1. HOUSING IS A HUMAN RIGHT

WHEREAS, the lack of decent, affordable housing is a national, and international, crisis; and

WHEREAS, the lack of quality, affordable housing disproportionately affects working people, people on fixed incomes, children, people of color, women, immigrants and people who have been incarcerated; and

WHEREAS, the lack of affordable housing stems from for-profit gentrification of urban areas, overproduction of market-rate and luxury housing, and millions of foreclosures stemming from predatory lending; and

WHEREAS, federal funding for the department of Housing and Urban Development has been slashed almost 70% since the presidency of Ronald Reagan and virtually no public housing has been built since 1980; and

WHEREAS, more than 25% of renters in the country pay more than 50% of their income for rent and utilities, the National Low Income Housing Coalition estimates a national shortage of 7.1 million affordable apartments for low-income renters; and
WHEREAS, state governments and local municipalities continue to support for-profit development such as sports stadiums and corporate towers while over 60,000 people in New York City and almost 600,000 in the US remain homeless; and

WHEREAS, evictions have a devastating effect on working families nationally; and

WHEREAS, the lack of affordable housing is part of of the huge income gap between the richest top 2% and the rest of the population; and

WHEREAS, most cities lack basic controls of market-rate housing such as rent stabilization or rent control; and

WHEREAS, much housing called ‘affordable’ does not in fact meet the needs of most working people and people on fixed or no income; and

WHEREAS, it is recognized that the for-profit housing market, by itself, cannot and will not provide housing for people in need.

THEREFORE BE IT RESOLVED, that LCLAA affirms the right of everyone to quality, affordable housing regardless of income.

BE IT FURTHER RESOLVED, that LCLAA believes that truly “affordable” quality housing means no one ever be deprived of housing due to income; that the cost of housing should never compromise the attainment of other basic needs such as food, education, transportation, or access to health care; and in no case should any person or family be forced to pay more than 30% of their income on housing; and

BE IT FURTHER RESOLVED, that LCLAA supports the diversion of funds away from corporate subsidies to fund construction of affordable housing, with union labor, and therefore be it

BE IT FURTHER RESOLVED, that LCLAA supports mandatory inclusion of affordable housing for all for-profit development, and

BE IT FINALLY RESOLVED: that LCLAA encourages all chapters and affiliates to include the fight for quality, decent, affordable housing in all communities and as a part of all struggles.

Respectfully Submitted by the New York City LCLAA
Co-endorsed by: Long Island, Westchester, Pittsburgh and Sacramento chapters of the Labor Council for Latin American Advancement

REFERRED TO THE COMMITTEE: _____________________________
2. NEW YORK’S WAGE COLLECTION CRISIS: EMPLOYERS AVOID PAYING MILLIONS OF DOLLARS IN WAGE THEFT JUDGMENTS

WHEREAS, All low-wage industries employers regularly fail to pay wages required by law; The group of workers most vulnerable are immigrants who work as day laborers; However, despite increased efforts to combat rampant wage theft, laws fail to hold employers accountable; Even when workers take employers to court and win, employers often avoid paying what they owe; and

THEREFORE BE IT RESOLVED, the 21st National LCLAA Convention identifies the following three necessary changes to New York law that will strengthen the ability of workers to collect their hard-earned wages before the employers’ assets disappear:

1. Expand New York’s construction/mechanic’s lien law to include all workers, not simply those working to improve real property.

2. Change the standard in civil procedure law to allow workers who demonstrate a likelihood of success on their wage theft claims to obtain court-supervised attachment of an employer’s property prior to the resolution of the case.

3. Amend the law to remove unnecessary barriers that make it difficult for workers to collect wage judgments from the top shareholders of privately held corporations and top members of limited liability companies.

Respectfully Submitted by the New York City LCLAA Co-Endorsed by the Long Island, Westchester, Pittsburgh and Sacramento chapters of the Labor Council for Latin American Advancement

REFERRED TO THE COMMITTEE: ________________________________

CONCURRENCE: _____________ X _______________

NON-CONCURRENCE: ________________________________

3. OPPOSITION TO THE POWER OF THE U.S. SUPERVISORY BOARD TO BE IMPOSED ON PUERTO RICO
WHEREAS, The Puerto Rican archipelago has had one of the most advanced economies in the region, and is home to a resilient, determined people who have braved challenges ranging from colonization to slavery to severe economic downturn; Throughout Puerto Rico’s history thousands have fought for the right to organize unions and collectively bargain; and

WHEREAS, Puerto Ricans have shouldered nearly a decade of economic and financial reversals and are in need of immediate, comprehensive and long-term solutions, as Puerto Rico’s economy is in a free-fall and unemployment is more than double the average in the United States; On top of that, people in Puerto Rico have paid a high price for the government’s financial setbacks—through increased taxes and user fees, job losses, cuts in public services, and potential loss of pensions; and

WHEREAS, Public services in Puerto Rico are being privatized at an alarming rate which is likely to only accelerate in the event of a government default on Puerto Rico’s debt—with affected Puerto Rican workers without a political voice to counter the attacks; and

WHEREAS, Unions and civil society have called for a comprehensive and orderly restructuring of the total debt of the Puerto Rican government and its public corporations in a way that is fair to the Puerto Rican island nation, government employees, retirees, and taxpayers; The interests and welfare of the working people of Puerto Rico should be the highest priority during this process; Steep reductions in government investment and support, and the implementation of severe austerity measures, will do much more harm than good; Living standards of Puerto Ricans should not be sacrificed for the benefit of hedge fund managers; and

WHEREAS, on June 30, 2016 President Obama signed the Puerto Rico Oversight, Management and Economic Stability Act, or PROMESA; and

WHEREAS, a number of different organizations and experts have analyzed and specifically identified PROMESA’s serious flaws; They include economist, Barry Bosworth of the Brookings Institute in Washington, who has studied the Puerto Rican economy for many years, was quoted by the Puerto Rican daily El Nuevo Día, as doubting the effectiveness of the board due to contradictory paragraphs and because the law does not address the route for the economic development of the island; The following is information on the board and its powers:

1. It will be comprised of seven members, excluding the governor of Puerto Rico.
2. All its members will be appointed by the president of the United States, with only one obliged to reside or do business in Puerto Rico.
3. The board will have absolute autonomy, and power over the three branches of government in Puerto Rico.
4. It will have the final decision on restructuring, refinancing, forgiveness and non-payment of the 70 billion dollar debt.
5. The Board may act retroactively. Prior Puerto Rican government financial agreements entered upon before installation of the board will have to comply with its specifications.
6. The governor of Puerto Rico may not present his budget without approval of the board.
7. If the governor’s budget violates the board’s fiscal plan and this is not corrected to the board’s satisfaction, the board will prepare the budget.
8. The board will be able to reduce any budget categories except those destined to payment of the debt.
9. It may fire public employees, reduce and privatize public services and consolidate government agencies.
10. Not cooperating with the board or violating its orders will be considered a crime.
11. The board will order a study on the obligations of all the government pension systems.
12. It may freeze present and future benefits of these systems.
13. It authorizes the governor to exempt workers under 25 years of age from the federal minimum wage for four years, effectively lowering the minimum wage for these workers to $4.25.
14. The board can suspend environmental regulations in order to accelerate emergency projects or projects it considers strategic.
15. It will create an interagency subcommittee for expediting the permits process.
16. It may sell or privatize government entities in order to pay the debt.
17. It will enjoy immunity. U.S. Federal Court for the District of Puerto Rico will have jurisdiction regarding lawsuits against the board.
18. Between the time the board is approved and the time it is installed, the government of Puerto Rico may not approve any law.
19. Later, any law adopted by the Puerto Rican legislature shall have to be submitted within seven days for approval by the board.
20. The board may unauthorized laws and executive orders that it deems contrary to its plans.
21. It may revise executive orders of the governor and Puerto Rican government agencies.
22. Once the government of Puerto Rico has stabilized its finances and regained access to financial markets, the board may choose to extend its own authority for an additional four years.
23. The seven members of the board will appoint its Executive Director.
24. The budget for board operations and all its costs will be paid for by the government of Puerto Rico.
25. The government of the United States shall not be responsible for the debts entered into by the board.
26. The law enabling the board is designed to be applicable to other US territories.

WHEREAS, Concerns have been expressed broadly in Puerto Rico regarding the constitutionality of the law regarding the board due to the existence of a constitution of the Puerto Rican people and election of its rulers; However, spokespersons of the U.S. government answered that its constitutionality of the law is based on Article IV, Section 3 (the Territorial Clause) of the U.S. constitution that enables the U.S. government to regulate the affairs of its territories; Creation of the Board effectively cancels the Constitution of Puerto Rico; Study of the bill reflects that its purpose is to guarantee payment of Puerto Rico’s public debt; and

WHEREAS, the current situation in Puerto Rico, worsened by PROMESA< is a humanitarian crisis, and poses a danger to union representation and collective bargaining in relation to both government and the private sector; and

WHEREAS, Democracy and the rights of self-determination of the people of Puerto Rico must be preserved and include the participation of individuals who are representative of Puerto Rican people; Although the fiscal challenges facing Puerto Rico are great, the continued contraction of economic activity is a dagger poised to pierce the heart of the island;

THEREFORE BE IT RESOLVED, the 21- National LCLAA Convention rejects the Puerto Rico Oversight, Management and Economic Stability Act (PROMESA), and will build and organize greater ties of solidarity between the US trade union movement and entire Puerto Rican labor movement and community in order to build a broad movement to win economic and social justice, and create the just society we envision in order to create the necessary power needed to ensure a robust and just economy for all, and secure the rights of self-determination and democracy of the Puerto Rican archipelago are attained and maintained.

Respectfully Submitted by the New York City LCLAA
Co-Endorsed by: Long Island, Westchester, Pittsburgh Chapters and Sacramento chapters of the Labor Council for Latin American Advancement

REFERRED TO THE COMMITTEE: ________________________________

CONCURRENCE: _______ X ____________

NON-CONCURRENCE: ________________________________
4. OPPOSITION TO THE TRANS-PACIFIC PARTNERSHIP (TPP)

WHEREAS, the TPP is a massive, controversial, pro-corporate “free trade agreement” among the United States and 11 other countries – Australia, Brunei, Canada, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore, and Vietnam; Although it is called a “trade agreement”, the TPP is not mainly about trade; Of the TPP’s 30 chapters, only six deal with traditional trade issues; In addition to further weakening all labor and environmental rights and regulations, it places on the chopping block corporate and financial regulations, human rights, civil liberties, internet freedom, food safety, access to medicine, and the rights of democracy and self-determination of people and nations for such rights and regulations are codified in context of the nation; It is precisely for this reason such rights and regulations are deemed “barriers to trade” by global capital and those in their service; and

WHEREAS, In early November 2015, after years of closed-door negotiations while keeping the public, press, and policymakers locked out, the final TPP text was released; In chapter after chapter, the final text is worse than expected; The TPP can only take effect only if the U.S. Congress approves it, and its fate in Congress is uncertain at best. The TPP firmly entrenches the off-shoring of U.S. jobs abroad; Our domestic policies would be required to comply with the TPP rules; The three decades of free trade policies have cost jobs and has been ruinous for the U.S. economy, and is responsible for the displacement and the mass migration of millions of people from their homelands from across the globe; Trade policies adopted under Fast Track have cost us more than 1 million jobs and contributed to the shutting down of more than 55,000 factories; and

WHEREAS, the TPP, NAFTA, CAFTA, and all free trade agreements are set up to regionalize global economies, this is a concerted effort by global capital to attain what it could not have attained under the proposed 1995-1998 Multi-lateral Agreement on Investment (MAI) negotiations; If the MAI had passed, it would have established a free trade agreement that enveloped the entire world economy under one free trade accord. The fact of the matter is the world is being spoon-fed the MAI one free trade agreement at a time; If TPP passes we will witness yet another generation who cannot find work, a global labor movement all the more under attack, and the planet’s environment all the more vulnerable to catastrophic tipping points;

THEREFORE BE IT RESOLVED, the 21st National LCLAA Convention opposes the Trans-Pacific Partnership (TPP); and

BE IT FURTHER RESOLVED, National LCLAA and all its affiliates work to defeat the TPP, and hold accountable all politicians who support the TPP; and
BE IT FINALLY RESOLVED, National LCLAA along with the AFL-CIO, the Change to Win labor federations coordinates its efforts with the global labor movement and civil society in defeating the TPP.

Respectfully Submitted by the New York City LCLAA
Co-Endorsed by the Long Island, Westchester, Pittsburgh and Sacramento chapters of the
Labor Council for Latin American Advancement

REFERRED TO THE COMMITTEE: _____________________________

CONCURRENCE: ___________X_______________
NON-CONCURRENCE: __________________________________

5. LABOR ACTION TO STOP FLINT’S POISONED WATER CRISIS AND HOLD MICHIGAN’S GOVERNOR ACCOUNTABLE

WHEREAS, the drinking water in Flint, Michigan has been poisoned with lead ever since the decision more than a year ago to use the contaminated Flint River as the source of drinking water; and

WHEREAS, that decision was made as a budget-cutting measure by the Flint emergency manager appointed by Michigan Governor Rick Snyder; and

WHEREAS, it has now been revealed that Michigan Governor Snyder’s administration has known about Flint’s severe water problems for more than a year but, lied to residents that the water was safe; and

WHEREAS, the deaths and permanent damage from this disaster to tens of thousands of Flint's predominantly black residents, especially children, is the latest tragic consequence of the nationwide austerity campaign that uses budget cutting as justification for shredding the social safety net and leaving the nation’s infrastructure to decay; and

WHEREAS, failure to act decisively now can only lead to more man-made, intentional public health crises;

THEREFORE BE IT RESOLVED, the 21st National LCLAA Convention holds Michigan Governor Snyder accountable for the Flint disaster and calls for a federal investigation to bring criminal charges against him and that he be suspended from office immediately pending its outcome; and

BE IT FURTHER RESOLVED, that Darnell Earley, the Flint emergency manager when Flint switched its drinking water source to the poisoned Flint River water, also be
a subject of federal criminal investigation, and that he be immediately removed from his position as emergency manager of Detroit Public Schools (the position to which Snyder promoted him in 2015) so that he can do no further harm to the children of Michigan; and

BE IT FINALLY RESOLVED, that upon approval, this resolution be taken to the AFL-CIO and Change to Win labor federations for adoption.

Respectfully Submitted by the New York City LCLAA
Co-Endorsed by the Long Island, Westchester, Pittsburgh and Sacramento chapters of the Labor Council for Latin American Advancement

REFERRED TO THE COMMITTEE: _____________________________
CONCURRENCE: _____________X________________
NON-CONCURRENCE: __________________________________

6. STOP THE KILLING AND CEASE THE REPRESSION OF TEACHERS IN MÉXICO

WHEREAS, We are extremely concerned about the rising wave of killing and violence faced by our sisters and brothers – who are the teachers of México. Most recently these attacks have become bloody and violent; and

WHEREAS, On Sunday, June 19, 2016, federal police of México shot and killed at least four teachers and students in Oaxaca, who were peacefully protesting the government's corporate education reform program; Dozens more were wounded; and

WHEREAS, The three top elected officers of Oaxaca's teachers’ union, Seccion 22 of the National Union of Education Workers - Ruben Nuñez, Francisco Villalobos and Aciel Sibaja, were reported to have been released on August 13, 2016 from a federal penitentiary a thousand miles from Oaxaca, after having been unjustly detained, and reportedly are still facing illegitimate charges; and

WHEREAS, Over three thousand teachers have been fired for striking, and thousands more for refusing to administer the standardized tests for students, or to take the standardized tests for teachers, that are part of the federal government's corporate education reform; and

WHEREAS, The Federal government has threatened to close the teacher training schools (the "normal" schools) that have developed generations of teachers, especially from poor families. An attack on the Ayotzinapa School in Guerrero two years ago led to the disappearance, and possible murder of 43 students; and
WHEREAS, The National Coordination of Education Workers (CNTE), the organization of progressive Mexican teachers, to which the unions in Oaxaca, Guerrero, Michoacán and Chiapas belong, says: "We will defend free education and our freedom of expression, and we demand a process for the democratic transition in our country"; and

WHEREAS, Teachers in México deserve and need our support. Internationally we are all facing attacks as a labor movement. The same corporate interests in both of our countries seek to privatize public education, undermine our ability to function as professional and socially responsible educators, and end our right to unions and collective bargaining and action.

THEREFORE BE IT RESOLVED, the 21st National LCLAA Convention opposes the murder and imprisonment of the CNTE leadership and membership; and

BE IT FURTHER RESOLVED, National LCLAA and all its affiliates write two letters: (1) write one to your local Mexican consulate, with copies to the Mexican President demanding to stop the repression and legal harassment of México's teachers and students protesting corporate education reform; (2) write to your local congressional representative, and ask that U.S. financial support for the Mexican police and military be ended until these attacks, which rely on that support, have been halted; and

BE IT FINALLY RESOLVED, that LCLAA will send this resolution to the AFL-CIO and Change to Win labor federations to urge its affiliates to adopt and join LCLAA in this campaign of solidarity with the CNTE of México.

Respectfully Submitted by the New York City LCLAA
Co-Endorsed by the Long Island, Westchester, Pittsburgh and Sacramento chapters of the
Labor Council for Latin American Advancement

REFERRED TO THE COMMITTEE: ________________________________

CONCURRENCE: _________ X ________________

NON-CONCURRENCE: ________________________________

7. RESOLUTION CALLING FOR LABOR MOBILIZATION IN SOLIDARITY WITH OUR LGBTQI SISTERS AND BROTHERS IN SUPPORT OF THE EQUALITY ACT, AND AGAINST LEGISLATIVE ATTACKS

WHEREAS, can never achieve our vision of a just society for all while our lesbian, gay, bisexual, transgender, questioning and intersex (LGBTQI) sisters and brothers are not treated with the dignity and respect to which all human beings are entitled; and
WHEREAS, in 2014 the Labor Council for Latin American Advancement passed a resolution in favor of extending protections against workplace discrimination to lesbian, gay, bisexual and transgender, questioning and intersex workers (LGBTQI workers) by adding the words “sexual orientation and gender identity,” to the relevant section of the Civil Rights Act of 1964; and

WHEREAS, the version of the Employment Non-Discrimination Act (ENDA) that would have effected this legislative change, failed to pass; and

WHEREAS, allies of LGBT working families in the United States Congress, led by Jeff Merkley of Oregon, Tammy Baldwin of Wisconsin and Cory Booker of New Jersey in the Senate, and John Lewis of Georgia and David Cicilline of Rhode Island in the House of Representatives, introduced a new and improved version of the ENDA, covering rights of access to public accommodations, housing, and credit as well as employment rights, known as the Equality Act, on July 23, 2015; and

WHEREAS, protection against workplace discrimination, which can include both hiring discrimination and mistreatment and denial of rights on the job, is an absolutely fundamental civil rights protection and a fundamental labor right; and

WHEREAS, the LGBTQI community continues to face, without the legal protection granted to other vulnerable minorities, discrimination in housing, employment, public accommodations, education, credit, and many other elements of daily life and basic human needs; and

WHEREAS, our LGBTQI sisters and brothers in 29 states have no legal protection against discrimination in employment or access to public accommodations, while our transgender sisters and brothers are denied these rights in 33 states; and

WHEREAS, the Equality Act is a strong, comprehensive anti-discrimination bill that addresses the most pressing aspects of discrimination encountered by our LGBTQI sisters and brothers; and

WHEREAS, our LGBTQI sisters and brothers deserve all the same rights, dignity and respect that we demand for all workers and human beings; and

WHEREAS, the principle of solidarity demands that we raise our voice and actively support our LGBTQI sisters and brothers in their struggle for dignity and justice; and

WHEREAS, despite the growing recognition of lesbian, gay, bisexual, transgender, questioning and intersex (LGBTQI) people as human beings and family members entitled to human dignity, legal equality civil rights protections, and our love and support, there has been an increase in legislation targeting our LGBTQI sisters and brothers; and

WHEREAS, In the U.S., people who oppose equality for LGBTQI people have ramped up efforts to maintain and expand discrimination through state and federal laws. In this past legislative session alone, more than 100 so-called "Religious Freedom" bills that aim to provide a license to discriminate against LGBTQI people have been introduced in state legislatures; and

WHEREAS, these attacks seek to stigmatize our union sisters and brothers, family members and friends, and neighbors; and
WHEREAS, in 1994, LGBTQI activists gathering to mark the 25th anniversary of the Stonewall uprising, and disappointed at the silence of the labor movement over the discriminatory, so-called “Defense of Marriage Act,” founded Pride @ Work; and

WHEREAS, in 1999, Pride @ Work formally affiliated as a constituency group of the AFL-CIO; and

WHEREAS, Pride @ Work seeks full equality for LGBTQI Workers in our workplaces and unions; works toward creating a Labor Movement that cherishes diversity, encourages openness, and ensures safety & dignity; aims to educate the LGBTQI Community about the benefits of a union contract for LGBTQI working people; and to build support and solidarity for the union movement in the LGBTQI community; organizes in the spirit of the union movement’s historic motto, “An Injury to One is An Injury to All”; and opposes all forms of discrimination on the job and in our unions based on sex, gender identity and expression, sexual orientation, race, national or ethnic origin, age, disability, religion or political views; and

WHEREAS, Pride @ Work currently lists 21 affiliated unions, as well as being affiliated directly with the AFL-CIO, but there remain many unions that have not yet affiliated with Pride @ Work to declare their solidarity with our LGBTQI sisters and brothers and more closely engage in the work of fighting for respect on the job and dignity for all, and

WHEREAS, the principle of solidarity demands that we raise our voice and actively support our LGBTQI sisters and brothers in their struggle for dignity and justice,

THEREFORE BE IT RESOLVED, that LCLAA will support efforts at the local, state and federal levels, and work with legislators to strengthen the federal Equality Act to ensure that LGBTQI individuals and families cannot be fired, denied governmental services, access to education, nor be turned away from public accommodations simply because of their sexual orientation, gender identity or gender expression and that all people are treated equally in the eyes of the law.

BE IT FURTHER RESOLVED, that LCLAA will work through our newly creates standing LGBT Committee to combat discrimination on the basis of sexual orientation, gender identity and gender expression that using our collective power to win legislative action; and

BE IT FURTHER RESOLVED, That we will utilize the strength of members in the newly created LCLAA standing committee on LGBTQI committee for guidance and leadership in our efforts to answer the call of solidarity from our LGBTQI sisters and brothers; and

BE IT FURTHER RESOLVED, that the Labor Council for Latin American Advancement endorses the Equality Act; calls on the United States Congress to pass the Equality Act with all due haste; and calls on the president to sign it into law; and

BE IT FURTHER RESOLVED, that the Labor Council for Latin American Advancement calls upon all labor unions, labor federations, worker centers, labor-affiliated organizations and allies of the working class to endorse the Equality Act and actively advocate for its passage; and

BE IT FURTHER RESOLVED, that the Labor Council for Latin American Advancement resolves to work to develop support for the Equality Act in our chapters, in the labor movement generally, and among the American people, and work for its passage until our LGBT sisters and brothers
obtain proper recognition and legal empowerment of their fundamental civil and labor rights addressed in the Act; and

**BE IT FURTHER RESOLVED**, that the Labor Council for Latin American Advancement encourages all unions that have not yet formally affiliated with Pride @ Work to do so with all due haste as an urgent matter of moral necessity demanded by the principle of solidarity; and

**BE IT FURTHER RESOLVED**, that the Labor Council for Latin American Advancement urges the labor movement overall to take much more active stance on defending our LGBT sisters and brothers from current and future attacks, and recognize that “an injury to one is an injury to all”; and

**BE IT FURTHER RESOLVED**, that the Labor Council for Latin American Advancement resolves to more actively and forcefully engage in the work of solidarity with our LGBT sisters and brothers to oppose legislative attacks on their civil rights, their labor rights, their families and their human dignity; and

**BE IT FURTHER RESOLVED**, that the Labor Council for Latin American Advancement urges all our chapters and affiliated unions to begin discussions about how they can lift up actualize the principle of solidarity with our LGBT sisters and brothers; and

**BE IT FINALLY RESOLVED**, that the Labor Council for Latin American Advancement recognizes with gratitude and satisfaction the work of Pride @ Work; wishes them continued success; and pledges our continued and increased support in their struggle until we win the fight for dignity at work for all.

Respectfully Submitted by the Aurora, IL LCLAA Chapter and the LCLAA National Executive Board.

REFERRED TO THE COMMITTEE: _____________________________

CONCURRENCE: _____________X________________

NON-CONCURRENCE: _________________________________

**8. RESOLUTION AGAINST HATE CRIMES**

**WHEREAS**, the mass shooting at Pulse nightclub clearly targeted the Lesbian, Gay, Bisexual, Questioning and Intersex (LGBTQI) communities; and

**WHEREAS**, the 31 of the 49 men and women killed were Latino, and the attack took place during Latin night; and

**WHEREAS**, 23 of the people who were killed were Puerto Rican, according to the Puerto Rican government; and

**WHEREAS**, some have responded to past incidents of shootings by individuals claiming religious motivation by casting suspicion and guilt on all Muslims, and with incitement and violent attacks; and
WHEREAS, the same intolerant voices that attack our LGBTQI brothers and sisters are also attacking Latinos, immigrants and refugees, Muslims, and those believed to be Muslim; and

WHEREAS, the fight for human rights must be based on universal principles of solidarity; and

WHEREAS, many law enforcement officers are represented by unions affiliated with LCLAA, and LCLAA recognizes the work of those who honorably serve the cause of public safety; and

THEREFORE BE IT RESOLVED, that the Labor Council for Latin American Advancement denounces and absolutely rejects all forms of bigotry and discrimination, hate speech and hate crimes,

BE IT FURTHER RESOLVED, that the Labor Council for Latin American Advancement specifically denounces homophobia, transphobia, Islamophobia, and anti-Latino hate speech and hate crimes; and

BE IT FINALLY RESOLVED that the Labor Council for Latin American Advancement affirms our common membership in one human family, and rejects any and all attempts to exploit tragedy and pain to divide us against each other.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE: _____________________________

CONCURRENCE: __________ X __________

NON-CONCURRENCE: _____________________________

9. STUDENT LOANS AND ACCESS TO AFFORDABLE HIGHER EDUCATION

WHEREAS, the College Board estimated that student loan volume, in constant 2011 dollars, increased from $23 billion in 1992–93 to $100 billion in 2007–08, with about $25 billion in 2007–08 borrowed from private loan sources (Baum and Payea, 2011, cited in U.S. Department of Education publication NCES 2014-011); and

WHEREAS, the tenth annual report from The Institute for College Access and Success found that state averages for debt at graduation in 2014 ranged from $18,900 to $33,800 and new graduates’ likelihood of having debt ranged from 46 to 76 percent; and
WHEREAS, the tenth annual report from The Institute for College Access and Success also found that nationally, the average debt for new bachelor’s degree recipients increased at more than double the rate of inflation from 2004 to 2014; and

THEREFORE BE IT RESOLVED, that the Labor Council for Latin American Advancement urges the next President to pursue by legislation and executive action the maximum level of possible student debt relief,

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement endorses the principle that higher education at public colleges and universities should be made available free of charge, and urges the US Congress and the next president to develop and pass the needed legislation.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE: _____________________________

CONCURRENCE: _____________ X _____________

NON-CONCURRENCE: __________________________________

10. RESOLUTION IN DEFENSE OF IMMIGRANT FAMILIES AND IN SUPPORT OF COMPREHENSIVE IMMIGRATION REFORM

WHEREAS, immigration reform is an urgent priority for over 12 million undocumented immigrants in the United States; and

WHEREAS, President Barack Obama has presided over and even boasted about a record level of deportations during his administration; and

WHEREAS, the Supreme Court deadlock in US v. Texas has prevented implementation of President Obama’s executive actions on immigration, most specifically Deferred Action for Parents of Americans (DAPA); and

WHEREAS, each year, approximately 65,000 students who came to this country as young children, unaware of their immigration status, see their dreams to attain higher education come to an abrupt halt as their status prevents their access to the opportunities they were raised to believe they would enjoy; and

WHEREAS, in 2013, 93 percent of Latino immigrants who have not yet naturalized say they would if they could; and

WHEREAS, of those Latino immigrants eligible to naturalize, nearly 20 percent cited financial costs as a main prohibitive factor to naturalizing, with another 28 percent conveying language and other personal barriers; and
WHEREAS, militarization and spending on securing the Southwest border has increased exorbitantly over the last decade; and

WHEREAS, in 2012, the budget for Customs and Border Patrol (CBP) was 11.65 billion dollars, an increase of 94% from the 2004 budget of $6 billion; and

WHEREAS, the militarization along the Southwest border has destroyed environmental resources, involved unfair and discriminatory taking of private property, encouraged racial profiling, proliferated immigration checkpoints, and drastically affected the means of subsistence and way of life of persons living in border communities; and

WHEREAS, since 2009, the private prison industry has increased its share of immigrant detention beds by 13 percent. Today, for-profit prison companies operate more than 60 percent of ICE immigration detention beds, up from 49 percent in 2009; and

WHEREAS, in detention, immigrants often suffer physical or verbal mistreatment, and are routinely denied access to medical care and attorneys,

THEREFORE BE IT RESOLVED, that the Labor Council for Latin American Advancement demands that the US Congress pass a common-sense comprehensive immigration reform that allows for a path to citizenship; and

BE IT FURTHER RESOLVED, that the Labor Council for Latin American Advancement demands an end to the targeting of recently arrived families for deportation.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE: _____________________________

CONCURRENCE: _____________X________________

NON-CONCURRENCE: __________________________________

11. TRABAJADORAS

WHEREAS, Trabajadoras make valuable contributions to our labor force across sectors and within different positions; and

WHEREAS, 40 percent of Latinas are the breadwinners for their families; and

WHEREAS, Latinas own 36% of all companies owned by minority women in America; and

WHEREAS, in 2014, Latinas made up one third of the U.S. service industry; and

WHEREAS, one in four Latinas currently live below the poverty line, meaning that their families make less than $24,000 collectively; and

WHEREAS, 16 percent of Latinas work full-time but their income is still below the poverty line, compared to only 8 percent of white women; and
WHEREAS, Latina workers can expect to lose $1 million or more due to the gender wage gap over a 40-year period in the labor force; and

WHEREAS, according to a report by the Southern Poverty Law Center cited by the Labor Council for Latin American Advancement’s Trabajadoras publication in 2012, 77 percent of Latina farmworkers in the Southern United States reported sexual harassment in the workplace is a “major problem,” and

WHEREAS, in 2013, 54 percent of unionized workers were women; and

WHEREAS, only 10.1 percent of Latinas are in union jobs compared to 11.7 percent of all women; and

WHEREAS, Latinas made up only 4.9 percent of the unionized workforce in 1983, but in 2013 they comprised 14 percent of the entire workforce; and

WHEREAS, Latinas in unions earned approx. $6.98 more per hour than Latinas who do not have union representation; and

WHEREAS, Latina union members reported median weekly earnings of $763 in 2013 compared to Latinas who do not have union representation, who make $516 weekly; and

WHEREAS, the increase in yearly income for Latina union workers compared to workers who do not have union representation was $11,544; and

WHEREAS, Latino union members are 26 percent likely to have employer provided health insurance; and

WHEREAS, Latinas deserve to enjoy the same working conditions as all other workers, and to have their work valued and compensated in the same manner as other workers,

THEREFORE BE IT RESOLVED, that the Labor Council for Latin American Advancement recommits to the campaign to work in solidarity to raise mass consciousness about the challenges facing Latina workers, especially immigrant women workers, and to work in partnership with Trabajadoras to win the full range of labor rights to which all which all human beings are entitled.

Respectfully Submitted by the **LCLAA National Executive Board**

REFERRED TO THE COMMITTEE: _____________________________

CONCURRENCE: ___________ X ____________

NON-CONCURRENCE: _____________________________

12. RESOLUTION IN DEFENSE OF THE RIGHT TO VOTE AND AFFIRMING THE IMPORTANCE OF CIVIC ENGAGEMENT AND ELECTORAL PARTICIPATION
WHEREAS, President Lyndon B. Johnson signed the Voting Rights Act into law on August 6, 1965, a key victory of the Civil Rights Movement; and

WHEREAS, for nearly 50 years the Voting Rights Act was an effective, fundamental weapon in the fight to eliminate barriers to democracy, enabling both activists and government officials to forcefully litigate voting rights cases; and

WHEREAS, the US Supreme Court decision in the case of Shelby County v. Holder, announced on June 25, 2013, drastically curtailed the coverage of the Act by voiding the formula used under the Act to determine which jurisdictions will be subject to “preclearance” scrutiny of changes in voting laws and practices; and

WHEREAS, Section 5 of the Act, concerning preclearance cannot function unless and until Congress passes new legislation to specify criteria for preclearance; and

WHEREAS, in the absence of Section 5 protections, local and state governments that likely would have been barred from passing laws that effectively create barriers to voting, and specifically those that in effect or by clear intent disenfranchise voters of color; and

WHEREAS, laws requiring presentation of photo identification and other changes in laws and procedure which have the effect of making it more disproportionately more difficult for people of color, poor people, the elderly and young people to exercise their right to vote have proliferated in recent years, and the trend has accelerated and spread to historically problematic areas after the Shelby decision; and

WHEREAS, the US Court of Appeals for the Fourth Circuit, in its ruling striking down North Carolina’s voter ID law, found that the law was “passed with racially discriminatory intent”; and

WHEREAS, the US Court of Appeals for the Fourth Circuit decision also stated “We cannot ignore the record evidence that, because of race, the legislature enacted one of the largest restrictions of the franchise in modern North Carolina history”; and

WHEREAS, the next president will appoint at least one Supreme Court justice, and issues critical to Latino working families including access to higher education, voting rights, climate and environment policy, the right to organize, reproductive health and others are very likely to have decisive cases before the court in the next president’s term; and

WHEREAS, the Latino vote for president may be decisive in a number of states; and

WHEREAS, the Latino community is under rhetorical assault from a major US political party, led by a candidate who insults and attempts to dehumanize the Latino community, Muslims, women, and non-whites generally; and

WHEREAS, our vote is our primary means of making ourselves heard in our political system, and the size of our vote in this electoral cycle will largely determine the level of
attention and consideration that elected officials and the political class give to our community and our issues; and

**Therefore Be it Resolved,** that the Labor Council for Latin American Advancement demands that Congress act with appropriate speed and consideration to pass and send to the president legislation to amend the Voting Rights Act to address the Shelby decision that does not weaken its protection of the right to vote and effectively restores pre-clearance as a protection for voters; and

**Be it further resolved,** that the Labor Council for Latin American Advancement rejects Voter ID laws, and all similar attempts to make it more difficult for eligible people to vote, which disproportionately disenfranchise people of color, the poor, the elderly, and young people; and

**Be it further resolved,** that the Labor Council for Latin American Advancement endorses all reasonable procedural and legislative measures to encourage and maximize electoral participation and democratic engagement, including same-day registration, vote-by-mail, absentee and early voting; and

**Be it finally resolved,** that the Labor Council for Latin American encourages all voters to exercise their rights and vote in this presidential election year, emphasizes the importance to Latino workers of maximum civic engagement in all forms including voting, and encourages all candidates to address the issues important to working families in the campaign and in office.

Respectfully Submitted by the **LCLAA National Executive Board**

REFERRED TO THE COMMITTEE: _____________________________

CONCURRENCE: _____________X________________

NON-CONCURRENCE: __________________________________

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13. **In Support of Family Forward Policies**

**Whereas,** affordable child care, paid sick leave and paid family leave are major issues affecting all workers in the United States today; and

**Whereas,** the majority of child care providers in the United States are women, with Latinas making up 22% of child care workers in the U.S; and

**Whereas,** the median child care worker earns an average of $20,000 per year; and

**Whereas,** an estimated 11 million children are in some form of child care; and

**Whereas,** child care costs have continued to climb in the United States, often outpaces the wages that a worker earns in a given workweek; and
WHEREAS, it is estimated that just 8% of eligible Latino children are receiving assistance or care under the Child Care Development grant; and

WHEREAS, all children deserve to have access to safe care that promotes their development, growth and school readiness; and

WHEREAS, affordable childcare options allow working parents to stay in the workforce and to advance in their careers; and

WHEREAS, Latino workers are less likely to have access to paid sick leave than other workers, with just 46% of Latino workers having access to paid sick leave compared to other workers; and

WHEREAS, only 43% of Latino workers have access to paid family leave as compared to 61% of other workers; and

WHEREAS, failure to provide Latino workers with paid sick and parental leave often forces Latino parents to make the difficult choice between caring for themselves, their children or other family members and keeping their jobs; and

WHEREAS, Latino workers and all workers deserve dignified, humane work conditions without being forced to prioritize their jobs over their families; and

THEREFORE BE IT RESOLVED, that the Labor Council for Latin American Advancement supports family forward policies, including universal child care, fair pay for care workers, paid sick leave, and paid parental and family leave; LCLAA commits to promote these policies through its Trabajadoras campaign and its general work.

Respectfully Submitted by the **LCLAA National Executive Board**

REFERRED TO THE COMMITTEE: _____________________________

CONCURRENCE: _____________________________

NON-CONCURRENCE: __________________________________

15. IN SOLIDARITY WITH THE FARMWORKERS IN SAN QUINTIN (BAJA CALIFORNIA, MEXICO) AND SKAGIT COUNTY (WASHINGTON STATE)

WHEREAS, as many as 70,000 farmworkers (jornaleros) in the Valley of San Quintín, Baja California (Mexico) have been waging intermittent strikes and organizing road blockades and mass mobilizations since mid-March 2015 to demand an increase in their daily wage from 100 pesos to 300 pesos per day [raise from $7.50 per day to $15], an eight-hour workday, health care, overtime pay and vacation days, an end to the widespread sexual abuse, and, most important, the legal recognition of their independent union — the Alianza de Organizaciones Nacional, Estatal y Municipal por la Justicia Social del Valle de San Quintín (Alliance National, State and Municipal Organizations for Social Justice in the
Valley of San Quintín, or Alianza) — as the bargaining agent for these 70,000 workers; and

**WHEREAS**, these farmworkers (many of them indigenous workers from Oaxaca) pick strawberries, tomatoes, and other fruit primarily for export to the United States under the label of Driscoll’s, through its Mexican subsidiary, BerryMex; and

**WHEREAS**, articles in the mainstream media about the conditions of farmworkers in San Quintín Baja California, Mexico describe rat-infested camps, some without functioning toilets, with workers routinely having their wages illegally withheld, and many facing debt after being gouged by the overpricing of necessities sold at company stores, and with pay so low that it amounts to less than one-tenth of what U.S.-based farmworkers earn”; and

**WHEREAS**, over the weekend of May 9-10, 2015, the Baja California government, instead of opening negotiations with the farmworkers, as promised, sent in police to quash the farmworkers’ protest, severely wounding 70 workers, many with rubber bullets shot at close range, leaving some of the workers in critical condition; and

**WHEREAS**, the repression against the farmworkers of San Quintín made front-page news and created a huge backlash across Mexico, forcing the government to (1) meet with representatives of the Alianza and promise to legally recognize the workers’ independent union (promising a “registro” to the Alianza) and (2) promise to implement many of the demands raised by the workers that pertain to Mexican labor law; and

**WHEREAS**, the growers are refusing to abide by the agreement between the Mexican government and the Alianza, arguing that they have more than 60 signed contracts with the CTM, the CROM, and the CROC, and that they will therefore not recognize nor open negotiations with the Alianza; and

**WHEREAS**, the leadership of the Alianza, soon after the strike began, issued a call to the U.S. labor and community movements to organize a boycott across the United States of Driscoll’s, extending the boycott of Driscoll’s that was launched one year earlier by the Familias Unidas por la Justicia; and

**WHEREAS**, upon learning of the strike of the farmworkers in San Quintín, unionists and community activists in cities throughout California and other U.S. states launched a campaign incorporating the struggle of the San Quintín workers into the Driscoll’s boycott; and

**WHEREAS**, many of the San Quintín farmworkers have either worked in the farms owned by Sakuma Brothers in the state of Washington, or have family who work for Sakuma Brothers, where the workers have been subjected to a wide range of
abuse for years, such as inadequate piece rates, wage theft, racist and sexist abuse by supervisors, substandard housing and continuous retaliation for their efforts to improve their conditions; and

WHEREAS, the Washington State AFL-CIO has recognized the independent union formed in 2013 by the Sakuma farmworkers — the Familias Unidas para la Justicia — and has endorsed and supported the boycott of Sakuma Brothers Farms; and

WHEREAS, Miles Joseph Reiter is the Chairman of the Board of Driscoll’s Inc and is also a member of the California State Board of Food and Agriculture and this board has responsibility for oversight of this industry. We question and oppose his serving on this board due to the conditions of the striking farm workers and the families in San Quintin, Baja, California; and

THEREFORE BE IT RESOLVED, that the Sacramento LCLAA Chapter, goes on record in support of the struggle of the 70,000 farmworkers in San Quintin and the 468 farmworkers in Skagit County, Washington, for better wages, working conditions, and the recognition of their fighting unions — the Alianza de Organizaciones Nacional, Estatal y Municipal por la Justicia Social del Valle de San Quintin (Alliance of Farm Workers of San Quintín), and Familias Unidas — as the legitimate bargaining agents for these workers; and

BE IT FURTHER RESOLVED, that the LCLAA opposes the “protection contracts” signed between the growers and the company unions, and urges the Mexican government to formally give the “registro” to the Alianza the San Quintin, Baja California, Mexico workers, as promised, that it meet the Alianza’s demands pertaining to Mexico’s labor laws, — and that the government use all its powers to compel the growers to rescind the “protection contracts” with the company unions, negotiate directly with the Alianza, and agree to increase the workers’ wages to 300 pesos a day, while resolving the other demands raised by the workers; and

BE IT FURTHER RESOLVED, that LCLAA reiterates its call on Driscoll corporation and its subsidiary BerryMex and the San Quintin employers and Sakuma Farms to rehire strikers and sign a contract with the Alianza workers in San Quintin, Baja California, Mexico, and Familias Unidas por la Justicia in Washington State; and

BE IT FURTHER RESOLVED, that LCLAA calls upon the California Federation of Labor and the entire trade union movement in the United States to add Driscoll’s to their “Do Not Patronize” list and to actively promote a boycott of Driscoll’s — as well as build ties of solidarity with the San Quintin farmworkers of Baja California, Mexico, organizing union-to-union solidarity, visits to San Quintin, and tours to the United States of representatives of the Alianza so that these workers can tell their stories directly to U.S. workers; and
BE IT FURTHER RESOLVED, that LCLAA will link the struggle of the Sakuma Brothers and Driscoll’s workers in the state of Washington, to the struggle of the San Quintín workers of Baja California, Mexico; and

BE IT FURTHER RESOLVED, that the LCLAA will send this resolution to the Alianza San Quintín, Baja California, Mexico, and the Sakuma Farms’ workers, with copies to the broader labor movement, to be used as a template for further resolutions in solidarity with the farmworkers of San Quintín- Baja California, Mexico, and Familias Unidas por la Justicia in Washington State.

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

Respectfully Submitted by the Sacramento LCLAA Chapter on April 7, 2016.

REFERRED TO THE COMMITTEE: _____________________________

CONCURRENCE: _____________X________________

NON-CONCURRENCE: __________________________________

16. FIGHTING FOR SAFE COMMUNITIES AND RACIAL JUSTICE FOR ALL

WHEREAS, the Labor Council for Latin American Advancement (LCLAA) has a long-standing role in advancing racial justice and equity for Latinos and other underserved communities; and

WHEREAS, brown and black children are persistently denied equal access to educational and economic opportunity; and

WHEREAS, every life lost to violence makes our country and our world poorer; and

WHEREAS, the recent police-involved shooting deaths of Alton Sterling, Philando Castile, Fermin Vincent Valenzuela, Vinson Ramos, Melissa Ventura, Anthony Nuñez, Pedro Villanueva and Raul Saavedra-Vargas remind us that we have much work left to do in the fight for equal treatment, equal opportunity and safety on the streets for all, regardless of race; We must redouble the work of dismantling the systemic bias and structural racism that lead to far too much pain and suffering; and

WHEREAS, public safety employees must feel safe and supported in order to fulfill the promise of a peaceful community for all Americans; and

WHEREAS, every person must have a chance to live a full, peaceful life, and we must continue our efforts to build this nation into one where all are treated equitably and given equal opportunity; and

WHEREAS, LCLAA supports police officers who perform the duty of serving us daily in the name of public safety; and
WHEREAS, the prevalence of guns on our streets and in our communities makes it more likely that these tragedies will continue; There were 52,000 incidents of gun violence in the United States in 2015 alone; It is past time for action against our national epidemic of gun violence; Our men and women in service—who are entrusted with the safety and care of our communities and our children—see the impact of gun violence every day; We must find the political courage to address the issue of gun violence through policy change; and

THEREFORE, BE IT RESOLVED, that LCLAA advocate for community policing to improve public safety in our communities through collaborative efforts that engage citizens; and

BE IT FURTHER RESOLVED, that the LCLAA support movements that expose injustice and mistreatment by employing civil disobedience in the tradition of great civil, human and women’s rights work, such as the Immigrant Rights Freedom Rides, Movement for Black Lives and similar initiatives; and

BE IT FURTHER RESOLVED, that LCLAA will advocate for independent investigations in cases of killings and alleged abuse by law enforcement to ensure due process; and

BE IT FURTHER RESOLVED, that LCLAA and its affiliates collectively address these challenges on a much deeper level by supporting comprehensive training programs on crisis intervention techniques and interacting with people of diverse backgrounds; and

BE IT FURTHER RESOLVED, that LCLAA will collaborate with unions representing police and public safety officers in the law enforcement community to advocate for fair policing through greater transparency and accountability, which will lead to safer communities; and

BE IT FURTHER RESOLVED, that LCLAA will commit to continuing its work to support the AFL-CIO and its affiliates who have established a Racial Equity and Criminal Justice and Public Safety Task Forces; and

BE IT FURTHER RESOLVED, that LCLAA will work with all its chapters to reclaim the promise of racial equity and justice in all of our communities; and

BE IT FINALLY RESOLVED, that LCLAA will support and promote the Anniversary March on Washington Rally in Washington, D.C., scheduled for August 27 focused on ending hate, xenophobic rhetoric, discrimination and addressing gun violence in communities across the country.

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE: _____________________________

CONCURRENCE: ________X_____________

NON-CONCURRENCE: _____________________________

17. ON IMMIGRATION, REFUGEES AND ISLAMOPHOBIA
WHEREAS, millions of people have been displaced from their homes in the Middle East, Africa, Central America and other parts of the world by war, persecution, terrorism and political and economic turmoil, and this has led to the greatest wave of migrants since World War II; and

WHEREAS, the U.S. is a nation enriched by immigrants, refugees, asylum seekers and new arrivals, and

WHEREAS, immigrants—whether from Europe, Asia, Africa or the Americas—have continuously faced discrimination throughout our nation’s history; and

WHEREAS, refugees from Central America, Africa and the Middle-East have been welcomed and integrated into some communities in Europe and the United States, while other communities in Europe and the United States have seen a rise in nationalist politics, anti-immigration actions, Islamophobia and xenophobia; and

WHEREAS, young people are particularly alienated and marginalized in the face of bullying, hate speech and narrow-minded peers, which result in negative socio-psychological behaviors; and

WHEREAS, our nation’s priority should be in creating public schools that provide all children a rich learning experience in secure and safe environments:

THEREFORE, BE IT RESOLVED, reaffirm its commitment to protecting the rights of all children and families fleeing war like conditions, persecution and victims of human trafficking regardless of where their journey began.; and

BE IT FURTHER RESOLVED, that the LCLAA will continue to advocate that the current immigrant crisis must not become justification for reducing civil and political rights, turning our backs on refugees and asylum seekers, or yielding to politicians’ outrageous ideas of excluding immigrants based on religion and police profiling in ethnic neighborhoods; and

BE IT FURTHER RESOLVED, that the LCLAA will use every opportunity to confront the alienation and defeatism that lead students to embrace extremism and violence; and

RESOLVED, that the LCLAA will call on political leaders to denounce bigotry and hate speech, and champion humane immigration policies that infuse a spirit in our nation that welcomes immigrants and provides them social and economic opportunities; and

RESOLVED, that in light of the fact that strong public schools create strong communities, the LCLAA will call upon community schools to provide the support and wraparound services that immigrant families need, including educational resources and comprehensive integration programs, such as language immersion, socio-psychological services and basic healthcare, counseling and mentoring; and

AND BE IT FINALLY RESOLVED, that the LCLAA will advocate the economic integration of immigrants by promoting inclusion in career and technical education and employment opportunities, and the elimination of segregation and isolation of Muslims and other immigrants; and

Respectfully Submitted by the LCLAA National Executive Board

REFERRED TO THE COMMITTEE: _____________________________
WHEREAS, in light of the devastating water crisis in Flint, Michigan, Labor Council for Latin American Advancement of Greater Lansing Area Chapter strongly urge you to advocate and vote for all measures needed to support the people of Flint and insure that clean drinking water for the people of Michigan is a priority including:

replacing all lead service lines in the city and taking all other necessary measures to ensure that clean, usable tap water is restored to the people of Flint; and

WHEREAS, providing for health care and other services for victims of lead poisoning in Flint especially children, and improving these services for all residents of Michigan; and

WHEREAS, fund additional Michigan Department of Environmental Quality staff dedicated to Safe Drinking Water Act implementation, including positions focused on overseeing sampling and monitoring, corrosion control, and public notification provisions of the Safe Drinking Water Act, Lead and Copper Rule, and

WHEREAS, convene an expert panel to make recommendations on updating Michigan’s Safe Drinking Water Act, Lead and Copper Rule conforming legislation to reflect lessons learned from the Flint Crisis;

WHEREAS, protecting all constituents by advocating for statewide infrastructure funding to cover full replacement of lead service lines across the state; and

WHEREAS, these measures will create good paying local jobs and make Michigan a nationwide example of taking aggressive action to eliminate lead from drinking water systems;

THEREFORE BE IT RESOLVED, that Labor Council for Latin American Advancement, support and stand in solidarity with the people of Flint, as the residents have been living with poisoned water for the last two years; They need all Michiganders and the United States to help amplify their voices and make sure that the community gets what it needs, and

BE IT FURTHER RESOLVED, that Labor Council for Latin American Advancement, supports investment and state funding for infrastructure
improvements, including but not limited to making the necessary investments to replace ALL lead service lines in the City of Flint, Michigan and developing a comprehensive plan to replace lead service lines statewide, and

BE IT FURTHER RESOLVED, that Labor Council for Latin American Advancement, demand improved corrosion control, lead monitoring and public notification and that Michigan elected officials ensure that Michigan Department of Environmental Quality is effectively implementing all programs to control lead in water and that Michigan becomes a leader in protection from lead exposure, and

BE IT FURTHER RESOLVED, that Labor Council for Latin American Advancement will fight to change state budget priorities; that Michigan’s state budget is a statement of our collective values, and that we need a budget that works for everyone, not just corporations and wealthy special interest, and

BE IT FINALLY RESOLVED that this Resolution shall be sent to all Labor Council for Latin American chapters, local bodies, central labor councils and federations with Labor Council for Latin American chapters, urging them to act in Flint Water Crisis and how to help.

Respectfully submitted by: Maria Starr Van Core, President, Michigan’s Greater Lansing Area of Labor Council for Latin American Advancement

REFERRED TO THE COMMITTEE: _____________________________

CONCURRENCE: ____________X_________________

NON-CONCURRENCE: __________________________________

19. RACIAL VIOLENCE AND PUBLIC SECURITY

WHEREAS, LCLAA is coalition of unions that has always stood for racial and economic justice, solidarity and equality; LCLAA is committed to being a leader in the fight to win racial and economic justice and to bridging the gap that exists in too many of our cities between the community and public safety officers; and

WHEREAS, we join the nation in concern about the number of police shootings and the mass incarceration of the black community and other communities of color; The United States has the highest incarceration rate in the world, and African-American males are six times more likely to be incarcerated than white males and 2.5 times more likely than Hispanic males; The National Institute on Drug Abuse found that white secondary school students were slightly more likely to have used an illegal drug within the past month than black students, yet for the past thirty years, black youth were arrested for drug crimes at rates more than double those of white youth; The effects of incarceration disproportionately impact African-Americans; A recent study by Devah Pager at Princeton University found that whites with criminal records were more likely to receive
call-backs for jobs than blacks without a criminal record; The Bureau of Justice Statistics found that while white, black and Hispanic drivers were stopped at similar rates nationwide, black drivers were three times as likely to be searched during a stop as white drivers and twice as likely as Hispanic drivers; Black drivers were twice as likely to experience the use or threat of violent force at the hands of police officers as both white and Hispanic drivers; The Washington Post found that 9 percent of police shootings across the country involved an unarmed victim; the unarmed victims were disproportionately black; In a Post analysis looking at population-adjusted rates, unarmed black men were seven times as likely as unarmed whites to die from police gunfire; and

WHEREAS, over the past several decades, a handful of wealthy CEOs and politicians have manipulated the economic rules in their favor, causing our economy to tilt dramatically out of balance; In 2015, the wealthiest 1 percent possessed 20.1 percent of the total income in our country; This is similar to levels prior to the Great Depression, when the wealthiest 1 percent had 19.6 percent of total income; In addition to income disparities, our economic system creates racial disparities as well; For example, while 8 percent of whites are poor, 26 percent of blacks, 25 percent of Latinos and 12 percent of Asians live in poverty in the U.S.; There is also an enormous racial wealth gap; In 2013, the median wealth of whites was $141,900, 13 times the median wealth of blacks ($11,000) and 10 times the median wealth of Latinos ($13,700); and

WHEREAS, while our nation has made significant progress since the days when Memphis sanitation workers carried “I am a Man” signs, the struggle for racial justice and equity continues; We remember our nation’s troubled history on race and the struggles of previous generations. Many of our communities are still trying to heal from the scars of the past; The experience of African-Americans with our economy and criminal justice system is often uniquely negative; The phrase “black lives matter” is not intended to communicate that black lives matter more than other lives, but is a rallying cry for a community that feels the impact of decades-long systemic oppression; In the face of such oppression, LCLAA affirms that black lives do matter; and

WHEREAS, recent events have reengaged a national conversation about the current racial, social and economic injustices in our communities and have called us to confront and eradicate systemic racism; The police shootings of Philando Castile in Falcon Heights, Minnesota, and Alton Sterling in Baton Rouge, Louisiana follow too many others that raise significant and troubling questions about the use of deadly force; and

WHEREAS, we believe in due process for all union members and working people; In cases where public safety officers or other workers have been found to have abused their authority, they must be held accountable; and

WHEREAS, we honor and respect the work of all public safety officers who put their own lives at risk every day and serve and protect the public without regard for race, color and creed and we recognize the complex challenges they confront; and

WHEREAS, LCLAA commends the public service and professionalism of the Dallas Police Department and its officers who work tirelessly to protect the constitutional rights of the people
to engage in peaceful protest; We mourn the tragic loss of life of Officers Brent Thompson, Michael Krol, Patrick Zamarripa, Michael Smith and Lorne Ahrens as they protected the community they swore an oath to serve; and

WHEREAS, there is never a justification for engaging in violent actions against those who have devoted their lives to protecting the public; and

WHEREAS, our vision for racial and economic justice means:

- Our economic system works for everyone, not just the rich;
- Our criminal justice system treats everyone equitably and fairly, and communities of color are no longer disproportionately arrested, tried and sentenced; and
- Our communities are safe, with robust public services to address the needs of residents, including mental health services; and

WHEREAS, we also believe in holding elected officials, public safety officers and community leaders accountable for their actions which strengthen or undermine public safety and racial justice,

THEREFORE BE IT RESOLVED, that LCLAA, working with community partners, will use its political and bargaining power to urge local, state and national elected officials to develop policies that:

- Revive and reinvest in community outreach and policing;
- Invest in the appropriate recruitment and training of public safety officers to achieve safe staffing levels;
- Create a law enforcement workforce that is reflective of the communities they serve. Recruitment should begin in the community the officer will serve with incentives that promote living and working in that same community;
- Create opportunities for public safety officers to work with youth to support them in becoming positive and productive citizens, including National Nights Out and Police Athletic Leagues, and mentoring programs where public safety officers and former inmates go into the schools to educate about life choices;
- Create a national Department of Justice clearinghouse on use of force incidents to enable evidence-based discussions and decisions about public safety;
- Create national standards and policies regarding the use of lethal force and that make funding available for the training of all front line law enforcement personnel in the use of lethal force;
- Secure funding for body cameras for law enforcement officers;
- Provide continuing education for public safety officers, including training on implicit bias;
- Invest in mental health services for our communities, because prevention is less expensive than crisis; and
- Require meaningful interaction between faith-based and community leaders and law enforcement through education on the needs of each; and
BE IT FURTHER RESOLVED, that we recommit ourselves to promoting an economy that works for all and will fight for more effective enforcement of civil rights laws, investment in job training, apprenticeship programs and career paths to raise wages for the lowest paid workers, who are disproportionately people of color; and

BE IT FURTHER RESOLVED, that in order to build relationships and mutual understanding between community members and public safety, we encourage community and elected leaders to attend Citizens Police Academies and tour corrections facilities, we encourage public safety officers to participate in community events and meetings and we encourage implicit bias and cultural awareness training for all; and

BE IT FURTHER RESOLVED, that we will work to create local tables of key stakeholders to include unions, community-based organizations, faith-based organizations, school administration, mental health professionals and public safety officers and leadership to have an ongoing dialogue around issues affecting the community and commit to a process of finding solutions; and

BE IT FURTHER RESOLVED, that we recognize that real, systemic change will require time and dedication, and our union is committed to addressing these challenges for as long as it takes; and

BE IT FINALLY RESOLVED, that America must heal; The best of us must rise up to demand justice, change and conciliation; Fear must give way to compassion; LCLAA chapters will play a leadership role as our nation unites to make our society more just, more tolerant and less violent.

Respectfully Submitted by the LCLAA National Executive Board.

REFERRED TO THE COMMITTEE: ________________________________

CONCURRENCE: _____________ X ________________

NON-CONCURRENCE: _________________________________