



LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT

Resolutions

23rd. National Membership Convention

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RESOLUTION 1: DEMAND THE RELEASE OF CHILDREN IN ICE DETENTION CENTERS

WHEREAS, the United States of America (US) has distinguished itself as a beacon of hope for oppressed peoples around the world, as a place of refuge for people seeking humanitarian protection from violence and persecution; and

WHEREAS, the peoples in many countries seeking asylum in the U.S. have for long suffered the consequences of economically and politically oppressive governments, at the service of economic elites which have been historically indifferent to the pains endured by the majority of the population in these countries; and

WHEREAS, the level of violence, persecution and overall insecurity affecting wide segments of the population of families seeking asylum from countries like Honduras, El Salvador, Guatemala, lately Nicaragua and countries from Africa; combined with the prevalence of inadequate access to economic and social opportunities for the majorities, continue to be at the heart of what drives people to flee their countries; and

WHEREAS, the Trump Administration had enacted a so-called “Zero Tolerance” approach to people arriving to our southern border without authorization, often seeking humanitarian protection, as a way of deterring people from seeking protection in the US. This practice is largely in violation of US and international law; and

WHEREAS, no child should ever be separated from their parents to be used as a political pawn. This approach is inhuman and does not represent the principles of the United States; therefore be it

WHEREAS, the Flores Settlement Agreement requires that children in immigration detention be placed in the least restrictive setting and be guaranteed necessities including appropriate food, medical assistance, legal access, and contact with family members. The Trump-era regulations: (1) give HHS discretion to strip children of unaccompanied child status and the rights that accompany such status, (2) increase the risk that children will unnecessarily be placed in restrictive settings in secure facilities and residential treatment centers (RTCs), and eliminates fairness checks in custody (bond) determinations, (3) deprive children, their custodians, and HHS of independent, ongoing oversight and monitoring, and (4) deny children access to critical legal services.

RESOLVED, LCLAA expresses strong concern regarding the Department of Health and Human Services (HHS) decision to move forward with Trump-era regulations that would replace the Flores Settlement Agreement without sufficient protections or oversight for unaccompanied children. We urge the Biden Administration to change course, revoke the 2019 Final Rule (84 FR 44392, Final Rule), and embrace this historic and necessary opportunity to provide a new regulatory framework for the protection, support, and care of unaccompanied immigrant children in and released from HHS Office of Refugee Resettlement (ORR) custody.

RESOLVED, individuals, including family groups with children, be allowed to pursue their right to apply for political asylum in the United States; and be it further

RESOLVED, the superior interest of the child, as an international standard, be faithfully upheld in the way children are treated; and be it further

RESOLVED, the separation and detention of family groups be immediately suspended and that alternatives to detention be adopted in all cases of immigrants being processed exclusively for immigration law violations; and be it further

RESOLVED, no immigrant children should ever be separated from their parents, unless the superior interest of the child requires that this be done; and be it further

RESOLVED, U.S. Immigration Policy should be reformed, including humanitarian protection laws, considering the complex realities of the 21st Century when it comes to factors driving people to flee for their lives; and the amply known fact that immigrants and refugees have been a vastly positive factor in the life of the US throughout its history.

SUBMITTED BY: Rick Loza, LCLAA National Executive Board

REFERRED TO THE COMMITTEE: X

CONCURRENCE: X

NON-CONCURRENCE:

RESOLUTION 2: FOR A FAIR AND JUST RECOVERY FOR PUERTO RICO

WHEREAS, the Island of Puerto Rico has experienced unprecedented natural disasters and the imposition of economic austerity measures resulting in tremendous hardship for the people of Puerto Rico; and,

WHEREAS, Puerto Rico will require years to fully rebuild its major systems of infrastructure; and,

WHEREAS, in Puerto Rico, infrastructure rebuilding and investment currently involves the efforts of both private and public entities to develop a system for energy transmission; and,

WHEREAS, in the labor movement, public resources and utilities must be accountable to the people and community they serve.

THEREFORE, BE IT RESOLVED that the National Labor Council for Latin American Advancement (LCLAA) supports transparency, accountability, worker's rights, and union democracy in the practices and policies of all public and private entities involved in the recovery of Puerto Rico; and,

THEREFORE, BE IT FURTHER RESOLVED that in accordance with our current position as to the global climate crisis, National LCLAA supports the development of renewable energy sources such as solar, wind, geothermal and tidal energy for Puerto Rico; and

THEREFORE, BE IT FINALLY RESOLVED that National LCLAA will advocate, mobilize, educate and lobby for legislation that protects all workers involved in rebuilding the infrastructure of Puerto Rico.

SUBMITTED BY: New York City LCLAA Chapter

REFERRED TO THE COMMITTEE: X

CONCURRENCE: X

NON-CONCURRENCE:

**RESOLUTION 3: SUPPORT THE PROTECTING THE RIGHT TO ORGANIZE ACT,
THE PRO ACT, AND PUBLIC SECTOR FREEDOM TO NEGOTIATE ACT**

WHEREAS, the Protecting the Right to Organize Act, also known as the PRO Act, was previously passed by the House in early 2020 but the Senate, then under Republican control, failed to take it up. The House passed it again on Tuesday, March 9, 2021 with a vote of 225 - 206, largely along party lines; and,

WHEREAS, Five Republicans voted for the bill and one Democrat opposed the PRO Act; and,

WHEREAS, the bill includes provisions to expand the definition of employee for the purpose of allowing independent contractors to join unions, upend so-called "right-to-work" laws by allowing bargaining agreements to require dues by all employees represented by the agreements, and prohibit certain anti-union actions by employers and retaliation toward workers who participate in organizing; and,

WHEREAS, the Public Sector Freedom to Negotiate Act proposal sets minimum nationwide standards for collective bargaining rights that all states must provide to public sector workers.

THEREFORE, that the New York City chapter of the Labor Council for Latin American Advancement (NYC LCLAA) endorses and supports the PRO ACT, and encourage former sponsors in Congress and Senate to continue demonstrating their support for public sector workers and introduce again the Public Sector Freedom to Negotiate Act to Congress and Senate for passage; and,

THEREFORE, be it finally resolved, NYC LCLAA is to share this resolution with National LCLAA to encourage all its affiliates to organize, educate, and mobilize for the adoption of the PRO Act and Public Sector Freedom to Negotiate Act in its chapters as well as with all our unions and community allies.

SUBMITTED BY: New York City LCLAA Chapter

REFERRED TO THE COMMITTEE: X

CONCURRENCE: X

NON-CONCURRENCE:

RESOLUTION 4: THE NEW YORK FOR ALL ACT

WHEREAS, all New Yorkers, regardless of immigration status, have the right to lead peaceful lives, participate in their communities, provide for family, and access health care without intimidation. The New York for All Act offers protections that help make this possible, by prohibiting all local law enforcement and state agencies from conspiring with ICE or participating in its cruelty; and,

WHEREAS, for years ICE has tried to divide us, determined to cruelly target immigrants and separate families. ICE continues to lean on local law enforcement and local government agencies to search for, arrest, and deport people, and to separate families who are part of our New York. When local agencies conspire with ICE, it leads not only to unconstitutional racial profiling, but also to the misuse of our local tax dollars and resources for ICE's racist and abusive agenda. New Yorkers who lived through the height of the stop-and-frisk era know that discriminatory policing has far-reaching and enduring consequences; and,

WHEREAS, scapegoating and targeting immigrant communities for deportation is ICE's priority – not New York's – and conspiring with ICE to arrest or jail New Yorkers is both wrong and costly. Although New York can't keep ICE entirely out of our state, we can keep New York out of ICE's cruelty. The New York for All Act (S.03076/A.02328) helps immigrant New Yorkers lead freer lives and take care of family, preserves state and local resources for our communities, and ensures New York dollars cannot be diverted to carry out ICE cruelty; and,

WHEREAS, the New York for All Act (S.03076/A.02328) broadly prohibits state and local officers from enforcing federal immigration laws, funneling people into ICE custody, and sharing sensitive information with ICE. It prohibits ICE from entering non-public areas of state and local property without a judicial warrant. It also ensures that people in custody are given notice of their rights before being interviewed by ICE, and starts the process of limiting ICE access to state information databases; and,

WHEREAS, communities that refuse to conspire with ICE are safer. While ICE tries to portray immigrants as a threat to public safety, it is ICE's abusive tactics that endanger our collective well-being. Since its founding in 2003, ICE has acted with impunity, using lies, deception, and excessive force to storm their way into people's homes, and disappear our loved ones and community members; and,

WHEREAS, in fact, data shows that crime is lower in places where officials do not divert time and resources for ICE's agenda. The Major Cities Chiefs Association, the Presidential Task Force on 21st Century Policing, the New York State Police, and the New York State Attorney General have all adopted positions or policies to keep out of federal immigration enforcement on the grounds that it harms public safety; and,

WHEREAS, local policies that protect immigrants from ICE have economic benefits for all. When residents trust local officials, they participate more in the local economy. Data shows that

household income is higher and the poverty rate is lower in places that do not divert resources for ICE's agenda; and,

WHEREAS, other states have passed legislation to keep local resources out of federal immigration enforcement. New York should follow other states who recognize the importance of protecting immigrant residents. New Jersey, Washington, and California already have state-wide sanctuary policies or legislation, and New York City has strong citywide policies to keep police and other agencies out of ICE's agenda; and,

WHEREAS, refusing to enable ICE cruelty can help prevent the spread of COVID-19. When local authorities conspire with ICE, they funnel people into ICE detention facilities that are COVID-19 hotspots. COVID-19 spreads disastrously within jails and prisons, posing a risk to the broader community as well. This risk is especially high in ICE detention centers, because ICE regularly transfers people across the country. By stopping collaboration between ICE and local police, New York can help mitigate the threat of COVID-19.

THEREFORE, be it resolved, that the 23rd National Convention of the Labor Council for Latin American Advancement (NYC LCLAA) endorses and supports the New York for All Act; and,

THEREFORE, be it finally resolved, National LCLAA is to promote this resolution with all its' affiliates, and encourage affiliates organize, educate, and mobilize for the adoption of the language and spirit of the New York for All Act resolution in their respective states, with their legislators where no such law or policy currently has been enacted, one's unions, and community allies.

SUBMITTED BY: New York City LCLAA Chapter

REFERRED TO THE COMMITTEE:X

CONCURRENCE:X

NON-CONCURRENCE:

RESOLUTION 5: SUPPORT OF HISPANIC/LATINOS TO BE CONSIDERED AND NOMINATED FOR THE FEDERAL JUDICIARY BENCH IN MICHIGAN

WHEREAS, Hispanic/Latinos have been elected and have served as Judges at various levels of the local judiciary; and

WHEREAS, in some cases, some of these Judges have been the first Hispanic/Latinos to serve on the bench in their respective courtrooms; and

WHEREAS, the judges have served as the “jury of peers” when Hispanics/Latinos have come before them on the bench; and

WHEREAS, these judges have applied to the United States Senators for Michigan to be recommended to the President of the United States for consideration of appointment to a Federal Judgeship in Michigan, each time being passed over for consideration of recommendation; and

WHEREAS, the Hispanic/Latino community has supported these Judges in their pursuit to become a Hispanic/Latino Federal Judge in the State of Michigan.

THEREFORE BE IT RESOLVED, The Labor Council for Latin American Advancement Greater Lansing Chapter expresses our disappointment in the lack of consideration of these Judges for recommendation to the President of the United States for appointment to a Federal Judgeship in the State of Michigan.

BE IT FURTHER RESOLVED, The Labor Council for Latin American Advancement Greater Lansing Chapter urges the United States Senators of Michigan to disclose the process they undertake for vetting and consideration of recommendation for Federal Judgeships in Michigan.

BE IT FURTHER RESOLVED, a copy of this resolution be transmitted to United States Senator Debbie Stabenow, United States Senator Gary Peters, Vice-President Kamala Harris and President Joseph Biden to make them aware of our concerns regarding the lack of Hispanic/Latino representation in the federal judicial system and the denial of opportunity for Hispanic/Latino cultural diversity on and those who come before the Federal Bench in Michigan.

SUBMITTED BY: Greater Lansing LCLAA Chapter

REFERRED TO THE COMMITTEE: X

CONCURRENCE: X

NON-CONCURRENCE:

RESOLUTION 6: LCLAA DEMANDS THE PASSING OF THE FOR THE PEOPLE ACT (HR1 / S1) AND THE JOHN R. LEWIS VOTING RIGHTS ACT (S4263) AND REAFFIRMS ITS COMMITMENT TO THE PEOPLES RESOLUTION

WHEREAS; voter suppression tactics and laws designed to disenfranchise sections of the population from voting in local and national elections is not new and,

WHEREAS; the Voting Rights Act, one of our nation's proudest civil rights achievements, used to protect voters from targeted voter suppression tactics, and,

WHEREAS; under the VRA, states and counties with a history of discrimination had to get federal approval for new voting laws, which effectively stopped thousands of dangerous provisions from taking effect, and

WHEREAS; the Supreme Court gutted that requirement in 2013, giving the green light to politicians to attack voters' rights and pass new laws that would never have stood up to this review, and

WHEREAS; on July 1st, the U.S. Supreme Court's decision in Brnovich v. DNC yet again set back our nation's electoral system sacred right to vote, the Supreme Court's decision to uphold Arizona's restrictive voting policies significantly undermines the federal Voting Rights Act, therefore, be it

RESOLVED; that the Labor Council for Latin American Advancement uses its resources and platform to fight for the passage of both "For The People Act" and "The John R. Lewis Voting Rights Act" and be it

RESOLVED; that LCLAA will mobilize to protect the results of all future elections, and join in the fight to preserve our Democracy and to protect our freedom to vote and set the course of our democracy for decades to come, be it

RESOLVED; that LCLAA will continue to fight any discriminatory voting laws and practices and will ensure that Latinos and other under-represented groups can participate fairly in the electoral process

RESOLVED that LCLAA will oppose any attempt to obstruct, sabotage, or otherwise undermine the integrity of all local, state, and national elections, be it

RESOLVED that LCLAA continues to educate and prepare its members for this fight in the pursuit of a Fair Election, and ensure we are engaged in this process to protect our Democracy, and be it further

RESOLVED that LCLAA reaffirms its commitment to be present and move forward with all working people, seeking the largest voter turnout possible, empowering our Latino communities, and building a Democratic America.

SUBMITTED BY: Greater Lansing LCLAA Chapter

REFERRED TO THE COMMITTEE:X

CONCURRENCE:X

NON-CONCURRENCE:

RESOLUTION 7: TEMPORARY PROTECTED STATUS AND CITIZENSHIP

WHEREAS, more than 300,000 immigrants, most of whom are from Latin America, currently have permission to live and work in the United States due to a form of humanitarian relief called Temporary Protected Status (TPS) and hundreds of thousands more have recently become eligible;

WHEREAS, TPS holders are active in the workforce, with concentrations in the construction, hospitality and service sectors. Most have lived and worked here legally for decades, purchased homes and raised families that include American born children, and tens of thousands of TPS holders are members of our unions;

WHEREAS, TPS designations are granted to countries around the world that have been destabilized by natural disasters, conflicts and other severe hardships. The President is authorized by Congress to designate for TPS any country that meets the criteria. When he does, all nationals of that country who are present in the United States at the time of the designation become eligible for TPS status and work authorization;

WHEREAS, by making new TPS designations for deserving countries and re-designating TPS countries that were targeted by Trump, the Biden administration could make millions of people newly eligible for TPS status. Acquiring such new protections will make it easier for people to find and change work and assert their rights on the job, so TPS is an important vehicle for worker empowerment;

WHEREAS, as the name implies, TPS is not a grant of permanent legal status. Rather, people with TPS receive provisional protection against deportation and permission to work in the United States for up to 18 months at a time. TPS holders expect and deserve a pathway to permanent residence and citizenship, which only Congress can deliver; and

WHEREAS, before workers file new applications for TPS or citizenship with DHS, they should undergo thorough legal screening to ensure that they will not put their families at risk. Unions and labor councils are preparing now to help inform workers about new opportunities to adjust status and to support them through the process, and

THEREFORE BE IT RESOLVED THAT; LCLAA will continue to demand that Congress to enact a long overdue path to citizenship for all those whose labor helps our country to prosper, including members of our workforce and our unions with TPS;

LCLAA calls upon the Biden administration to use TPS to protect as many working people as possible, including our siblings from all the hurricane-affected countries in Central America;

As more workers become eligible for TPS and citizenship, LCLAA chapters around the country will actively work to serve as a trusted source of information and help workers navigate these legal processes so they can gain new rights and protections; and

LCLAA will stand in solidarity with trade unions in origin countries in their struggle for rights, democracy and decent work so that together we can reduce global inequalities, promote racial justice, and ensure that migration becomes a choice rather than a means of survival for working families.

SUBMITTED BY: LCLAA National Executive Board

REFERRED TO THE COMMITTEE: X

CONCURRENCE: X

NON-CONCURRENCE:

RESOLUTION 8: CALLING ON NATIONAL LCLAA TO COORDINATE A NATIONAL CAMPAIGN AMONG CHAPTERS TO REFORM OUR BROKEN IMMIGRATION SYSTEM THROUGH BUDGET RECONCILIATION

WHEREAS, the Labor Council for Latin American Advancement (LCLAA) is the leading national Latino labor advocacy organization in the United States dedicated to advancing economic and social justice for all Latino working families regardless of immigration status; and

WHEREAS, the United States is home to an estimated 10.5 million undocumented immigrants and approximately 16 million people living in mixed-status families, and at least 5.1 million children with an undocumented parent; and

WHEREAS, Latinx immigrants represent the largest immigrant community in the United States yet are frequently scapegoated, criminalized, and racially profiled leading to discrimination, hate crimes, and targeting for detention and deportation due to collaboration between local law enforcement and federal immigration authorities; and

WHEREAS, 69 percent of all immigrants in the labor force and 74 percent of undocumented workers are essential critical infrastructure workers (frontline workers) who are helping our country recover from the COVID-19 pandemic; and

WHEREAS, 54 percent of foreign-born workers in agriculture and farms are undocumented, 50 percent in construction, and the plurality of immigrant workers in tire, rubber, cement, and household appliance manufacturing; and

WHEREAS, our outdated immigration laws and rampant immigration enforcement have disproportionately impacted low-income people, people of color, and Black, Latinx, Muslim and Arab, Asian and Pacific Islander immigrants, immigrants from indigenous communities and their families, and borderland communities and these people have suffered gravely under policies that prioritize detention and deportation as a means of deterrence; and

WHEREAS, people, businesses, and communities suffer due to an immigration system that is plagued by backlogs, processing delays, and overly complex policies that are inefficient, harmful, and widen the existing inequities in the system; and

WHEREAS, the federal government unnecessarily spends \$8.43 million per day on immigrant detention at an average daily cost of \$208 per detained immigrant, when those same people should be able to pursue their immigration cases in communities, and cost-effective humane community-based case management programs exist when needed; and

WHEREAS, the main drivers of global displacement of people include violence, food insecurity, extreme poverty, mass wealth inequality, the effects of climate change, endemic corruption, unfair judicial systems, harm done by multi-national corporations and mass consumption of resources, and U.S. foreign policy and military intervention leading to decades of destabilization; and

WHEREAS, the COVID-19 pandemic deepened the injustices of the immigration system resulting in a tremendous spread of COVID-19 in detention, deaths of multiple persons in detention due to COVID-19, and mass expulsions of unaccompanied children and asylum seekers at the border; and

WHEREAS, creating a smart, fair, and compassionate immigration system upholds our values and honors the courage and tenacity of people who have moved to pursue a better life, upholds our foundational commitment to liberty and justice for all; and

WHEREAS, creating a smart, fair and compassionate immigration system will help to level the playing field for all working people and ensure that employers cannot take advantage of an outdated system to undermine work voice and protections; and

WHEREAS, a smart, fair, and compassionate immigration system would ensure that all people who are recruited to meet verifiable labor market needs are able to change employers, bring and live with their families, and earn a roadmap to citizenship; and would redirect budgets and priorities for worksite enforcement to instead empower labor and employment agencies to prosecute workplace violations that endanger all working people and perpetuate discrimination, exploitation, and substandard working conditions; and

WHEREAS, a 2021 UCLA report concluded that reforming our immigration system would boost our GDP by \$1.5 trillion over 10 years, while increasing wages for both native-born and newly legalized immigrant workers; and

WHEREAS, tax and budget experts confirm that providing millions of people a path to citizenship would meet the threshold budget impact required by the parliamentarian to be included in the upcoming budget reconciliation package and Senate Majority Leader Schumer has expressed a willingness to execute immigration reform through reconciliation; and

WHEREAS, the majority of Americans support modernizing our nation's immigration laws and keeping families together;

THEREFORE BE IT RESOLVED, that the national LCLAA will immediately embark on a national campaign among its local chapters to lobby their representatives in the U.S. Congress to create a smart, fair, and compassionate immigration system that includes a pathway to citizenship for (at minimum) frontline workers, their families, TPS holders, DACA recipients and would-be DREAM Act beneficiaries through budget reconciliation.

SUBMITTED BY: LCLAA Pittsburgh Chapter
REFERRED TO THE COMMITTEE:X
CONCURRENCE:X
NON-CONCURRENCE:

RESOLUTION 9: LCLAA STANDS WITH THE PEOPLE OF COLOMBIA AND URGES PRESIDENT IVAN DUGUE MARQUEZ TO END THE WIDESPREAD VIOLENCE IN THE COUNTRY AND TAKE THE STEPS NECESSARY TO ADDRESS ECONOMIC INEQUALITY

WHEREAS; on April 28, 2021, protests erupted across the country after a proposed tax increase and, although the contentious tax reform proposal was pulled, demonstrations have persisted, and the government has responded by a brutal crackdown on protesters injuring at least 40 and,

WHEREAS; this escalation of violence reflects not only the failure of the government to address longstanding socioeconomic grievances, it has continued to increase the conflict by its violent response to the demonstrations, ultimately delegitimizing its standing as a democratic nation and,

WHEREAS; the Colombian government initially advertised the tax reform as a “solidarity income” to help those most hard-hit by the COVID-19 pandemic, how the reform package was formulated made it clear that it would do more damage than good for the poor and vulnerable and, It would have lowered the taxable income threshold and increased pension and value-added tax (VAT), significantly increasing the prices of people’s basic needs, and,

WHEREAS: other elements of the reform benefited the private sector and specific economic groups, they included maintaining tax exemptions for various industries, including the finance sector, primarily benefiting well-off entrepreneurs and,

WHEREAS; the government was claiming tax reform was necessary to help mitigate the effects of the pandemic on the Colombian economy and state budget, it was also pushing for some questionable spending, including expensive arms purchases from the United States and,

WHEREAS; It is estimated that 3.5 million people have fallen into poverty due to the COVID-19 pandemic, bringing the number of those living in poverty to 21 million, which is 42.5 percent of the population and,

WHEREAS; in response to the people’s protest, the government began a smear campaign; instead of inviting a public discourse and listening to their grievances, it decided to portray the demonstrators as radical left-wing conspiracy theorists whose aim was to destabilize the country to weaponize its narrative and deploy security forces to use violence against unarmed and mostly peaceful protestors and therefore, be it

RESOLVED; that the Labor Council for Latin American Advancement uses its resources and platform to denounce the violence perpetrated by Colombia’s government against its people and be it

RESOLVED; that LCLAA encourages all its national chapters to sign a petition denouncing the violence and urging the Colombian government to enter into a national dialogue with its people as a sign of solidarity towards bring resolution to the conflict, and be it

RESOLVED that LCLAA will continue to disseminate information as to the progress of the conflict to its affiliates and chapters, and be it further

RESOLVED that LCLAA enters into a dialogue with other national and international unions to establish a national delegation to Colombia to support local unions in their efforts to bring a peaceful resolution to the conflict.

SUBMITTED BY: DC Metro LCLAA Chapter

REFERRED TO THE COMMITTEE:X

CONCURRENCE:X

NON-CONCURRENCE:

RESOLUTION 10: LCLAA AMAZON RESOLUTION

WHEREAS, Amazon is the second largest private sector employer in the U.S and one of the wealthiest companies in the world generating a record \$26.9 billion in profits during the pandemic; and

WHEREAS, Jeff Bezos is the richest individual in the world whose wealth during the pandemic rose \$11.5 million an hour, and now is \$75.6 billion richer thanks to Amazon frontline workers; And

WHEREAS, Black, Latino, female and immigrant employees make up the majority of hourly warehouse workers; and

WHEREAS, Amazon has nearly twice the rate of workplace injuries as other warehousing companies, and its numerous worker deaths over the years has made Amazon one of the most dangerous workplaces according to the National Council for Occupational Safety and Health; And

WHEREAS, Amazon warehouses are reported to have 150% turnover of the hourly workforce each year due to dangerous and difficult work conditions, where workers describe their days as 10-hour rigorous workouts under extreme heat; and

WHEREAS, Amazon has utilized its vast resources to oppose workers' right to freedom of association and to undermine unionization efforts throughout the company; and

WHEREAS, Amazon workers around the globe are standing up for better working conditions and there is a rising tide towards unionization at Amazon facilities; and

WHEREAS, data shows that Black, Latino and female employees are underrepresented in the best-paid jobs at Amazon; and

WHEREAS, among the lowest-wage workers, a union contract raises wages by more than 20 percent and research shows that working people in highly unionized areas are less likely to live in poverty; and

WHEREAS, a parent's union membership is associated with higher future wages for their children, further boosting intergenerational mobility especially for kids whose parents do not have a college education.

THEREFORE, BE IT RESOLVED that LCLAA calls upon Amazon to support immigrants, women and communities of color, who make up the majority of workers in Amazon's warehouses, by raising hourly worker wages and benefits to reflect the wealth generated through their work and the danger and difficulty of their work; and

BE IT ALSO RESOLVED, that LCLAA calls on Amazon to utilize its vast wealth and technological resources to reduce injuries and improve the quality of life for its workers; and

BE IT ALSO RESOLVED, that LCLAA calls on Amazon to voluntarily recognize its workers' right to join a union and collectively bargain for just wages, benefits, and safe and healthy working conditions.

SUBMITTED BY: LCLAA National Executive Board

REFERRED TO THE COMMITTEE:X

CONCURRENCE:X

NON-CONCURRENCE:

RESOLUTION 11: LCLAA URGES THE BIDEN-HARRIS ADMINISTRATION TO INCLUDE PUERTO RICO IN THE EXECUTIVE ORDER RAISING THE MINIMUM WAGE TO \$15 FOR FEDERAL CONTRACTORS

WHEREAS; on February 12, 2014, then-President Obama signed Executive order 13658 which established a minimum wage for contractors, and in June of that year the Department of Labor published a notice of proposed rulemaking (NPRM) and invited public comments on a proposal to implement the provisions of the executive order, and

WHEREAS; the department did include in its definition the District of Columbia or any territory or possession of the United States, according to the department of labor no comments were received on this aspect so the final rule adopted the definition set forth in the NPRM in essence excluding the District of Columbia and those territories of the United States, and

WHEREAS; On October 7, 2014, the Office of the Secretary of the Department of Labor establishing and publish the Final Rule concerning the minimum Wage for Contractors; to implement President Barack Obama Executive Order 13658, and

WHEREAS; under this final rule the Department did not include the District of Columbia or any Territory or possession of the United States as covered entities under the Executive Order, and

WHEREAS; the frequently asked questions section, the fact sheet on the Executive Order, “Worker Rights Under Executive Order 13658: Federal Minimum Wage for Contractors Poster”, and the “Prevailing Wage Seminar Webinar” on Wage and Hour Division of the Department of Labor website, indicated that contracts awarded by the District of Columbia or any Territory or possession of the United States would not be covered by the Executive Order 13658, and

WHEREAS; on April 27, 2021, the Biden-Harris Administration issued an executive order requiring federal contractors to pay a \$15 minimum wage to hundreds of thousands of workers who are working on federal contracts, and

WHEREAS; these workers are critical to the functioning of the federal government: from cleaning professionals and maintenance workers who ensure federal employees have safe and clean places to work, to nursing assistants who care for the nation’s veterans, to cafeteria and other food service workers who ensure military members have healthy and nutritious food to eat, to laborers who build and repair federal infrastructure, and

WHEREAS; this executive order will increase the hourly minimum wage for federal contractors to \$15, effectively providing a livable working wage, and

WHEREAS; this executive order will help improve the economic security for families and narrow racial and gender disparities in income. In addition to directly lifting the wages of hundreds of thousands of contract workers, and

WHEREAS; the executive order will have impacts beyond federal contracting, as competitors in the same labor markets as federal contractors may increase wages, too, as they seek to compete for workers, be it

RESOLVED that LCLAA writes a letter to the Biden-Harris Administration requesting that federal employees on the Island of Puerto Rico benefit from this executive order in the same manner as those who live stateside, and be it

RESOLVED that the letter clearly states that the original NPRM definition disqualified and disenfranchised sectors of the population and that it should be amended to include the District of Columbia and any territories or possessions of the United States and be it

RESOLVED, that through our advocacy LCLAA continues to bring to the forefront the issues that are important to our brothers and sisters in Puerto Rico and be it further

RESOLVED, that LCLAA raises awareness of the exclusion of the District of Columbia as well as the territories of the United States which includes Puerto Rico from the \$15.00 Minimum wage executive order 14026 for Federal contractors.

SUBMITTED BY: LCLAA National Executive Board

REFERRED TO THE COMMITTEE:X

CONCURRENCE:X

NON-CONCURRENCE:

RESOLUTION 12: INCREASING DIVERSITY IN HEALTHCARE

WHEREAS, racial and economic equality has been an ongoing challenge even before the United States declared independence. During our country's history, the Civil Rights and Women's Liberation Movements fought for equality for many minorities on the grounds of recognition and equitable compensation. Even with the victories from those movements, inaccessibility to quality healthcare has exacerbated racial inequities in our country; and

WHEREAS, the Center for Disease Control (CDC) explicitly states that "health equity is achieved when every person has the opportunity to attain his or her full health potential and no one is disadvantaged from achieving this potential because of social position or other socially determined circumstances. Health inequities are reflected in differences in length of life; quality of life; rates of disease, disability, and death; severity of disease; and access to treatment;" and

WHEREAS, racial minorities suffer a disproportionate burden of disease and suffer from poorer health outcomes due to disparities in accessing health insurance coverage, quality care, and other factors. COVID-19 illuminated the social, economic, and health inequities in the United States which resulted in a devastating disproportionate impact on communities of color; and

WHEREAS, Latinos are 1.7 times more likely to contract COVID-19 than their non-Latino white counterparts, as well as 4.1 times more likely to be hospitalized from COVID-19 and 2.8 times more likely to die from COVID-19.²

WHEREAS, one in two Latinos will develop diabetes over their lifetime. Latinos are at a 66% greater risk of developing type 2 diabetes, and once diagnosed, have worse outcomes than non-Latino whites. Diabetes often brings mental health problems in its wake: one in five diabetics have depressive symptoms. But Latinos are also less likely to receive treatment for depression, anxiety, and other behavioral issues than their white counterparts.

WHEREAS, spending on health care by patients, providers, employers and the government totals more than \$3.8 trillion, or \$11,582 per person, annually and is projected to increase every year. Unfortunately, Latinos have the highest uninsured rates of any racial or ethnic group within the United States. The Affordable Care Act has narrowed racial gaps in access to healthcare, but Latinos are still nearly 3 times more likely to be uninsured than non-Latino whites. One in four Latinos have no health insurance. Since the beginning of the pandemic, 37% of Latinos have had someone in their household lose their employer-provided health insurance benefits during the recession.

WHEREAS, studies have shown that Latinos face even more barriers to health access than most minority populations, primarily due to language barriers. Additional obstacles to care include immigration status (fears of deportation), illiteracy, and a radically different set of health beliefs. Due to these hurdles, minority patients are more likely to visit medical professionals who are of similar race or ethnicity; however, out of the nearly three million registered nurses (RNs) in the US, only 3.6 percent are Latino even though Latinos make up 17 percent of the total population.

WHEREAS, in addition to being the largest profession in the entire U.S. health care workforce, nurses work in virtually all healthcare and community settings. However, there is a critical shortage of healthcare providers. According to the Federal Bureau of Labor Statistics, the U.S. healthcare system will need more than a million new nurses nationwide within the next five years to accommodate rising demand and to make up for retiring nurses. Even worse, the lack of diversity in the delivery of care adds fuel to that looming crisis. In 2019, Latinos comprised only 12.9% of nursing school enrollees and 11.2% of graduates.

WHEREAS, healthcare professionals in the labor movement have been intrinsic to strengthening the nation's health by improving access to affordable care. Of the nearly 4.1 million registered nurses (RNs) and one million licensed practical nurses/licensed vocational nurses (LPN/LVNs) in the United States, 20.4% are members of a union. Through our unions, we have fought for universal coverage for the communities that we serve to alleviate health disparities and provide the best care possible, regardless of income, race, gender or creed.

THEREFORE, BE IT RESOLVED, LCLAA will highlight Latino union nurses each year during Nurses Week in May; and

BE IT FURTHER RESOLVED, LCLAA will encourage all chapters to promote health equity opportunities in their communities; and

BE IT FINALLY RESOLVED THAT, LCLAA will support educational opportunities for Latinos seeking healthcare education by highlighting unions that offer scholarships for people of color entering the healthcare pipeline.

SUBMITTED BY: Vanessa Caballero, LCLAA National Executive Board

UNAC/UHCP/AFSCME

REFERRED TO THE COMMITTEE:X

CONCURRENCE:X

NON-CONCURRENCE:

RESOLUTION 13: RETURN, RECOVER AND REIMAGINE: SCHOOL REOPENING

WHEREAS, the pandemic is exposing and exacerbating the effects of years of disinvestment in public schools and public higher education, such as an aging physical plant; outdated equipment and technology; substandard heating, ventilation and air conditioning systems; overcrowded classrooms in which—during the pandemic—it became impossible to maintain a safe social distance; schools without such crucial personnel as nurses, counselors and other mental health professionals; and completely inadequate offerings of academic, enrichment and extracurricular activities desperately needed to round out students' learning experiences; and

WHEREAS, Latinos, African Americans, and other communities of color are being hit hardest by the pandemic, are suffering the most trauma and, as a result, are having the most hesitancy about returning; and

WHEREAS, the vast majority of students are returning to in-person schooling leaning on a massive nationwide vaccination effort, surveillance testing and layered mitigation strategies in schools, the efforts of educators, public health professionals, and the investments made by the Biden administration through the American Rescue Plan; and

WHEREAS, public education is an economic necessity, an anchor of democracy, a moral imperative and a fundamental civil right, and we must recover and reimagine public education in America to achieve a more equitable and effective education system that helps each and every child, no matter their Zip code, succeed and thrive; and

WHEREAS, the American Academy of Pediatrics recommends that all eligible individuals should receive the COVID-19 vaccine, and that all students older than two years and all school staff should wear face masks at school (unless medical or developmental conditions prohibit use); and

RESOLVED, that LCLAA will work with the AFT and NEA to advocate and work to reimagine a school climate that ensures all schools are safe and welcoming—not only in terms of their physical conditions but in terms of their learning conditions, including respect for diversity of all kinds, freedom from bias, equitable school climate policies, and valuing the worth and fostering the learning of each and every student; and

RESOLVED, that LCLAA will work with the AFT and NEA to support community schools, as hubs of well-being and support for students and families; and

RESOLVED, that LCLAA will advocate, engage, and work to ensure that the United States also reimagines how we recruit, retain and support the staff of our public schools, colleges and universities, increase diversity in all educational roles and at all levels through proven programs such as student loan forgiveness, residencies, and “grow-your-own” programs; and ensure that newly available federal funds are invested in instruction and support and are used effectively and collaboratively toward these ends and not as an excuse for state disinvestment.

RESOLVED, that LCLAA strongly supports in-person instruction and will work with the AFT, NEA, community partners, and other allies to ensure that Latino families have the resources and information to facilitate a safe return to school and in-person instruction and learning.

SUBMITTED BY: Evelyn DeJesus, AFT Executive Vice President

REFERRED TO THE COMMITTEE:X

CONCURRENCE:X

NON-CONCURRENCE:

RESOLUTION 14: RESOLUTION CALLING FOR FREE AND DEMOCRATIC UNIONS IN CUBA AS WELL AS ENDING THE OPPRESSION OF FREE SPEECH AND FREEDOM OF ASSEMBLY

WHEREAS: The Labor Council for Latin American Advancement, LCLAA, is the sole representative of the Latino working class in the United States. We call on the board to take the protests in Cuba into consideration and to recognize free and democratic unions on the island. There are tens of thousands of union members across our country that have fled human rights abuses in Latin America. A vote in support for this resolution gives us the opportunity to once more be on the right side of history.

WHEREAS: Workers on the island belong to one union, the Central Workers Union of Cuba (CTC). For the last 62 years, workers have not been allowed to voice their concerns, much less protest peacefully, picket, or strike. It is incumbent that we, the strongest labor movement in the Western Hemisphere, call for an end to this level of repression.

WHEREAS: That we must voice our support for those brave workers that are also organizing independently of the CTC, the independent trade union, La Asociación Sindical Independiente De Cuba, (ASIC).

WHEREAS: We recognize the International Labour Organization for processing cases regarding the lack of freedom of association in Cuba. We support the recommendations by its governing body pertaining to ASIC vs. the government of Cuba.

WHEREAS: For decades independent trade unionists were harassed, imprisoned, and tortured. The Labor movement in the US has largely stood quiet as our working brothers and sisters faced starvation and repression. We are calling on the Labor Council for Latin American Advancement to promote human rights in Latin America and to stand on the side of the working class as our movement calls us to do. Inaction on these issues give our political opponents the opportunity to spread misinformation, linking our labor movement to support countries like Cuba, Colombia, Venezuela, Nicaragua, and Haiti. We cannot let this happen again and again! Human rights is not a political issue, it is a humanitarian one.

WHEREAS: Thus, if our labor movement truly believes in solidarity across racial and national lines, we must work to voice our support for those engaged in a similar struggle.

THEREFORE BE IT RESOLVED that the Labor Council for Latin American Advancement reiterates its support for the Cuban protests seeking an end to repression on the island. We support dissidents in the island and abroad that continue to speak out in hopes to gain a more democratic government.

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement supports a dialogue at large where we recognize the independent unions currently organizing in Cuba, independent of the government.

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement will continue to monitor human rights abuses throughout Latin America and speak up when necessary. We are immigrants who care about the state of our home region, as many of us still have family and friends throughout the region.

BE IT FURTHER RESOLVED that the Labor Council for Latin American Advancement supports this proposal on working and participating with the independent trade unionists on the island. We call on the AFL-CIO to collaborate with us and recognize the independent trade unionists in Cuba.

BE IT FINALLY RESOLVED that the Labor Council for Latin American Advancement forwards this resolution for adoption to the 2021 National Convention in Las Vegas, Nevada and to take all necessary and appropriate union actions and thereafter to send this resolution to all LCLAA Chapters, State Labor Federations, the AFL-CIO, and to other local unions and central labor bodies.

SUBMITTED BY: Manuel Hartman, President, South Florida LCLAA Chapter, CWA District 3
Campaign Lead

REFERRED TO THE COMMITTEE:X

CONCURRENCE:X

NON-CONCURRENCE:

RESOLUTION 15: THE RICHARD TRUMKA FELLOWSHIP PROGRAM

WHEREAS: Richard Trumka was renowned for his commitment to economic justice, civic engagement, workers' rights, community empowerment, and equity for all, and

WHEREAS; Richard Trumka was unexpectedly taken away from us, and

WHEREAS; Richard Trumka understood that the backbone of the union movement was to organize all sectors of workers, and

WHEREAS; the union movement must ensure that it creates opportunities for young people to develop and join leaders to educate, organize and agitate,

BE IT RESOLVED; that LCLAA continues that his vision lives on through the creation of a Latino Fellowship and Internship program to memorialize his work. The Richard Trumka Latino Fellowship and Internship Program will introduce young Latinos to the value of being part of the labor movement, and

BE IT RESOLVED; that through the program, each Fellow has an opportunity to gain insights into the complex political, social, and economic forces that shape the operating environment of the labor movement, and

BE IT FURTHER RESOLVED; that LCLAA fundraise an annual event to raise 65,000.00 in support of the year-long Richard Trumka Latino Fellowship program

SUBMITTED BY: LCLAA National Officers

REFERRED TO THE COMMITTEE:

CONCURRENCE:X

NON-CONCURRENCE: