WHEREAS, incidents of cyber bullying are growing more prevalent and harmful to many students; and

WHEREAS, problems resulting from cyber bullying often arise in schools, demanding more staff time while posing a threat to a safe and positive school climate; and

WHEREAS, school administrators have very limited control over students’ activity and exposure to the Internet, social media and other electronic forms of communication after school hours

THEREFORE, BE IT RESOLVED that LCLAA insists that remedies to this growing concern be immediate and include all education personnel, government agencies, civic organizations and parent groups in framing a response; and

BE IT FURTHER RESOLVED, that LCLAA urges states and districts to implement clear policies regarding cyber bullying issues, assign increased staff to address cyber bullying incidents, and offer high quality training for all education personnel in how to properly handle cyber bulling issues; and

BE IT FINALLY RESOLVED that LCLAA supports the development of an anti-cyber bullying curriculum and advocates that funding be provided for specialized staff to address and resolve individual situations arising from cyber bullying.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE: ________________________________

CONCURRENCE: ________________________ X ________________________

NON-CONCURRENCE: _________________________________
22. RESOLUTION ON PUBLIC EDUCATION – A CIVIL RIGHT, A SHARED RESPONSIBILITY

WHEREAS, a High-Quality Public Education makes it possible for all students to gain the tools they need to reach their full potential and become responsible citizens, preparing them to participate in a strong, inclusive and vibrant democracy; and

WHEREAS, delivering public education to all children is the duty of government, and it is a full-time responsibility, funded by taxpayers; and

WHEREAS, the public schools that educate 90 percent of our nation’s students must be fully supported at every level to deliver to each student a rich and rigorous education; and

WHEREAS, the commitment to a strong public education system has seldom been as important as it is now in a new world economy, and investment in our education system at all levels, must be of the utmost priority

THEREFORE BE IT RESOLVED, that LCLAA strongly urges all stakeholders, elected leaders, union leaders, school administrators, teachers, parents and other community leaders to take on this shared responsibility and support investment in an education agenda that puts the focus on the needs of students and their communities; and

BE IT FURTHER RESOLVED that LCLAA supports implementation of a universal program of early childhood education for all children, continued support of need-based education programs designed to provide additional education support for children from poor or disadvantaged backgrounds, and increased funding for federal programs that provide access to postsecondary education and improved support for school capital improvement

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE: ____________________________

CONCURRENCE: ____________________ X______________________

NON-CONCURRENCE: ____________________________
23. RESOLUTION ON SOCIAL SECURITY/RETIREMENT

WHEREAS, for decades workers have been able to achieve retirement security because their retirement income was based on mutual responsibility between government provided Social Security, employer-provided pensions and personal savings; and

WHEREAS, defined-benefit plans remain the soundest and most cost-effective vehicle for building and safeguarding retirement income security; and

WHEREAS, many employers have abandoned secure, defined-benefit pensions in favor of cheaper, but less secure plans in the private sector; and

WHEREAS, the recent economic downturn and 401K losses have exposed severe deficiencies in the current retirement system; and

WHEREAS, a myriad of state and local proposals threaten workers’ negotiated benefits and pensions; and

WHEREAS, proposals at the federal level seek to curb or eliminate benefits, social security and retirement benefits for workers; and

WHEREAS, many of these attacks are targeting educators, not only penalizing current employees and retirees, but deterring qualified individuals from entering the profession precisely when we schools are facing a growing shortage of qualified educators

THEREFORE be it resolved that LCLAA will fight, along with the AFL-CIO and its allies, any attack on workers’ benefits and pensions; and

BE IT FURTHER RESOLVED that LCLAA calls upon Congress and the administration to go beyond a patchwork of reforms and support the principle of mutual responsibility, with government, employers and individuals all contributing; and

BE IT FURTHER RESOLVED that LCLAA will support policies to ensure all workers can retire with dignity and enjoy the economic security they have earned.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:___________________________

CONCURRENCE:____________________ X _______________________

NON-CONCURRENCE:_________________________________________
24. RESOLUTION IN SUPPORT OF THE RELEASE OF OSCAR LÓPEZ RIVERA

WHEREAS, May of 1981 saw the arrest of Oscar López Rivera, a decorated veteran of the Vietnam War who returned to the Puerto Rican community of Chicago to become a successful community organizer and help improve conditions in education, housing, and employment. For his commitment to the independence of Puerto Rico, he was convicted of seditious conspiracy and other charges and sentenced to 70 years in U.S. prison. In the early 1980’s, 14 other Puerto Rican men and women were similarly convicted and sentenced. They were not convicted of harming anyone or taking a life; and

WHEREAS, In 1999, as a result of an international campaign for their release, President Clinton commuted the sentences of most of these men and women. The president offered to commute Oscar’s sentence in 2009, after he served another 10 years in prison. In solidarity with those not included in the commutation, Oscar declined. Those not included have since been released on parole. All those released are living productive, law-abiding lives. Oscar is the only one of his co-defendants still behind bars; and

WHEREAS, In 2011, he was unjustifiably denied parole and told to serve another 15 years behind bars before he would be considered again for parole, when he will be 83 years old; and

WHEREAS, At 69 years old, he is the longest held political prisoner in the history of Puerto Rico. He has served more time than the average time served by people convicted of murder and rape. He has served more time than Nelson Mandela; and

WHEREAS, In Puerto Rico, four past governors, Rafael Hernández Colón, Sila María Calderón, Aníbal Acevedo Vílá and Pedro Roselló have all requested in writing the freedom of Oscar López Rivera. In addition, all the national trade unions of Puerto Rico along with SEIU 1199 UGT and SEIU 1996 SPT have raised their voices in solidarity in favor of the release of Oscar López Rivera; and

WHEREAS, After 31 years in prison, we understand that it is sufficient for someone that has not been accused of committing any violent crime.

THEREFORE BE IT RESOLVED, The 19th National Membership Convention of the Labor Council for Latin American Advancement (LCLAA), held in Orlando, Florida, on July 26 – 28, 2012, affirms the following:

1. Support the campaign for the release of Oscar López Rivera.
2. Request President Barack Obama immediately grants the release of Oscar López and that he be permanently reunited with his family after 31 years.
Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE:____________________________

CONCURRENCE:_________X______________________________

NON-CONCURRENCE:____________________________________