

Latino Workers and Unions: A Strategic Partnership for America's Progress



LCLAA[®]

LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT

The Labor Council for Latin American Advancement (LCLAA) is the leading national organization for Latino(a) workers. LCLAA was born in 1972 out of the need to protect the rights of working Latinos and raise national awareness about the issues that affect their well-being. Our roots in the labor movement have defined our mission to improve the quality of life of Latinos, help them understand and gain the benefits of unionization and increase their influence in the political process.

LCLAA represents the interests of more than 2 million Latino workers in both the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), the Change to Win Federation, Independent Unions and all its membership. Collectively, our 52 chapters in 22 states bring together Latino trade unionists throughout the United States and the Commonwealth of Puerto Rico to strive for justice, economic equality and social dignity for Latino working families.

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FOREWORD

The Labor Council for Latin American Advancement (LCLAA) is the leading national advocacy organization for Latino(a) workers. Founded over 40 years ago by a group of visionary Latino trade unionists, LCLAA has sought to protect and empower the Latino workforce by educating workers about their civil and labor rights while promoting unionization as a key to a better quality of life. Through organizing and collective bargaining, Latino workers are better leveraged to improve their working conditions, see an increase in wages, and receive vital benefits.

While the labor movement has made important strides to integrate Latinos into its organizing strategies and has expanded the number of Latino workers in unions, much work remains to ensure Latinos can prosper and achieve parity in the workplace and our country. The future of the U.S. is undoubtedly tied with the Latino community. Latinos are the fastest growing population in the United States. By 2050, Latinos will comprise nearly 30% of the total U.S. population.

In honor of our founders' vision and our roots in the labor movement, LCLAA is proud to present *Latino Workers and Unions: A Strategic Partnership for America's Progress*. This report sheds light on how Latinos are faring in the economy and what barriers they face in our workplaces and communities. Through LCLAA's continued commitment to the advancement of Latino working families and equal opportunities for all working people, we hope this report can reinforce the important partnership between the labor movement and Latino workers.

In Solidarity,



Milton Rosado
National President

INTRODUCTION

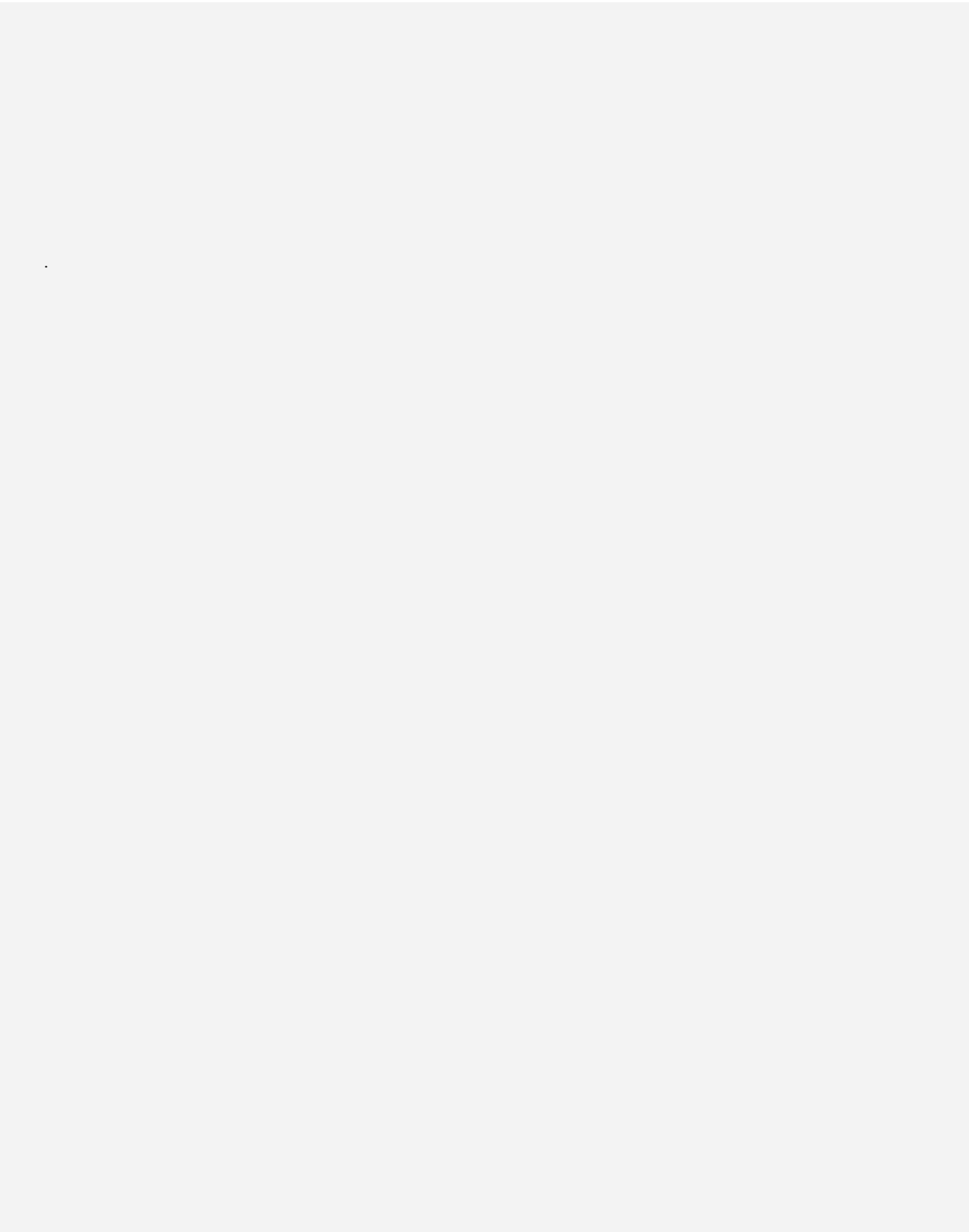
Latinos represent an increasing share of the U.S. population, workforce, and voting bloc. This diverse and growing community is changing the social fabric of the country. Latinos represent the ideals of hard work and perseverance to achieve the American Dream. While Latinos continue to contribute to the success of the U.S., they are confronting tremendous challenges in their workplace and community.

They are America's most vulnerable workers. Latinos are losing their jobs and homes, while facing discrimination that is threatening their living conditions and economic security. America's increasing service sector and broken immigration system are forcing Latinos into underpaid, unsafe, and abusive working environments that place their lives at risk.

It is no secret that collective bargaining and unions are the foundation of the American middle class. Through union organizing campaigns and collective bargaining agreements, millions of workers have achieved better working conditions and wages. Although unions have provided ladders of opportunities for many, the labor movement is facing unprecedented challenges and experiencing declines in membership.

Despite the declines in membership, there are many new organizing opportunities for labor unions. Engaging Latinos and winning collective bargaining agreements for them will be an integral first step for labor unions.

This report will examine the unique partnership the labor movement and the Latino community can achieve together. Unions are in desperate need of new membership while Latinos need the protection and wages a union job can provide them. This mutually beneficial partnership can curb the negative conditions Latino workers face while saving a movement that has changed the American workforce.



THE LABOR MOVEMENT AND LATINO WORKERS

THE LEGACY OF ORGANIZED LABOR AND ITS RELEVANCY TODAY

Organized labor's legacy exerts a deep humanizing influence in our places of work and on federal workplace policies. Establishing a mandatory minimum wage, paid sick leave, Social Security, Medicare and child labor laws are among the protections and benefits that workers in unions have helped secure for millions of Americans. The 40-hour workweek, which allows time for rest and leisure, did not materialize from one day to the next; it was the subject of a hard-fought battle spearheaded by unions. Another arduous fight led by hundreds of thousands of union members who marched, fasted, lost their jobs and even, in some cases, their lives, won U.S. workers the now standard eight-hour workday. At the heart of labor unions is collective bargaining, giving workers leverage to negotiate with employers for higher wages, job security, and improved working conditions.

Through collective bargaining, unions helped create and expand America's middle class by raising wages. A recent report by the Center for American Progress demonstrates an association between the financial share of the nation's income going to the middle class and the number of workers in the unions. However, this share has declined significantly over the last forty years along with union membership.

U.S. Census Bureau figures indicate that as our middle class erodes, the income disparity between the richest and poorest Americans has widened.

Households in the highest quintile with incomes of \$100,001 or more are receiving 50.3% of the total share of the nation's income compared to the lowest quintile- those making \$20,453 or less- which received 3.4%.

During the Great Depression, a large majority of American people held favorable opinions of labor unions and millions of workers formed them or joined them. Their work contributed to the nation's economic recovery. American workers can learn from that historic moment and join unions so that together they have a strong collective voice to demand better jobs with higher wages. Increases in wages lead to greater consumer spending which fueled our economy and created new jobs. Simply put, unions aide in economic recovery.

Labor unions strengthen our economy, our tax base and build the middle class by helping workers secure higher incomes, critical benefits and workplace protections. Unions are part of our economic fabric and collective bargaining is a testament to America's democratic process.

LATINOS AND THE LABOR MOVEMENT

Unions are at historically low levels of membership and urgently need Latinos and immigrant workers in order to grow. Latino workers are currently the most vulnerable workers in the nation and need the protections and benefits that unions can provide. Latino workers face the highest occupational fatality rate, highest numbers of wage theft, have the lowest levels of pension coverage, lowest levels of health insurance, and are also the group that earns the lowest wages.

With union membership hovering at around seven percent of the private sector, Latinos- by virtue of their enormous presence in the service-sector and construction- will play a pivotal role in bringing unions' share of the workforce back up to healthier levels. The median age of Latino workers, relative to other populations, and their rapid growth as a group makes them even more attractive as potential union members.

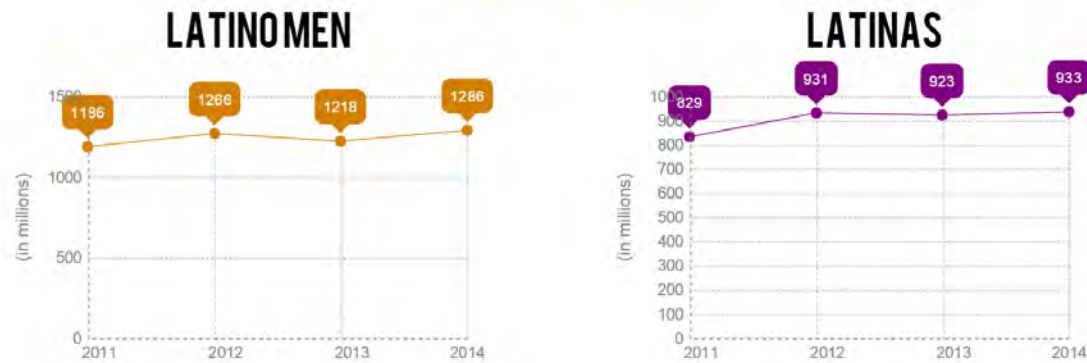
Because of this combination of factors, Latinos are perfectly positioned to join unions in large numbers. Unionization will provide this widely exploited population with a louder voice and protections to improve their working conditions and economic standing. Widespread unionization of Latino workers can reinvigorate the labor movement while improving Latinos' economic conditions through better jobs, higher wages and benefits.

For unions to continue to be a source of power and protection for all workers, they must face the reality that an aging workforce and membership are causing their numbers to diminish.

If unions are to survive and rebuild in the near future, there is no doubt that Latinos and all minorities will have to join the labor movement. Latino engagement will be critical to recruiting more Latino workers into labor unions.

There must be targeted bilingual organizing campaigns to ensure Latinos understand their rights to organize. More importantly, the labor movement will need to embrace this new workforce by creating pathways to leadership in the worksite and in the union.

UNION AFFILIATION



Although unionization rates overall have gone down, the number of Latinos joining the labor movement has increased.

- In 2014, 9.2% of Latino workers were members of a union.
- In 2011, 2,015,000 Latinos were represented or members of a union. This number grew 6.25% to 2,220,000 in 2014.
- 1,186,000 Latino men were represented or were members of a union in 2011. This number grew 6.74% to 1,286,000 in 2014.
- 829,000 Latina women were represented or members of a union in 2011. This number grew 12.3% to 933,000 in 2014.¹

According to the 2014 U.S. Bureau of Labor Statistics report on union membership:

- The number of workers who were union members or were represented by a union went from 16,290,000 in 2011 to 16,152,000 in 2014.
- By age, the union membership rate was highest among workers ages 45 to 64 - 13.8% for those ages 45 to 54 and 14.1% for those ages 55 to 64.²
- The lowest union membership rate was among workers in the 16 to 24 age bracket at 4.2%.

LATINOS IN THE NATION: LABOR, ECONOMIC, AND SOCIAL CONDITIONS

LATINO OVERVIEW

LATINOS IN THE U.S.

Latinos are the fastest growing group in the nation. The U.S. Latino population stands at over 55.4 million or roughly 17% of the country's population.⁴ With a median age of 29 years, Latinos are the youngest group in the country⁵—nearly a full decade lower than the median age of 37 for the whole U.S. population.⁶

LATINO CIVIC PARTICIPATION

A record 25.2 million Latinos became eligible to vote in 2014, a significant increase from 21.3 million in 2010.⁷

About 800,000 new Latinos become voting eligible every year, underscoring the growing importance of the Latino electorate.⁸ Three-quarters of eligible Latino voters live in the states of California, Texas, Florida, New York, Arizona, New Jersey, and Illinois.⁹ The importance of elections in these states could change the balance of power on the federal, state, and local levels and change the roadmap to the White House.

A candidate needs 270 electoral votes to win a presidential election and Latinos represent a significant share of the population in swing states that account for 151 electoral votes. Since 2000, states with ten or more electoral votes have experienced astounding growth in their Latino population:

North Carolina (90.2%)	Ohio (60%)
Virginia (88.2%)	Florida (57.5%)
Michigan (73.5%)	Arizona (48.4%)
Indiana (70%)	Texas (43.4)

ECONOMIC AND SOCIAL CONDITIONS OF LATINOS

In 2013, about one in four (23.5%) Latino families lived below the poverty line.¹⁰ This is nearly twice the national poverty rate of 14.5%.¹¹ 40% of Latino workers earn poverty level wages; about twice the share of white workers who earned poverty wages.¹²

UNEMPLOYMENT

Latinos have also been hard hit by unemployment. In 2014, the Latino unemployment rate hovered at 6.7%, above the national average of 5.5%.¹³

EARNINGS

Over the past decade, Latinos have continuously been disproportionately represented in low wage jobs. In 2014, non-union Latinos earned just \$547 a week.¹⁴

HOMEOWNERSHIP AND FORECLOSURE

Latinos have been most affected by the home foreclosure crisis than other groups. Many Latino families bought homes right before the recession; therefore they had higher debt-to-asset values. The sharp decline in housing prices meant an even sharper decline in the wealth of Latinos. Thus, they were more likely to end up with negative home equity.¹⁵ According to a recent study by the Center for Responsible Lending the rate of completed foreclosures on loans originating between 2004 and 2008 was 11.9% for Latinos; more than double the rate for non-Hispanic whites (5.1%) and higher than the rate for African Americans (9.8%).¹⁶

RETIREMENT SECURITY

Despite being a vital part of the economy, Latinos who have been part of the workforce for many years are penalized in their retirement for their overall lower earnings. These lower earnings limit their available disposable income and therefore, a majority of Latinos (67%) lack retirement accounts.¹⁷ 4 out of 5 Latino households (80.6%) have less than \$10,000 in retirement savings. While 62% of white employees and 54% of black and Asian employees work for employers that sponsor retirement plans, that's true for only 38% of Latino workers. In addition, 69.2% of Latinos do not own assets in a retirement account.¹⁸

EDUCATIONAL ATTAINMENT

Latinos have lower levels of educational attainment than other groups. Latinos have the highest high school dropout rate. In 2010, 41% of Latinos 20 and older did not have a high school diploma or equivalent compared with 23% of black adults and 14% of white adults. In 2013, 22% of Latino adults (25 years and over) had earned an associate's degree or higher.¹⁹ Approximately 30% of Latinos have some college background and only 13% of Latinos 25 and older hold a bachelor's degree or higher.²⁰

While these statistics are alarming, Latinos have been making inroads to curbing these figures. The high school dropout rate for Latino students has reached a record low, dropping from 32% in 2000 to 14% in 2013 among those ages 18 to 24 years old. In 2013, 2.2 million Latinos were enrolled in college, up from 728,000 in 1993 – a 201% increase. Today, Latinos are the largest minority group on U.S. college campuses.

HEALTH CARE ACCESS & COVERAGE

Latinos represent the highest percentage of people without health insurance. In fact, 29% of Latinos lack health insurance.²¹

Although the implementation of the Affordable Care Act (ACA) has positively impacted this statistic, disparities persist for the over 11 million undocumented immigrants, many of whom are Latino, because they are not eligible for ACA benefits.²²

LATINOS IN THE WORKFORCE

In 2014, over 26 million Latinos represented 15% of the labor force.²³ By 2050, Latinos will constitute nearly 30% of the total U.S. population and one third of all working-age Americans.²⁴

WAGE VIOLATIONS & WAGE THEFT

Latino workers suffer more minimum wage and overtime pay violations than any other ethnic group. Of those surveyed, 77.6% of Latinos employed in various minimum wage industries reported that they did not receive overtime pay with higher incidences among Latino immigrants.²⁵

LATINOS OVERREPRESENTED IN LOW WAGE JOBS

Latino workers are much more likely to work in America's growing low wage economy. Of the 26 million Latino workers in the U.S workforce, over 24% of them work in low wage jobs. If the federal minimum wage were raised, about 7 million Latino workers would see a dramatic increase in their earnings.²⁶

LATINOS SUFFER MORE JOB RELATED INJURIES AND FATALITIES

Latino workers suffer alarmingly high rates of job-related fatalities, disabling injuries, and chronic illnesses because they work in high-risk occupations. In 2013, 797 Latinos died at the workplace, constituting the highest death toll for Latinos since 2008 and higher than any other working minority. Of those 797 Latinos, 527 were immigrants.²⁷

LATINAS IN THE WORKFORCE

Latinas are part of the largest and fastest growing minority group in the country. Over 25 million women in the U.S. identify as Latina and make up over 6% of the workforce. While Latinas are quickly changing the face of our country, they are often employed in industries that do not provide them with pathways to prosperous economic futures.

- Close to 3 million Latinas are employed in the service industry.
- Latinas earn only 56 cents for each dollar earned by a white man.
- Latinas report experiencing minimum wage violations more often than men.
- 77% of Latinas in the southern U.S. report sexual assault to be a major issue at the workplace.²⁸

LATINO CHILD LABOR IN AGRICULTURE

Agriculture has been an industry in which Latinos and immigrants have played an integral role. Unless you grow your own food, a farmworker has played a role in ensuring that produce has reached your table. Among the hands that cultivate and harvest our food under sweltering and deplorable conditions, there are those of children who labor in fields across the country.

Under the Fair Labor Standards Act of 1938, when children reach 12 years of age, they can be hired to work on any sized farm. Interviews conducted by Human Rights Watch of farmworker children as young as 8 years old indicate that the majority reported making less than the federal minimum wage.

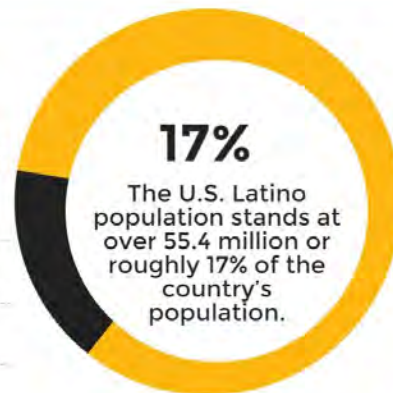
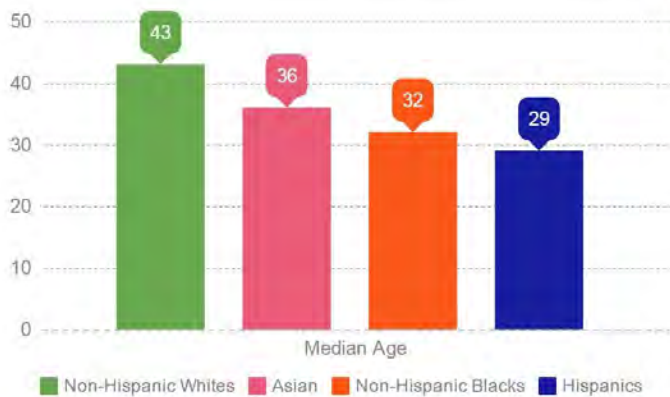
Even worse, children are allowed to work with sharp tools, heavy machinery, and dangerous chemicals, and die four times the rate of other young workers.²⁹ In addition, farmworker youth drop out of school at four times that national rate.

Latinos in the Nation



Latinos represent an increasing share of the U.S. population, workforce, and voting bloc. This diverse and growing community is making critical contributions to our country. Latinos represent the ideals of hard work and perseverance to achieve the American dream.

Latinos are the fastest growing group in the nation.



With a median age of 29 years, Latinos are the youngest group in the country- nearly a full decade younger than the median age of 37 for the whole U.S. population.

IMPORTANCE OF THE LATINO VOTE

3/4



Three-quarters of Latino eligible voters live in the states of California, Texas, Florida, New York, Arizona, New Jersey, and Illinois. The importance of elections in these states could change the balance of power on the federal, state, and local levels and change the roadmap to the White House.

25.2



A record 25.2 million Latinos became eligible to vote in 2014, a significant increase from 21.3 million in 2010.

800,000



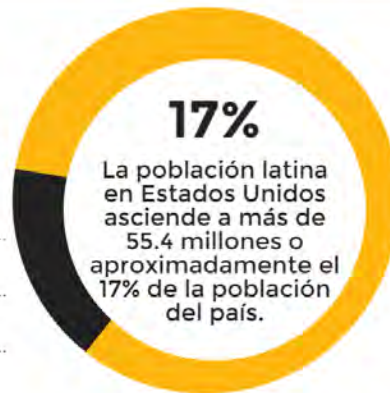
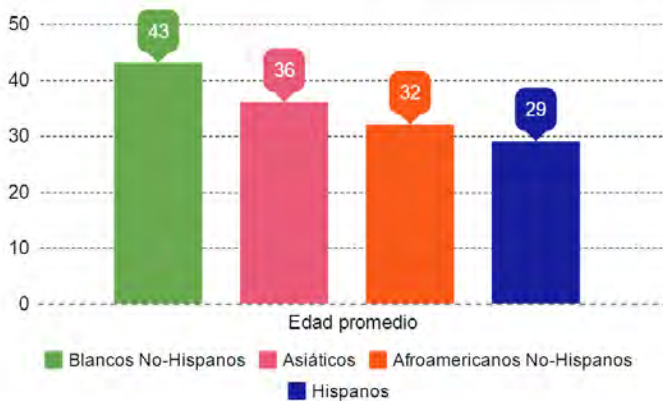
About 800,000 new Latinos become voting eligible every year, underscoring the growing importance of the Latino electorate.

Latinos en la nación



Los Latinos representan una parte creciente de la población de los Estados Unidos, de la fuerza laboral, y un importante bloque electoral. Esta comunidad diversa y creciente está haciendo importantes contribuciones a nuestro país. Los latinos representan los ideales del trabajo duro y la perseverancia del sueño americano.

Los latinos son el grupo de más rápido crecimiento en la nación.



Con una edad media de 29 años, los latinos son el grupo más joven del país - casi una década más joven que la edad promedio de 37 años para toda la población de Estados Unidos.

IMPORTANCIA DEL VOTO LATINO

3/4



Tres cuartas partes de los votantes Latinos viven en los estados de California, Texas, Arizona, Nueva Jersey, Florida, Nueva York e Illinois. La importancia de las elecciones en éstos estados podría cambiar el equilibrio de poder a nivel federal, estatal y local, y cambiar la ruta a la Casa Blanca.

25.2



Un récord de 25.2 millones de latinos fueron elegibles para votar por primera vez en el año 2014, un aumento significativo del año 2010 cuando sólo eran 21.3 millones.

800,000



Cerca de 800,000 latinos son elegibles para votar por primera vez cada año, lo que acentúa la creciente importancia del electorado latino.



Economic & Social Conditions for Latinos

23.5%

In 2013, about one in four (23.5%) Latino families lived below the poverty line, in comparison to the national poverty rate (14.5%).

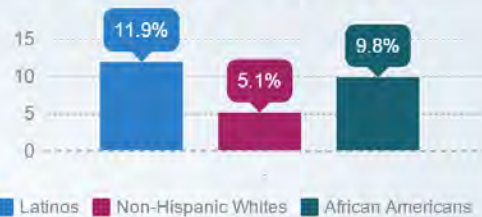
Poverty

40%

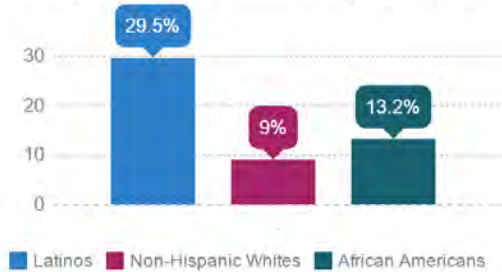
40% of Latino workers earn poverty level wages; about twice the share of white workers who earned poverty wages.

Foreclosure Rates 2004-2008

The rate of completed foreclosures on loans originating between 2004 and 2008 was 11.9% for Latinos. That foreclosure rate was more than double the rate for non-Hispanic whites (5.1%) and higher than the rate for African Americans (9.8%).



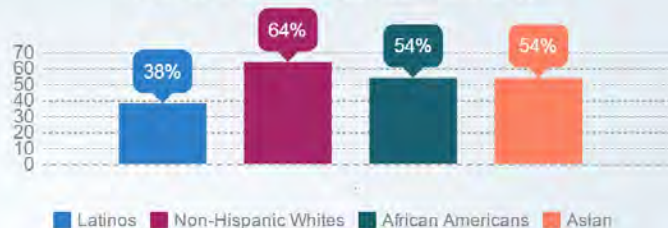
Percentage of Uninsured in 2015



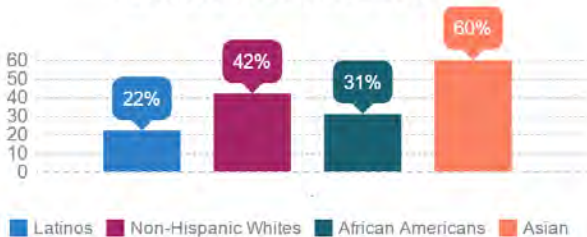
The Latino community holds the highest percentage of people without health insurance. Nearly one in three (29.5%) lack health insurance.

Workers Participating in an Employer-Sponsored Retirement Plan

Only 38% of Latinos work for employers that offer sponsored retirement plans.



Educational Attainment



In 2013 only 22% of Latino adults (25 years and over) had earned an associate's degree or higher. The Latino high school dropout rate has reached a record low, dropping from 32% in 2000 to 14% in 2013 among those ages 18 to 24 years old.



Las condiciones económicas y sociales de los latinos

23.5%

En el año 2013, aproximadamente una de cada cuatro (23.5%) familias latinas vivían por debajo de la línea de la pobreza, en comparación con el 14.5% de la tasa nacional de pobreza.

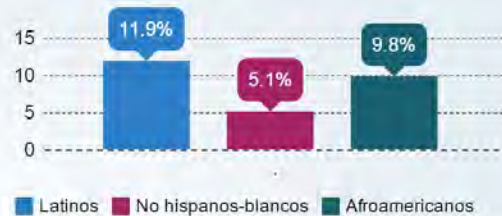
Pobreza

40%

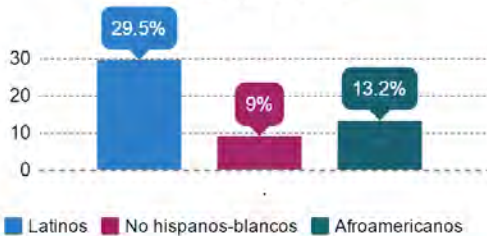
40% de los trabajadores latinos ganan salarios bajo el nivel de pobreza; Esto constituye el doble de los trabajadores blancos que ganan salarios bajo el nivel de pobreza.

La tasa de juicios hipotecarios completados en los préstamos originados entre 2004 y 2008 fue de 11.9% para los latinos. Esa tasa de juicios hipotecarios fue de más del doble de la tasa para los blancos no hispanos (5.1%) y superior a la tasa de los afroamericanos (9.8%).

Tasa de juicios hipotecarios 2004 - 2008



Porcentaje de latinos sin seguro médico en 2015



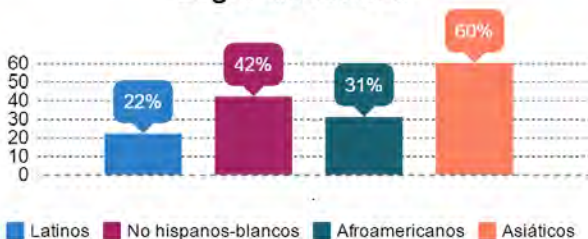
La comunidad latina ostenta el mayor porcentaje de población sin seguro médico. Aproximadamente uno de cada tres (29.5%) carece de seguro médico.

El 38% de latinos trabajan para empleadores que ofrecen planes de jubilación.

Latinos con un plan de jubilación patrocinado por el empleador



Logro educativo



En 2013, sólo el 22% de los adultos latinos (25 años o más) habían obtenido un título universitario o superior. La tasa de deserción escolar a nivel medio-superior de la comunidad latina ha alcanzado un mínimo histórico, al disminuir de 32% en el 2000 al 14% en el 2013, entre las edades de 18 y 24 años de edad.

LABOR ISSUES AFFECTING LATINOS

While Latinos continue to contribute to the success of the U.S., they are confronting tremendous challenges in their communities and workplaces. America's increasing service sector and broken immigration system is forcing Latinos into underpaid, unsafe, and abusive working environments that place their lives at risk. We can change that.

Abusive Work Environments

77.6%

Latino workers suffer more minimum-wage and overtime pay violations than any other ethnic group. 77.6% of Latinos surveyed in various minimum wage industries did not receive overtime pay with higher incidences among Latino immigrants.



Low Wage Jobs

24%

Latino workers are much more likely to work in America's growing low wage economy. Of the 26 million Latino workers in the U.S. workforce, over 24% of them work in low wage jobs.



Death & Injuries at Work

797 DEATHS

In 2013, 797 Latinos died at the workplace. The 797 reported Latino worker deaths constitute the highest total since 2008 and higher than any other working group.



Latinas



56 CENTS

Sexual Assault

77%

77% of Latinas in the southern U.S. report sexual assault to be a major issue at the workplace.

Latina Wage Theft

Latinas earn only 56 cents for each dollar earned by a white man, constituting the biggest wage theft in the nation.

Child Labor

Under the Fair Labor Standards Act of 1938, children ages 12 and above can be hired to work on any sized farm. Interviews conducted by Human Rights Watch of children farmworkers as young as 8 years old indicated that the majority reported making less than the federal minimum wage. Even worse, children are allowed to work with sharp tools, heavy machinery, and dangerous chemicals, and die four times the rate of other young workers. 600 thousand children work in the fields today.



ASUNTOS LABORALES QUE AFECTAN A LOS LATINOS

Mientras que los latinos continúan contribuyendo al éxito de los EE.UU., se enfrentan a enormes desafíos en sus comunidades y lugares de trabajo. El aumento del sector de servicios en los Estados Unidos y el sistema de inmigración fallido están obligando a los latinos a tomar trabajos mal pagados, inseguros, y abusivos que ponen en riesgo sus vidas. Nosotros podemos cambiar eso.

Violaciones de salario mínimo y pago de horas extras

77.6%

Los trabajadores latinos sufren más violaciones de salario mínimo y pago de horas extras que cualquier otro grupo étnico. El 77.6% de latinos encuestados en diversas industrias que ofrecen el salario mínimo, no recibieron pago de horas extras, con incidencias más altas entre los trabajadores inmigrantes.



24%

Trabajos de salarios bajos

Los trabajadores latinos son mucho más propensos a trabajar en la creciente economía de salarios bajos de los Estados Unidos. De los 26 millones de trabajadores latinos en el mundo laboral de Estados Unidos, más del 24% trabajan en empleos de salarios bajos.



797 MUERTES

Muertes y lesiones en el trabajo

En 2013, 797 latinos murieron en el lugar de trabajo. Las 797 muertes reportadas de trabajadores latinos, representan el total más alto desde el 2008 y es más alto que el de cualquier otro grupo laboral.



Latinas



**56
CENTAVOS**

Abuso sexual

77%

77% de las mujeres latinas en el sur de los EE.UU., reportan el abuso sexual como el problema más importante en el lugar de trabajo.

Robo de salarios

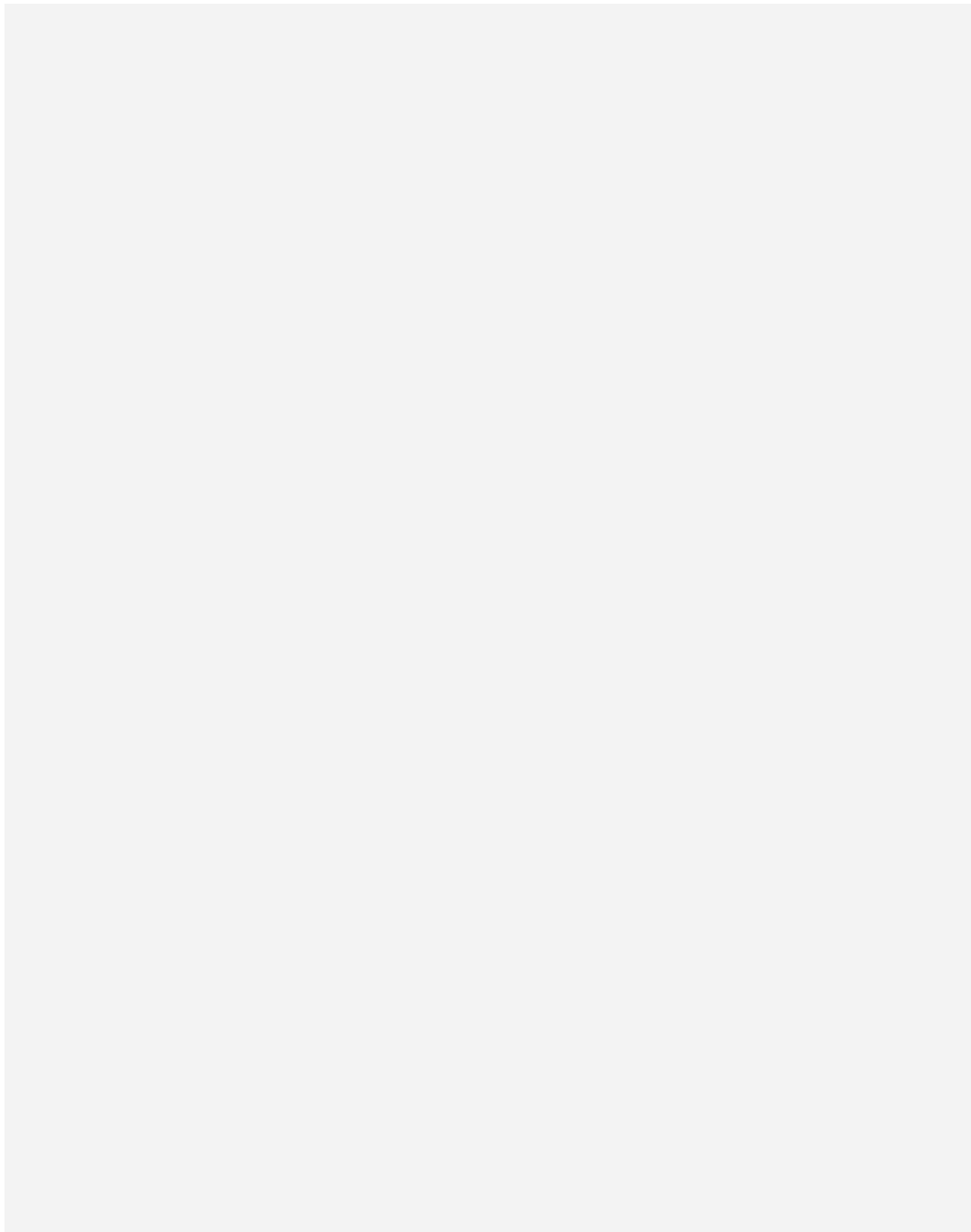
Las mujeres Latinas ganan sólo 56 centavos por cada dólar que gana un trabajador blanco; esto constituye el robo de salario más grande de la nación.

Trabajo infantil

En virtud de la "Ley de Normas Razonables de Trabajo de 1938", los niños de 12 o más años de edad pueden ser contratados para trabajar en cualquier granja. Las entrevistas realizadas por "Observador de los Derechos Humanos" (Human Rights Watch) a trabajadores agrícolas de tan sólo 8 años de edad, indicaron, en su mayoría, que ganan menos del salario mínimo federal. Peor aún, los niños tienen permitido trabajar con herramientas afiladas, maquinaria pesada y productos químicos peligrosos, y mueren cuatro veces más en comparación con otros jóvenes trabajadores. En la actualidad, 600 mil niños latinos trabajan en el campo.



THE UNION DIFFERENCE FOR LATINOS



THE UNION DIFFERENCE FOR LATINO WORKERS

The moment a Latino worker gets a union contract, s/he starts making better wages and works in safer and healthier environments. Union membership boosts median weekly earnings for Latino workers and their overall conditions. Latino workers benefit the most of any other ethnic group with respect to median weekly earnings.

According to a 2015 Bureau of Labor Statistics report, Latino workers who belong to a union typically earn higher pay than non-union workers doing the same kind of job. Although it varies based on sector and occupation, the overall averages are striking. The median weekly earnings of Latino union workers was 38.74% higher than non-union Latino workers.³⁰

LATINO WEEKLY EARNINGS

- Latino union members earned approximately **\$41,340** a year. That translates to **\$795** in earnings per week
- Non-union Latino workers earned approximately **\$29,796** a year or **\$573** per week.
- Unionized Latinos earned **\$11,544** more a year over their non-unionized Latino counterparts.
- Latino union members on average earned approximately **\$5.60** more per hour than non-union Latino workers in 2014.³¹

LATINO MEN AND WEEKLY EARNINGS

In 2014, the median weekly earning for a Latino male worker represented by a union was 40.60% higher than non-union Latino men.³²

- Latino union men earned approximately **\$43,576** a year. That translates to **\$833** in earnings per week.
- Non-union Latino men earned approximately **\$30,992** a year or **\$596** per week.
- Unionized Latino men earned approximately **\$12,584** more a year over their non-unionized Latino counterparts.
- Latino men in unions earned approximately **\$6.05** more per hour than non-union Latino men in 2014.³³

LOW WAGE WORKERS

- Unionization raises the wages of the typical low wage worker (one in the 10th percentile) by 20.6%.³⁴
- Among women workers in the 15 lowest paying occupations, female union members earn 14% more than those workers who were not in unions.³⁵
- A recent AFL-CIO report found that if the current federal minimum wage (\$7.25 per hour) were raised, nearly 7 million Latinos that work in a low wage job would see a dramatic change in their take home pay.³⁶

According to the U.S Bureau of Labor Statistics report in 2015, workers who belong to a union are more likely to have access to retirement benefits, medical care benefits, life insurance, and paid leave.³⁷

- 94% of unionized workers have access to retirement benefits through their job, while only 65% of non-unionized workers had access to retirement benefits.
- 95% of unionized workers have access to medical care benefits through their job, while only 68% of non-unionized workers had access to retirement benefits.
- 86% of unionized workers have access to life insurance benefits through their job, while only 56% of non-unionized workers had access to retirement benefits.
- 85% of unionized workers have access to medical care benefits through their job, while only 62% of non-unionized workers had access to retirement benefits.

While all unionized workers have access to better benefits, unionized Latinos were also more likely to have access to health insurance. Latino union workers were 26 percentage points more likely to have a pension plan than similar non-union workers.

Since Latinos are overrepresented in low wage occupations, it is also important to analyze the benefits of unionization in this area and we find that the benefits are also high. Latino workers in unions in low wage occupations earned 16.6% more than non-union workers. These Latino union workers were also 41 percentage points more likely than comparable non-unionized workers to have employer-provided health insurance and 18 percentage points more likely to have a pension plan.³⁸

As Latinos are almost 10 years younger than the national average, it is also important to note the benefits that unionization has for young workers.

Unionization raises young workers' wages by over 12%, or \$1.75 per hour. They are also 17 percentage points more likely to have health insurance and 24 percentage points more likely to be in a pension plan than their non-union counterparts.³⁹

For these young workers in low wage occupations unionization also raises their wages by over 10%. They are 27 percentage points more likely to have health insurance and 26 percentage points more likely to have a pension plan. Given these huge benefits, young Latino workers should be among the highest priority group to organize into unions.

By looking at all the data we can conclude that protecting collective bargaining and the right for workers to organize can have an important impact on the benefits and wages for Latino workers.

TRABAJADORAS

As the song goes, "the rising of the women means the rising of us all." Women represent a central segment of the union workforce. In 2013, 54% of unionized workers were women. At the current rate they are expected to be the majority in the labor movement soon. Latinas have a strong incentive to claim a powerful position within the labor movement since they face unique challenges and high levels of vulnerability in the workplace. A surge in Latina union membership and leadership could help reverse some of these trends and stop the continuous violations of their rights.

Unionization can provide these Latina workers with a stronger voice as well as protections that will improve their working conditions and promote their prosperity. Latinas are less likely to be represented by a union than women in all other major racial and ethnic groups. Latina workers are overrepresented in low wage labor industries where unionization is needed the most. This paradox reflects the need for a surge in the unionization of Latinas in order to curtail the abuses and exploitations they face on the job.

LATINAS IN UNIONS

In 2014, the median weekly earning for Latina workers represented by a union was **42.12%** higher than non-unionized Latina workers.⁴⁰ Latinas made up only 4.9% of the unionized workforce in 1983, but in 2013 they comprised 14% of the unionized workforce.⁴¹

- Latina union members earned approximately **\$38,428** a year. That translates to \$739 in earnings per week.
- Non-union Latina workers earned approximately **\$27,040** a year or **\$520** per week.
- Unionized Latinas earned **\$11,388** more a year over their non-unionized Latina counterparts.
- Latinas in unions earned approx. **\$5.48** more per hour than non-unionized Latinas.⁴²

In short, Latinas benefit tremendously by joining a union. By expanding collective bargaining and the right for workers to organize, Latinas can make strong inroads in achieving parity within the workforce.

UNDOCUMENTED LATINO WORKERS

Many workers come to the U.S. in search of opportunities unavailable to them in their countries of origin. Countless of them are poor and susceptible to exploitation. Once they get jobs in the U.S., the system here keeps them vulnerable and underprivileged. Most undocumented immigrants are concentrated in low skilled jobs where working conditions are difficult and often dangerous. As a result, they have the highest levels of deaths and injuries at work. Combined with the constant fear of being deported, undocumented workers are perfect prey for human rights and labor violations. Sadly, their status often renders them defenseless and afraid of raising their voices to remedy the wrongs against them.

UNIONS ARE A SOURCE OF PROTECTION FOR DOCUMENTED AND UNDOCUMENTED LATINOS

Immigrant workers face many obstacles that restrain their socioeconomic advancement and prohibit them from becoming more competitive participants in the job market. Unfortunately, immigrants often fall victim to workplace injustices such as wage theft because they feel alone in the workforce. This is especially true when it comes to undocumented Latinos.

While undocumented immigrants might believe that they have fewer protections than other workers, and in some cases might have fewer remedies, most workers have the right to unionize and all workers have the right to form membership organizations in the workplace. Nearly all workers, with the exception of farmworkers, are protected by the National Labor Relations Act (NLRA) In 1984, the U.S. Supreme Court ruled that undocumented workers are considered employees under the NLRA . Since undocumented immigrants are considered employees under the NLRA, they have all the rights granted to employees under the law. This includes the right to organize, vote for, and elect a union, as well as participate in collective bargaining and other activities protected by the NLRA.

This landmark case has positively impacted the lives of many undocumented workers across the country. The protections offered by a union contract ensure undocumented workers are working in safe environments and paid a fair wage. More importantly, it has created an avenue for undocumented immigrants to assert their rights at the workplace.

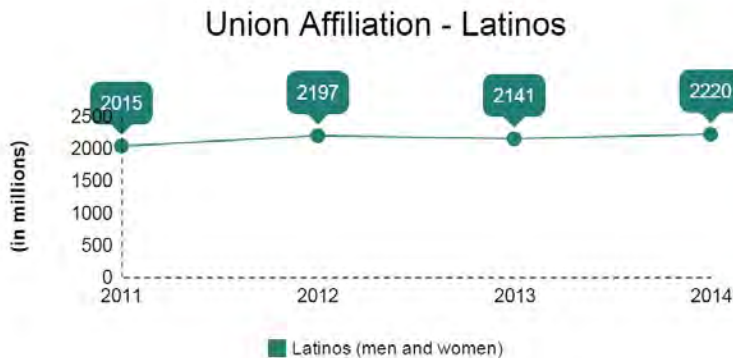
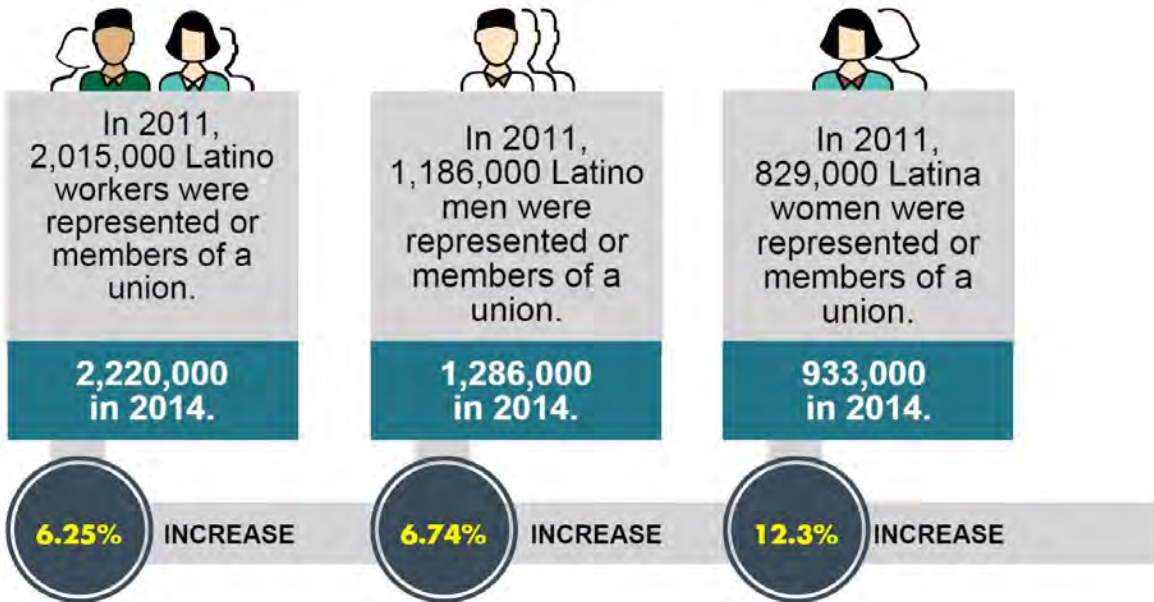
Unions provide an infrastructure of power and strength through numbers. Workers in unions share similar struggles that when faced together can create systematic change. Unions bring democracy to the workplace and are leading the ongoing fight for workers' rights, raising the working standards in the workplace and linking workplace issues to the quality of life of workers and the overall well-being of our communities. While farmworkers are exempt under the federal law, they have successfully sought protections under state laws or have formed other informal membership organizations and networks to help them defend their rights. Through organizing, mass mobilization and advocacy, labor unions and worker membership organizations raise the quality of life for working people.

LATINOS AND UNIONS

Labor unions strengthen our economy and nation by helping workers secure higher wages and workplace protections.



Although unionization rates have gone down, the number of Latinos joining unions has increased. In 2014, 9.2% of Latino workers were members of a union.



More Latinos must join unions so that together they have a strong collective voice to demand better working conditions, wages, and benefits.

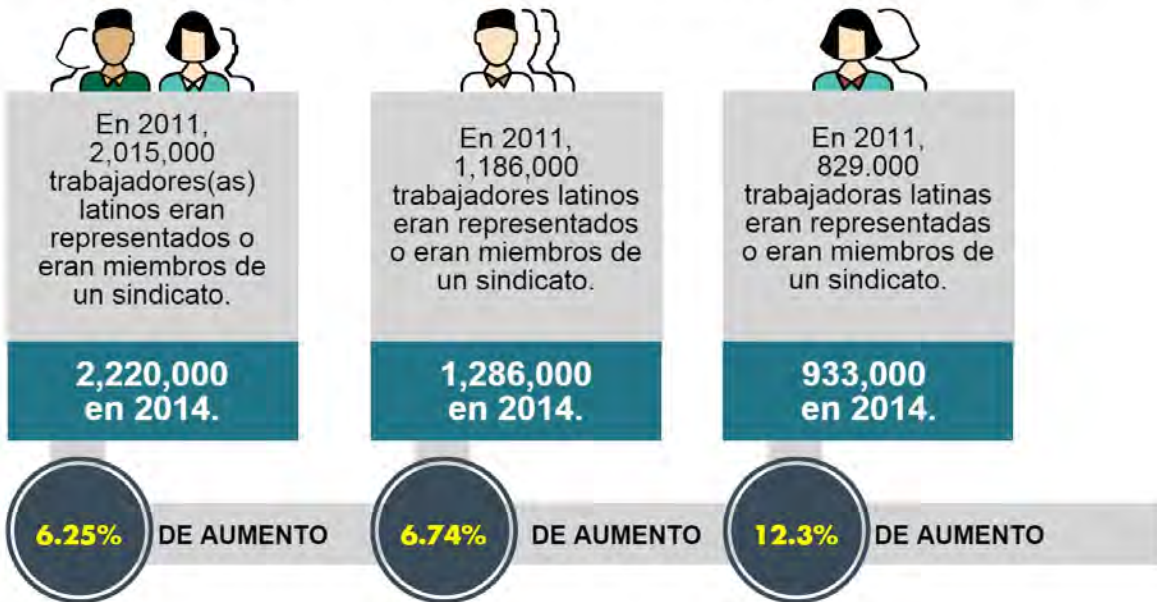


LOS LATINOS Y LOS SINDICATOS

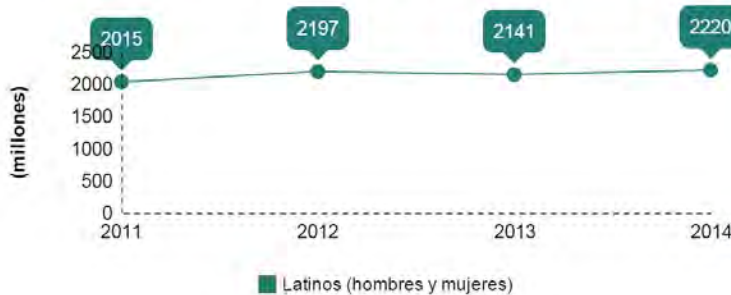
Los sindicatos ayudan a fortalecer nuestra economía y a la nación, ayudando a los trabajadores a asegurar salarios más altos y protecciones laborales.



Aunque las tasas de sindicalización han bajado, el número de latinos que pertenecen a un sindicato ha aumentado. En 2014, el 9.2% de los trabajadores latinos eran miembros de un sindicato.



Afiliación de latinos en los sindicatos



Más latinos deben unirse a los sindicatos para que juntos tengan una voz colectiva más fuerte para exigir mejores condiciones laborales, salarios y beneficios.



THE UNION DIFFERENCE FOR LATINOS

Latinos earn more and have more protections when they belong to a union:

Unionized Latino Workers

\$795

Median weekly earnings in 2014 of Latino union members.

\$41,340 a year

Latino union members earned approximately in 2014.

Non-Unionized Latino Workers

\$573

Median weekly earnings in 2014 of non-union Latino workers.

\$29,796 a year

Non-union Latino workers earned approximately in 2014.

Yearly income difference between unionized (\$41,430) and non-unionized (\$27,796) Latino workers

↑\$11,544 MORE

Hourly difference between union and non-unionized Latino workers

↑\$5.60 MORE

When you belong to a union you have more access to retirement benefits, medical care benefits, life insurance, and paid leave.

JOIN A UNION!



LA DIFERENCIA QUE HACE UN SINDICATO PARA LOS TRABAJADORES LATINOS

Los trabajadores latinos ganan más y tienen mayor protección laboral cuando están sindicalizados:

Trabajadores latinos sindicalizados

\$795

Salario semanal promedio en 2014 de trabajadores latinos sindicalizados.

\$41,340 por año

Salario anual promedio en 2014 de trabajadores latinos sindicalizados.

Trabajadores latinos no sindicalizados

\$573

Salario semanal promedio en 2014 de trabajadores latinos no sindicalizados.

\$29,796 por año

Salario anual promedio en 2014 de trabajadores latinos no sindicalizados.

Diferencia en salarios anuales entre trabajadores latinos sindicalizados (\$41,430) y trabajadores latinos no sindicalizados (\$27,796)

↑\$11,544 MÁS

Diferencia de salario por hora entre trabajadores latinos sindicalizados y trabajadores latinos no sindicalizados

↑\$5.60 MÁS

Cuando eres parte de un sindicato, tú tienes acceso a beneficios de jubilación, seguro médico y de vida, y pago por ausencia laboral.

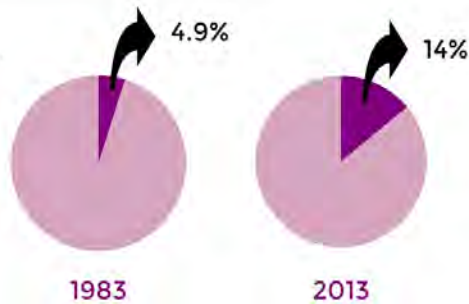
¡ÚNETE AL SINDICATO!

LATINAS IN UNIONS

Latinas earn more and have more protections when they belong to a union:



In 2013, the median weekly earning for Latina workers represented by a union was 42.12% higher than non-unionized Latina workers.



Latinas made up only 4.9% of the unionized workforce in 1983, but in 2013 they comprised 14% of the unionized workforce.

Latinas in Unions

\$739

Median weekly earnings in 2014 for Latina Union members.

\$38,428 a year

Latina union members earned approximately in 2014.

Latinas Non-Unionized

\$520

Median weekly earnings in 2014 for a non-unionized Latina.

\$27,040 a year

Non-union Latina workers earned approximately in 2014.

Yearly income difference between unionized (\$38,428) and non-unionized (\$27,040) Latina workers. **↑ \$11,388 MORE**

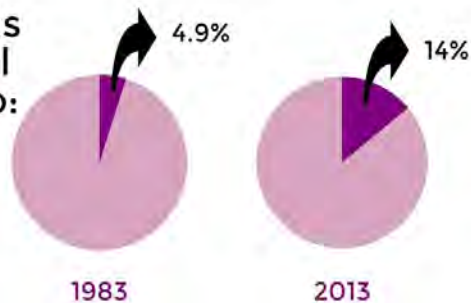
Hourly difference between union and non-union Latina workers. **↑ \$5.48 MORE**

LATINAS EN LOS SINDICATOS

Las trabajadoras latinas ganan más y tienen mayor protección laboral cuando pertenecen a un sindicato:



En 2013, el pago semanal medio para trabajadoras latinas representadas por un sindicato fue 42.12% más que las trabajadoras Latinas no sindicalizadas.



En el año 1983, las trabajadoras latinas conformaban sólo el 4.9% de la fuerza laboral sindicalizada, pero en el 2013 conformaron el 14% de la fuerza laboral sindicalizada.

Trabajadoras latinas sindicalizadas

\$739

Salario semanal promedio en 2014 de trabajadoras latinas sindicalizadas.

\$38,428 por año

Salario anual promedio en 2014 de trabajadoras latinas sindicalizadas.

Trabajadoras latinas no sindicalizadas

\$520

Salario semanal promedio en 2014 de trabajadoras latinas no sindicalizadas.

\$27,040 por año

Salario anual promedio en 2014 de trabajadoras latinas no sindicalizadas.

Diferencia de salarios anuales entre trabajadoras latinas sindicalizadas (\$38,428) y trabajadoras latinas no sindicalizadas (\$27,040).

↑ \$11,388 MÁS

Diferencia de pago por hora entre trabajadoras latinas sindicalizadas y trabajadoras latinas no sindicalizadas.

↑ \$5.48 MÁS

CONCLUSION

For Latinos, the road to social and economic prosperity is mired with hurdles. From wage theft to the increased rates of deaths at the workplace, Latinos are becoming increasingly susceptible to a wide range of attacks on their labor, human and civil rights. While many advances have been made in the past decade, more work and advocacy need to be made in order for Latinos to achieve parity.

Although the current outlook for Latinos is uncertain, their potential for growth is impressive. Wielding over \$1.5 trillion dollars in purchasing power, making huge gains in the workforce and electorate, it's no surprise that the future for Latinos can be drastically different and positive. But in order to realize this potential, Latinos must harness their strengths and exert their voice in the workplace.

Gaining access to a union will be an essential step for Latino workers and their families. Through union representation, Latinos can achieve higher wages that will help them fight poverty and gain access to health and retirement benefits. A study supported by the University of California at Dornsife suggests that participation in a union promotes the civic engagement of Latino immigrants, empowering them to become more involved in their communities. As the labor movement encourages them to speak up and articulate issues they are facing, Latino immigrants who participated in unions claimed they gained confidence to advocate, organize and hold institutions and elected officials accountable.

Despite the vital role unions play in protecting workers, the share of workers represented by a union is in decline by the numerous pieces of legislation that have weakened unions and existing collective bargaining agreements. It is clear that organized labor must make strategic investments in their outreach to Latinos. The potential for growth in organizing Latinos is a critical lifeline that labor unions must use in order to stay relevant. More importantly, labor unions can use this new membership to leverage a more pro-worker agenda and reverse the laws that have weakened collective bargaining for working people.

All of these factors truly highlight why unions and Latinos need each other now more than ever. This mutually beneficial partnership will not only save the American labor movement and improve the lives of Latino working families, but it will also reinforce our nation's economic security and restore the promise of the American dream for all workers.

LCCLAA AND THE LATINO WORKERS MOVEMENT

ABOUT LCLAA



The Labor Council for Latin American Advancement (LCLAA) is a 501 (C) 3 Non-profit organization that advances social, political and economic justice for Latinos in the United States. LCLAA's future reflects its 42 year history as an advocacy organization empowering Latino working families. Its policy platform and educational programs and campaigns are based on a commitment to high standards in both the quality of the research that forms the foundation of its advocacy work and the estimated impact that changes in government policy will have on the welfare of the Latino community. LCLAA's work is based on a three-tiered approach: promoting integration through community building, leadership development and civic participation .

LCLAA BUILDS COALITIONS

Through our chapters around the country, LCLAA builds community partnerships to educate workers about their rights and promotes the political participation of Latino working families. LCLAA chapters advocate on behalf of issues of importance to our communities, they build coalitions at the local level and promote programs to empower Latino workers. LCLAA members are committed to improving the quality of life for Latino working families by providing leadership training and education programs to union and community members. LCLAA believes that in order to achieve social justice and improve the lives of workers, every Latino must commit to the struggle for economic change.

OUR PROGRAMS



LIVING WAGE



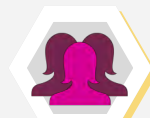
IMMIGRATION



CIVIC ENGAGEMENT



YOUNG WORKERS



TRABAJADORAS



SOCIAL SECURITY



ENVIRONMENT

JOIN LCLAA

- ◆ LCLAA builds coalitions between unions and the Latino community.
- ◆ LCLAA promotes civic participation by holding voter education and voter registration campaigns to register Latinos to vote.
- ◆ LCLAA works with unions and the community to organize Latino workers so that they may have the freedom to join a Union.
- ◆ LCLAA works with national organizations to advance the social, economic, political, human and civil rights of all Latinos.

“La unión hace la fuerza”

Please print all information requested:

Name: _____ Work Phone: _____
 Union/local#/Organization Name: _____ Cell Phone: _____
 Title: _____ Email: _____
 Mailing Address: _____ Fax: _____
 City/State/Zip Code: _____ LCLAA Chapter: _____
 DOB: ____/____/____

Please check appropriate box:

New Member Renewal

Please check appropriate box:

Union Member \$20 Associate Member \$20

Retiree \$10 Student \$5

Please return this application with payment to:

LCLAA
 815 16th Street NW 3rd. Fl. | Washington, DC 20006
 P: 202-508-6919 | F: 202-508-6922
 E: headquarters@lclaa.org | W: www.lclaa.org

OUR BENEFITS

- \$1,000 Accidental Death and Dismemberment Policy at no additional cost provided by American Income Life (AIL)
- Subscription to our monthly E-newsletter
- Access to local and national trainings
- Access to scholarships (check with your local chapter)
- Legislative Alerts: Keep up to date with legislation that affects you and your family



Legal Disclaimer: The Labor Council for Latin American Advancement (LCLAA) is recognized under IRS code 501(c)3 as a Non-Profit public benefit corporation and is eligible to accept tax deductible contributions.

ÚNETE A LCLAA

- ◆ Construimos alianzas entre los sindicatos y la comunidad latina.
- ◆ Promovemos la participación cívica a través de campañas de educación electoral e inscripción de votantes latinos.
- ◆ Trabajamos en conjunto con los sindicatos y la comunidad para organizar a los trabajadores latinos y lograr que ellos sean los que elijan libremente afiliarse a un sindicato.
- ◆ Colaboramos con organizaciones nacionales para promover el desarrollo social, económico y político de los latinos, así como también el reconocimiento de sus derechos humanos y civiles.

“La unión hace la fuerza.”

Por favor escribe todos los datos solicitados:

Nombre: _____

Teléfono de trabajo: _____

Sindicato/# de local/Organización: _____

Teléfono celular: _____

Título: _____

Correo electrónico: _____

Dirección: _____

Número de Fax: _____

Ciudad/Estado/Código Postal: _____

Capítulo de LCLAA: _____

Fecha de Nacimiento: ____ / ____ / ____

Por favor marque la opción adecuada:

Miembro nuevo Renovación

Por favor marque la opción adecuada:

Miembro de sindicato \$20 Miembro asociado \$20

Jubilado \$10 Estudiante \$5

Por favor enviar esta aplicación y su pago a:

LCLAA

815 16th Street NW 3rd Fl. | Washington, DC 20006

P: 202-508-6919 | F: 202-508-6922

E: headquarters@lclaa.org | W: www.lclaa.org

Aviso legal: El Consejo Sindical para el Avance del Trabajador Latino Americano (LCLAA) está inscrito bajo el código del IRS 501 (c) 3 como una organización de beneficio público sin fines de lucro, y tiene la autorización para aceptar contribuciones deducibles de impuestos.

Beneficios

- Póliza de seguro de \$1,000 por muerte a causa de accidente y desmembramiento sin costo adicional otorgado por American Income Life (AIL).
- Suscripción a nuestro boletín electrónico mensual.
- Acceso a capacitaciones locales y nacionales.
- Acceso a becas académicas (Verifique con su capítulo local).
- Alertas legislativas: Manténgase al tanto de legislaciones que puedan afectar a usted y a su familia.



MEET OUR MEMBERS



Erica Capetillo

Student, University of South Florida
LCLAA Lansing, MI Member

Erica Capetillo was introduced to the labor movement at a very early age. Growing up with her grandmother, Santa Gloria Capetillo, Erica watched her become the first woman and Latina elected President at her local union. Following in her grandmother's trailblazing footsteps, Erica was asked to instruct a Youth & Unions Workshop at the University of Michigan Labor Studies Center at the age of 12. That moment inspired Erica to pursue social justice issues. Erica is currently enrolled as a student at the University of South Florida pursuing a degree in social sciences. She is also the National Recording Secretary for LCLAA's Young Latinos United group.

Why I Joined LCLAA

“As a student I know that the labor movement has fought hard to ensure workers have a better future in this country. Through their work, millions of working class families have created America's middle class.

Without unions workers would not have the basic rights we enjoy today. As a young person that grew up in a union household, I believe that we must learn about the history of labor in order to keep its legacy alive.

I want to be able to graduate college and know that I will have a job opportunity that pays a living wage and can afford me the benefits my grandmother fought for in her union. Unfortunately, the labor movement is dwindling in numbers and working class people are feeling the repercussions. Americans are working harder for less and this is the future my generation will inherit if we don't invest in the labor movement now.

Thanks to LCLAA, I am provided with the opportunity to engage my community around the issues that will affect us today and in the future. LCLAA has a strong history of advocating for the rights of Latino working families and the labor movement. LCLAA provides a platform for Latinos to mobilize at the workplace and at the ballot box.

It is important for Latinos to vote in every local and federal election. It is through our vote that our voices are heard and that we are able to fight policies that have negative effects on our communities and country.”



Henry Garrido

Executive Director, AFSCME DC 37
LCLAA New York City, NY Member

Henry A. Garrido, a native of the Dominican Republic, is the first Latino to head AFSCME's District Council 37, the largest municipal employees union in New York City. As Executive Director, Mr. Garrido leads a union of 121,000 workers. Before becoming Executive Director, Mr. Garrido helped establish a housing program for municipal employees and settled an 88-month economic agreement that preserved the membership's premium-free health care coverage and included a total wage increase of 10.4 percent.

The Union Difference for Latinos

"I was born in the Dominican Republic. My mother and I moved to the United States when I was 15. When we arrived my mother began working at a garment factory and became a union member of Unite Here. Every payday I remember waiting for her to come home because it was standard practice for the factory owners to call immigration to deport the large number of undocumented employees they would hire. For the factory owners it was cheaper to pay a \$5,000 fine rather than pay the undocumented workers their salaries. Even though my mother was a citizen, I would worry that something might happen to her during the raids. Luckily, nothing ever did.

When my mother would arrive home the first thing she would say to me is 'we have to go to the union office to report the raid and collect my paycheck.' Quickly I came to associate unions as a place where workers came together to seek justice in the workplace. It became my understanding that unions were a mechanism for workers to fight for their rights and upward mobility.

My second experience that highlighted the union difference for me was in 1993 when I started working at an architecture firm. I was hired with one of the supervisor's nephew. After some time working at the architecture firm, the other workers and I noticed that the supervisor's nephew would get assigned all of the most prestigious projects. Often he would cut corners and would not complete projects. Meanwhile, the rest of team would work hard and were always assigned less desirable projects in the outskirts of the city. With time I began to feel angry about the unfair treatment and decided to organize. Through our union, we were able to file a grievance and we won! This was my 'aha' moment. I discovered the power that lies in collective action and unions. I quickly gave up my job as an architect and have been working in labor ever since."



Dora Cervantes

General Secretary-Treasurer, International Association of Machinists and Aerospace Workers (IAM&AW)
LCLAA Houston, TX Member

Dora Cervantes became the IAM&AW's 12th General Secretary-Treasurer on August 1st, 2015. She is the first woman to direct the IAM&AW's finances as General Secretary-Treasurer. Cervantes first joined the IAM&AW Executive Council on July 1st, 2013 as the first Hispanic woman to serve as a General Vice President. Cervantes has served as the Assistant Secretary to the General Secretary-Treasurer since 2012. As General Vice President, Cervantes worked in partnership with the General Secretary-Treasurer to administer the IAM&AW's financial operations. Fluent in English and Spanish, Cervantes helps teach the Spanish Leadership series at the William W. Winpisinger Education Center and the IAM/Aviation High School Partnership Program. She holds a Bachelor of Arts Degree in Labor Studies from the National Labor College.

Trabajadoras in the Workplace

“As a Latina, I have had to work twice as hard to earn the same respect and pay a man receives at the workplace. Women have the unique task of leading families while proving they can do their job just as good or better than a man. While it's tough being a Latina, we can use the obstacles we face as experiences to learn from.

From an early age, I have had to challenge gender inequality at my job and in my union. While working as a union representative I was assigned to represent members of a plant in my district and negotiate a contract with an employer. When I went to meet with the members that I was representing, one of the male workers told me that if I was the only union representative the district had, I might as well go back home. He explained that he would hate for me to break a nail, or tear my pantyhose.

Over the course of the negotiations, I showed him. We negotiated the best contract for his plant. Additionally, out of all the grievance cases filed and that I represented, I won each and every one of them. After all of my successes, that same male member who initially doubted my capability because I was a woman, asked me to mentor him. I guess he realized that I would fight for all of our members equally even if I was ‘just’ a woman.

Despite the many challenges I have faced, I have achieved a number of professional milestones with the support of my union. I was just elected as the General Secretary-Treasurer for the International Association of Machinist and Aerospace Workers Union. I am the first woman in my union's 127 years history to be elected to this role. My success is a testament of the potential unions can lend to Latinas. It is up to us as trabajadoras to take on the inequalities we face and not give up the fight.



Eric Alfaro
SEIU Union Organizer
LCLAA Young Latinos United, Chair

Eric Alfaro is a lead organizer for SEIU Local 1021 working on a campaign to organize adjunct professors in the Bay Area. Over the years he has been actively involved in his community, having served as President of the Sacramento LCLAA chapter and being a member of the Sacramento Democratic Club. Eric comes from a farmworker family in Northern California, where he learned that the only vehicle working people have to help end income inequality is the labor movement. Eric also helped organize LCLAA's first young-worker group and is the National Chair of LCLAA's Young Latinos United. Eric is a graduate of the University of California, Berkeley.

Union Organizing and Latinos

“Growing up I had a very progressive family and would hear stories from my parents and abuelo about how they organized with the UFCW in the 1980’s when they were farmworkers. My abuelo would always tell me the important role organizers played in the success of the farmworker campaign he was a part of. He would recount how during their organizing drive, the UFCW organizers would be the first ones to arrive to the field before the workers. They did this to make sure they talked to each and every farmworker being affected by the organizing campaign on the field.

There were numerous attempts by the employers to intimidate and harass my abuelo and his fellow workers, but the union organizers were a constant source of encouragement and solidarity for the workers to continue to fight against unfair treatment. After many years and support from the union, my abuelo finally got the respect and dignity he had worked so hard for and formed a union.

When I graduated from college I applied to a union-organizing job because I knew it would be a way for me to continue the fight for economic justice like my abuelo did. As a bilingual Latino organizer, I know firsthand that in order for unions to succeed, we have to engage Latino workers in a bold way. Union campaigns are not won overnight and require a degree of creativity and patience. This is especially true when organizing Latino workers.

Latinos face numerous challenges in the workplace and there is a real need to aggressively organize these workers. The labor movement has always been there for our nation’s most vulnerable workers and we must continue that commitment with Latinos. This means unions will need more organizers like me on the ground and in leadership roles in order to reflect the shifting face of our workforce.”



Sonia Lozano

Secretary Treasurer, LiUNA Local 572
LCLAA Washington, D.C. Member

Sonia R. Lozano is the Secretary Treasurer of the Public Service Employees Local Union 572 - LiUNA. Born in El Salvador, Mrs. Lozano worked as an office cleaner when she first came to the United States. Her career with the Laborers Local 572 began in August 2005 when she worked as a translator. Mrs. Lozano became an Office Manager and then Assistant Business Manager. She obtained her Bachelor of Arts degree in Business Administration at the National Labor College in 2014. Mrs. Lozano serves as a delegate for the Baltimore Washington Construction and Public Employees Laborers District Council, is a Board Member on the LiUNA Latino Caucus, and Election Officer for Prince William County, and is an Assistant Business Manager for LiUNA Local 572.

Union Engagement with Latino Workers

“In 2050 Latinos will make up a third of our workforce yet we are currently some of the most vulnerable workers in the country. For the future of labor and for the future of Latinos this is an undeniable partnership that needs to take place now. I am a mother of two and every morning I wake up and think about the future of my kids. I want to make sure that they grow up in a world where my daughter will earn the same amount of money as my son. I want them to be treated as equals and not discriminated against for being Latinos. Hopefully, our efforts as laborers can provide them a greater opportunity to build a better future for their families and for the community that surrounds them.

At LiUNA, we are committed to reaching all communities and making sure workers are informed about workers’ rights, wage theft, immigration reform, health and safety and many other issues. However, as the demographics of the workforce change and the Latino population continues to grow, we must work with allies like LCLAA.

I believe LCLAA plays an important role in building this future since it provides a space for Latinos to discuss issues that matter to our community and labor. For example, LCLAA’s *Trabajadoras* report meant a great deal to me. This was a report dedicated to Latinas in the workforce. The statistics in the report became a driving force to organize and empower workers. It also shows that Latino workers can achieve higher wages and other benefits when they are represented by a labor union. Thanks to LCLAA we are able to access this information and use it to strengthen the labor movement and our communities.”

KNOW YOUR RIGHTS AT THE WORKPLACE

WHAT IS A UNION AND HOW DO I JOIN ONE?

WHAT IS A UNION?

A union is a group of employees who come together with the shared goal of improving their working conditions and having a voice at their place of employment. In gaining coverage by a union contract through collective bargaining, workers receive a series of key benefits that they would otherwise have limited access to. The union advantage is critical for Latino and immigrant workers who face abuse and struggle to secure good jobs that offer supporting wages, health care and retirement benefits.

WHAT IS COLLECTIVE BARGAINING?

Collective bargaining is a formal process that gives you a voice in decisions that affect your job and your profession. It provides you and your colleagues the ability to negotiate with your employer salary, benefits, hours and working conditions. A union contract enables workers to become active stakeholders at their workplace.

KNOW YOUR RIGHTS AT WORK

Working people in America (documented or not documented) have certain basic legal rights to safe, healthy and fair conditions at work. While union members enjoy the protections of the law and their collective bargaining agreement, many Latinos remain vulnerable to exploitation because employers violate their fundamental rights in order to make more profits. Below are some of the rights you have as a worker without a union contract:

- Protection against employment discrimination based on age, gender, race, religion or disabilities
- Protection against retaliation for filing a complaint against an employer
- Right to be paid minimum wage and overtime pay
- Right to organize and form a union
- Right to a safe workplace
- Right to Family and Medical Leave
- Right to a workplace without sexual harassment
- Unemployment benefits

THE RIGHT TO JOIN A UNION

Most working people have the legal right to join or support a union and to engage in collective bargaining. The National Labor Relations Board (NLRB) now requires most employers to post a notice advising employees of their rights under the National Labor Relations Act (NLRA). Under the NLRA, workers have the right to:

- Attend meetings to discuss joining a union
- Read, distribute and discuss union literature (as long as you do this in non-work areas during non-worktimes, such as breaks or lunch hours)
- Wear union buttons, T-shirts, stickers, hats or other items on the job at most worksites
- Sign a card asking your employer to recognize and bargain with the union
- Sign petitions or file grievances related to wages, hours, working conditions and other job issues
- Ask other employees to support the union, to sign union cards or petitions or to file grievances

¿QUÉ ES UN SINDICATO Y CÓMO AFILIARSE?

¿QUÉ ES UN SINDICATO?

Un sindicato es un grupo de empleados que se unen con el objetivo común de mejorar sus condiciones laborales y tener una voz en su lugar de empleo. En la cobertura otorgada por un contrato sindical, a través de la negociación colectiva, los trabajadores reciben una serie de importantes beneficios a los que de lo contrario, tendrían acceso limitado. La ventaja del sindicato es fundamental para los trabajadores Latinos e inmigrantes que enfrentan abusos y luchan por conseguir buenos empleos que ofrecen mejores salarios, seguro médico y planes de jubilación.

¿QUÉ ES LA NEGOCIACIÓN COLECTIVA?

La negociación colectiva es un proceso formal que le brinda una voz en las decisiones que afectan a su trabajo y a su profesión. La negociación colectiva le proporciona a usted y sus colegas la capacidad de negociar con sus empleadores salarios, beneficios, horas y condiciones de trabajo. Un contrato sindical permite a los trabajadores ser participantes activos en su lugar de trabajo.

CONOZCA SUS DERECHOS EN EL TRABAJO

Los trabajadores en Estados Unidos (documentado o no documentado) tienen determinados derechos legales básicos a condiciones seguras, saludables y justas en el trabajo. Mientras que los miembros de un sindicato gozan de las protecciones de la ley y sus acuerdos de negociación colectiva, muchos latinos siguen siendo vulnerables a la explotación porque los empleadores violan éstos derechos fundamentales con el fin de obtener más ganancias. A continuación se presentan algunos de los derechos que usted tiene como trabajador sin un contrato sindical:

- Protección contra la discriminación laboral por razones de edad, género, raza, religión o discapacidad
- Protección contra las represalias por presentar una queja contra un empleador
- Derecho al salario mínimo y pago de horas extras
- Derecho a organizarse y formar un sindicato
- Derecho a un lugar de trabajo seguro
- Derecho a días libres por cuestiones familiares o de salud
- Derecho a un lugar de trabajo sin acoso sexual
- Beneficios de desempleo

EL DERECHO A AFILIARSE A UN SINDICATO

La mayoría de las personas que trabajan tienen el derecho legal de afiliarse o de apoyar a un sindicato y de participar en una negociación colectiva. La Junta Nacional de Relaciones Laborales (NLRB) ahora requiere que la mayoría de los empleadores publiquen un aviso para informar a los trabajadores de sus derechos bajo la Ley Nacional de Relaciones Laborales (NLRA). Bajo el NLRA, los trabajadores tienen derecho a:

- Asistir a las reuniones para afiliarse a un sindicato
- Leer, distribuir y debatir sobre literatura sindical (siempre y cuando se haga en áreas no laborales y en tiempos no laborales, como descansos u horas de almuerzo)
- Utilizar broches, camisetas, calcomanías, gorras/sombreros y otros artículos promocionales del sindicato en el trabajo
- Firmar tarjetas de petición para reconocer y negociar con el sindicato
- Firmar y presentar peticiones o quejas de asuntos relacionados con salarios, horas, condiciones de trabajo y otras cuestiones laborales
- Pedir a otros empleados que apoyen al sindicato, firmar tarjetas sindicales o peticiones para presentar quejas

HOW TO CONTACT A UNION

Actors' Equity Association (AEA)

Industry: **Acting**
165 West 46th Street, New York, NY 10036
(212) 869-8530

Air Line Pilots Association (ALPA)

Industry: **Airline Pilots**
1625 Massachusetts Ave NW, Washington, DC 20036
(703) 689-2270

Amalgamated Transit Union (ATU)

Industry: **Transit**
5025 Wisconsin Ave., NW, Washington, DC 20016
(202) 537-1645

American Federation of Government Employees (AFGE)

Industry: **Government Employee**
80 F Street NW Washington, DC 20001
(202) 639-6410

American Federation of Musicians of the United States and Canada (AFM)

Industry: **Musicians**
1501 Broadway, Suite 600, New York, NY 10036
(212) 869-1330

American Federation of School Administrators (AFSA)

Industry: **School Administrators**
1101 17th Street, N.W., Suite 408, Washington, DC 20036
(202) 986-4209

American Federation of State, County and Municipal Employees (AFSCME)

Industry: **Public Service Employees**
1625 L St., NW, Washington, DC, 20036
(202) 429-1000

American Federation of Teachers (AFT)

Industry: **Teachers**
555 New Jersey Ave., NW, Washington, DC 20001
(202) 879-4400

American Guild of Musical Artists (AGMA)

Industry: **Performing Artists**
1430 Broadway, 14th Floor, New York, NY 10018
1 (800) 543-2462

American Guild of Variety Artists (AGVA)

Industry: **Performing Artists**
363 Seventh Ave., 17th Floor, New York, NY 10001-3904
(212) 675-1003

American Postal Workers Union (APWU)

Industry: **Postal Workers**
1300 L St. NW, Washington, DC 20005
(202) 842-4227

American Radio Association (ARA)

Industry: **Seagoing Radio Operators**
1600 Rabke Rd. Canton, GA 30114
(770) 592-3232

American Train Dispatchers Association (ATDA)

Industry: **Train Dispatchers**
4239 W. 150th St. Cleveland, OH 44135
(216) 251-7984

Association of Flight Attendants (AFA-CWA)

Industry: **Flight Attendants**
501 3rd Street NW, Washington, DC 20001
(202) 434-1300

Bakery, Confectionary, Tobacco Workers and Grain Millers International Union (BCTGM)

Industry: **Bakery, Confectionary, Tobacco Workers and Grain Millers**
10401 Connecticut Ave., Floor 4, Kensington, MD 208
(301) 933-8600

Brotherhood of Railroad Signalmen (BRS)

Industry: **Railroad Signal Employees**
917 Shenandoah Shores Road, Front Royal, VA 22630
(540) 622-6522

California School Employees Association (CSEA)

Industry: **School Employees**
2045 Lundy Avenue, San Jose, CA 95131

Communications Workers of America (CWA)

Industry: **Communications**
501 3rd Street NW, Washington, DC 20001
(202) 434-1100

Farm Labor Organizing Committee (FLOC)

Industry: **Farmworkers**
1221 Broadway St. Toledo, OH 43609
(419) 243-3456

Glass, Molders, Pottery, Plastics and Allied Workers International Union (GMP)

Industry: **Glass, Molders, Pottery, Plastics**
608 East Baltimore Pike, Media, PA 19063-06
(610) 565-5051

Industrial Union of Electronic Workers (IUE-CWA)

Industry: **Electrical Workers**
2701 Dryden Rd. Dayton, OH 45439
(937) 298-9984

[International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada \(IATSE\)](#)

Industry: **Theatrical Stage Employees**
207 W. 25th St., 4th Fl. New York, NY 10001
(212) 730-1770

[International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers \(Ironworkers\)](#)

Industry: **Ironworkers**
1750 New York Ave. NW Suite 400, Washington, DC 20006
(202) 383-4800

[International Association of Fire Fighters \(IAFF\)](#)

Industry: **Fire Fighters**
1750 New York Ave. NW Suite 300, Washington, DC 20006
(202) 737-8484

[International Association of Heat and Frost Insulators and Allied Workers \(AWIU\)](#)

Industry: **Heat and Frost Insulators**
9602 M. L. King Jr. Hwy. Lanham, MD 20706
(301) 731-9101

[International Association of Machinists and Aerospace Workers \(IAM\)](#)

Industry: **Aerospace Workers**
9000 Machinists Place, Upper Marlboro, MD 20772-2687
(301) 967-4500

[International Association of Sheet Metal, Air, Rail and Transportation Workers \(SMART\)](#)

Industry: **Sheet, Air, Rail, Transportation**
1750 New York Avenue, NW, 6th Floor,
Washington, DC 20006
(202) 662-0800

[International Brotherhood of Boilmakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers \(IBB\)](#)

Industry: **Boilmakers**
753 State Avenue, Suite 570 Kansas City, KS 66101
(913) 371-2640

[International Brotherhood of Electrical Workers \(IBEW\)](#)

Industry: **Electrical Workers**
900 Seventh St., NW, Washington, DC 20001
(202) 833-7000

[International Brotherhood of Teamsters \(IBT\)](#)

Industry: **Trucking**
25 Louisiana Avenue, NW, Washington, DC 20001
(202) 624-6800

[International Federation of Professional and Technical Engineers \(IFPTE\)](#)

Industry: **Technical Engineers**
501 3rd Street NW, Washington, DC 20001
(202) 239-4880

[International Longshoremen's Association \(ILA\)](#)

Industry: **Maritime Workers**
5000 West Side Ave. North Bergen, NJ 07047
(212) 425-1200

[International Plate Printers, Die Stampers and Engravers Union of North America](#)

Industry: **Plate Printers, Die Stampers and Engravers**
906 Dennis Ave. Silver Spring, MD 20901

[International Union of Allied Novelty and Production Workers \(Novelty and Production Workers\)](#)

Industry: **Manufacturing**
245 Fencil Lane, Hillside, IL 60162
(312) 738-0822

[International Union of Bricklayers and Allied Craftworkers \(BAC\)](#)

Industry: **Bricklayers**
620 F. Street NW, Washington, DC 20004
(202) 783-3788

[International Union of Elevator Constructors \(IUEC\)](#)

Industry: **Elevator Constructors**
7154 Columbia Gateway Dr., Columbia, MD 21046
(410) 953-6150

[International Union of Operating Engineers \(IUOE\)](#)

Industry: **Operating Engineers**
1125 17th Street, NW Washington, DC 20036
(202) 429-9100

[International Union of Painters and Allied Trades of the United States and Canada \(IUPAT\)](#)

Industry: **Painters**
7234 Parkway Drive Hanover, MD 21076
(410) 564-5900

[International Union of Police Associations \(IUPA\)](#)

Industry: **Law Enforcement**
1549 Ringling Blvd., Suite 600 Sarasota, FL 34236
1 (800) 247-4872

[Laborers' International Union of North America \(LIUNA\)](#)

Industry: **Construction Workers**
905 16th Street, NW, Washington, DC 20006
(202) 737-8320

[Marine Engineers' Beneficial Association \(MEBA\)](#)

Industry: **Marine Engineers**
444 N. Capitol Street NW, #800 Washington, DC 2000
(202) 638-5355

[National Air Traffic Controllers Association \(NATC\)](#)

Industry: **Air Traffic Controllers**
1325 Massachusetts Ave., NW, Washington, DC 20005
(202) 628-5451 ext. 4832

National Association of Broadcast Employees and Technicians (NABET-CWA)

Industry: **Broadcasting**
501 3rd Street NW, Washington, DC 20001
(202) 434-1254

National Association of Letter Carriers (NALC)

Industry: **Letter Carriers**
100 Indiana Ave., NW, Washington, DC 20001-2144
(202) 393-4695

National Nurses United (NNU)

Industry: **Nurses**
8630 Fenton Street, Suite 1100 Silver Spring, MD 2091
(240) 235-2000

National Postal Mail Handlers Union (NPMHU)

Industry: **Postal Mail Handlers**
1101 Connecticut Ave., NW, Suite 500 Washington, DC 200
(202) 833-9095

National Taxi Workers Alliance (NTWA)

Industry: **Taxi Workers**
31-10 37th Avenue, Suite 300 (3rd Floor),
Long Island City, NY 11101
(718) 706-9892

NFL Players Association (NFLPA)

Industry: **NFL Players**
1133 20th Street NW, Washington, DC 20036
(800) 372-2000

Office and Professional Employees International Union (OPEIU)

Industry: **Professional Employees**
80 Eighth Avenue, 20th Floor, New York, NY 10011
(800) 346-7348

Operative Plasterers' and Cement Masons' International Association of the United States and Canada (OPCMIA)

Industry: **Plasterers & Cement Masons**
11720 Beltsville Drive, Suite 700, Beltsville, Maryland 20705
(301) 623-1000

Printing, Publishing and Media Workers, CWA

Industry: **Printing & Publishing**
501 3rd Street NW, Washington, DC 20001
(201) 434-1248

Professional Aviation Safety Specialists (PASS)

Industry: **Aviation Safety Specialists**
1150 17th Street NW, Suite 702 Washington, DC 20036
(202) 293-7277

Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA)

Industry: **Film, Music, Media**
5757 Wilshire Blvd., 7th Floor, Los Angeles, CA 90036-3600
(323) 549-6757

Seafarers International Union of North America (SIU)

Industry: **Merchant Mariners**
5201 Auth Way, Camp Springs, MD 20746
(301) 899-0675

Service Employees International Union (SEIU)

Industry: **Service Employees**
1800 Massachusetts Avenue NW, Washington, DC 20036
(202) 730-7173

The Guild of Italian American Actors (GIA)

Industry: **Italian Actors**
Canal Street Station, PO Box 123
(201) 344-3411

The Newspaper Guild (TNG-CWA)

Industry: **Communications**
501 3rd Street NW, Washington, DC 20001
(202) 434-7177

Transport Workers Union of America (TWU)

Industry: **Transportation**
501 3rd Street NW, 9th Floor, Washington, DC 20001
(202) 719-3900

Transportation Communications International Union/IAM (TCU/IAM)

Industry: **Transportation**
3 Research Place, Rockville, MD 20850
(301) 948-4910

UNITE HERE!

Industry: **Hotel**
275 7th Avenue, New York, NY 10001-6708
(212) 265-7000

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA)

Industry: **Plumbers, Service Technicians**
Three Park Place, Annapolis, MD 21401
(410) 269-2000

United Automobile, Aerospace & Agricultural Implement Workers of American International Union (UAW)

Industry: **Automobile, Aerospace, Agriculture**
8000 East Jefferson Avenue, Detroit, MI, 48214
1 (800) 243-8829

United Farm Workers of America (UFW)

Industry: **Farm Workers**
29700 Woodford Tehachapi Rd, Keene, CA 93531
(661) 823-6151

**United Food and Commercial Workers
International Union (UFCW)**

Industry: **Food and Commercial Workers**
1775 K St NW, Washington, DC 20006
(202) 223-3111

United Mine Workers of America (UMWA)

Industry: **Mine Workers**
18354 Quantico Gateway Dr., Suite 200,
Triangle, VA 22172-1179
(703) 291-2400

**United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied Industrial & Service
Workers International Union (USW)**

Industry: **Steelworkers**
60 Boulevard of the Allies, Pittsburgh, PA 15222
(412) 562-2400

**United Union of Roofers, Waterproofers and Allied
Workers (Roofers and Waterproofers)**

Industry: **Roofers and Waterproofers**
1660 L Street, NW, Suite 800, Washington, DC 20036-5646
(202) 463-7663

Utility Workers Union of America (UWUA)

Industry: **Utility Workers**
815 16th Street, NW, Washington, DC 20006
(202) 974-8200

Writers Guild of America, East Inc. (WGAE)

Industry: **Entertainment Writers**
250 Hudson Street, Suite 700, New York, NY 10013
(212) 767-7800

The AFL-CIO's Constituency groups are unions' bridge to diverse communities, creating and strengthening partnerships to enhance the standard of living for all workers and their families. The groups also promote the full participation of women and minorities in the union movement and ensure unions hear and respond to the concerns of the communities they represent.

AFL-CIO constituency groups can be contacted at:

- A. Philip Randolph Institute: www.apri.org
- AFL-CIO Union Veterans Council: www.unionveterans.org
- Asian Pacific American Labor Alliance: www.apalanet.org
- Coalition of Black Trade Unionists: www.cbtu.org
- Coalition of Labor Union Women: www.cluw.org
- Labor Council for Latin American Advancement: www.lclaa.org
- Pride At Work: www.prideatwork.org

What is a Worker Center?

A worker center is a community-based organization that: 1) is engaged in base-building organizing; 2) provides services related to workplace/employment and immigration issues; as well as 3) advocates for workers' rights through policy and other legal avenues. It should be noted that worker centers do not focus exclusively on labor and employment—or on immigration issues. Many worker centers can and do play an essential role in providing workers with a wide range of opportunities for collective and individual empowerment. Today, there are approximately 250 worker centers throughout the country and seven major worker center networks:

- **National Day Laborer Organizing Network (NDLON)** | www.ndlon.org
- **National Domestic Workers Alliance (NDWA)** | www.domesticworkers.org
- **Restaurant Opportunities Centers (ROC) United** | <http://rocunited.org>
- **National Guestworker Alliance (NGA)** | www.guestworkeralliance.org
- **Interfaith Worker Justice (IWJ)** | <http://www.iwj.org>
- **Enlace** | www.enlaceintl.org
- **National Black Worker Center Network** | <http://laborcenter.berkeley.edu/topic/black-workers>

About the worker center advisory council

In January 2012, the AFL-CIO convened the first Worker Center Advisory Council in Washington, D.C., where worker centers and labor advocates shared local successes of the worker center partnerships, participated in workshops and brainstormed about how to strengthen the alliances between worker centers and unions. Since then, the Advisory Council has become an important vehicle for sharing best practices, developing strategies and responding to urgent issues affecting workers. The most recent Worker Center Advisory Council was in July 2015

at the AFL-CIO Headquarters and had 100 worker centers, affiliates, central labor councils, state federations and academics from across the country in attendance.

About affiliations

In 2006, the AFL-CIO began to formalize its relationship with the flourishing worker center movement—domestically and internationally—in a number of ways. That year, the federation's Executive Council authorized **worker centers to formally affiliate with state labor federations, local labor councils and Working America.**



How to affiliate

Under the National Worker Center Partnership, the president of the AFL-CIO is authorized to issue “Certificates of Affiliation” to individual worker centers, or to an association of worker centers, at the request of a state federation and/or central labor council where the worker center is located, provided that the state federation and/or central labor council has determined the partnership will be mutually beneficial and the organizations have shared goals. This process begins with the submission of the “Application for Affiliation to the AFL-CIO.”

For more information, please visit: www.aflcio.org/About/Worker-Center-Partnerships
email: workercenters@aflcio.org | phone: (202) 637-5132

¿Qué es un Centro de Trabajadores?

Un centro de trabajadores es una organización comunitaria que: 1) organiza en la comunidad y tiene una base de miembros; 2) brinda servicios relacionados con el empleo/lugar de trabajo y con temas de inmigración; y también 3) aboga por los derechos de los trabajadores a través de la política y otras vías legales. Cabe señalar que los centros de trabajadores no se concentran exclusivamente en temas de laborales y de empleo o en cuestiones de inmigración. Muchos centros de trabajadores juegan un papel esencial en proveer a los trabajadores una amplia gama de oportunidades de empoderamiento colectivo e individual. Hoy en día, existen aproximadamente 250 centros de trabajadores en el país y siete redes principales de centros de trabajadores:

- **National Day Laborer Organizing Network (NDLON)** | www.ndlon.org
- **National Domestic Workers Alliance (NDWA)** | www.domesticworkers.org
- **Restaurant Opportunities Centers (ROC) United** | <http://rocunited.org>
- **National Guestworker Alliance (NGA)** | www.guestworkeralliance.org
- **Interfaith Worker Justice (IWJ)** | <http://www.iwj.org>
- **Enlace** | www.enlaceintl.org
- **National Black Worker Center Network** | <http://laborcenter.berkeley.edu/topic/black-workers>

Acerca el Consejo Asesor de Centros de Trabajadores

En enero de 2012, la AFL-CIO convocó el primer Consejo Asesor de Centro de Trabajadores en Washington, D.C., donde los centros de trabajadores y grupos laborales compartieron éxitos locales de sus colaboraciones, participaron en talleres y compartieron ideas sobre cómo fortalecer las alianzas entre los centros de trabajadores y los sindicatos. Desde ese entonces, el Consejo Asesor se ha convertido en un vehículo importante para compartir mejores prácticas, desarrollar estrategias y responder a temas urgentes que afectan a los trabajadores. La reunión más reciente del Consejo Asesor de Centros de Trabajadores tuvo

lugar en julio del 2015 en la sede de la AFL-CIO, y contó con la participación de 100 centros de trabajadores, afiliados, consejos central de trabajadores, federaciones estatales y académicos de todo el país.

Sobre las afiliaciones

En el 2006, la AFL-CIO comenzó a formalizar su relación con el movimiento cada vez más numeroso de centros de trabajadores—a nivel nacional e internacional—de diversas maneras. Ese año, el Consejo Ejecutivo de la federación autorizó **la afiliación formal de los centros de trabajadores con federaciones laborales estatales, consejos centrales de trabajadores** y Working America.

Cómo afiliarse

Bajo la Asociación Nacional de los Centros de Trabajadores, el Presidente de la AFL-CIO está autorizado para emitir “Certificados de Afiliación” a centros de trabajadores individuales, o a una asociación de centros de trabajadores, previa solicitud de una federación estatal y/o un consejo central de trabajadores donde se encuentra el centro de trabajadores, siempre que la federación estatal y/o el consejo central de trabajadores haya determinado que la colaboración será mutuamente beneficiosa y que las organizaciones tienen objetivos comunes. Este proceso comienza con la presentación de la “Solicitud de Afiliación a la AFL-CIO”.



Para más información, sírvase visitar: www.aflcio.org/About/Worker-Center-Partnerships
email: workercenters@aflcio.org | teléfono: (202) 637-5132

SOURCES

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