



LCLAA[®]

LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT

HOT ISSUES
ON THE HILL
THINK TANK



LA VOZ LATINA

SPRING 2009



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Dear LCLAA Friends and Family:

It is hard to believe that we have reached the first 100 days of the administration. It seems like yesterday that we were in the streets knocking on doors urging our Latino brothers and sisters to go to the polls. Now we are looking at whether or not we are making some progress - a lesson in transformation. Although much work has been completed, it is but the beginning of a very long process.



The staff at the LCLAA National Office has been hard at work pushing for those issues that are important to Latino workers and to the Labor movement. We have met with Secretary of Labor, Hilda Solis to discuss the revamping of Labor regulations that are harming Latino workers; as well as with the Office of Management and Budget (OMB) to discuss "green jobs" and Adult Workforce Training. We continue to work closely with the Office of White House Personnel to ensure that we have Latino representation in the political appointments - but also, to ensure that those persons being appointed aptly reflect the progressive principles LCLAA promotes. We have sat down with numerous offices to discuss the issue of the American Recovery and Reinvestment Act (ARRA) of 2009 to ensure that those dollars go to our neighborhoods to get Latino workers back on their feet. Latino unemployment rates have now reached 11.4 percent - 3 points higher than the national average. Our community is in crisis.

We have also been busy tracking legislation and meeting with members of Congress. We have sat down with the members of the Congressional Hispanic Caucus, and specifically with the Chair, Nydia Velasquez (D-NY) to share with them LCLAA's positions on immigration, health care reform, economic recovery, energy and education. If we are going to get the economy back on track, we must ensure that the laws and reforms taking place reflect Latino workers' needs and concerns. We have rallied around the Employee Free Choice Act and created the "Latino Coalition for Workers Rights" to bring non-labor Latino organizations into the fold so we can better educate the Latino community about the benefits that unionization offers them in terms of better wages, health benefits, pensions and solidarity.

The work is arduous, but only by advocating on behalf of our community, will we succeed as a community. The staff at the LCLAA National Office is dedicated to your service and we will continue fighting on your behalf before the Obama Administration and in Congress. Let us know your concerns and share with us your stories. Our sole purpose is to serve you and ensure that your message is heard.

In solidarity,

Dr. Gabriela D. Lemus
Executive Director

The Labor Council for Latin American Advancement, LCLAA is the home of the Latino Labor Movement. LCLAA is a national Latino organization representing the interests of over 1.7 million Latino trade unionists throughout the country and the Commonwealth of Puerto Rico. LCLAA was founded in 1973 and is America's premier national organization for Latino workers and their families. LCLAA advocates for the rights of all workers seeking justice in the workplace and their communities. LCLAA is a constituency group representing Latino workers in both the AFL-CIO and Change to Win Federation.



Dear LCLAA Family,

The past three months have been among the most difficult and trying for Latino workers throughout the United States and Latin America. At the recent 34-nation Summit of the Americas President Barack Obama discussed the global economic crisis and environmental problems, issues affecting Latinos in the United States which have in the past lead many to emigrate from their countries to our shores. The United States is beginning to recognize that the Americas have a stake in one another. What happens to workers and their families in Latin America and the Caribbean affects Latino workers in the United States as well.

The months ahead will reflect these new relations at the domestic policy level for the Latino community and for LCLAA. As we close out the first 100 Days of the Obama Administration, we are facing some very serious issues. The American Recovery and Reinvestment Act (ARRA) will distribute \$787 billion dollars into the U.S. economy in the next years, including a tax benefit of \$288 billion for middle class families. As the monies are disbursed, LCLAA must ensure that it reaches our neighborhoods and includes training funds targeting the Latino workforce.

But the stimulus alone will not resolve the Latino community's challenges. At the national political level, we will be faced with immigration, health care reform, the Employee Free Choice Act - and we will be working on these issues within the context of the now year-old recession. We will also have to pay attention to new Energy Legislation that will dictate how we reduce our carbon footprint while creating a new economy that must bring Latino workers and their families into an era of economic progress. LCLAA must stand at the forefront and face these challenges. Latino workers are losing ground.

In the days ahead you will hear from our national office about how the recession is affecting the Latino community. LCLAA will also embrace the changes that lie ahead and prepare our workforce with training. To that effect, LCLAA National is transforming its bi-annual education conference into three, so that we come to you. The Midwest Conference will take place on May 8-9 in Chicago, IL; the Western Region Conference will take place July 29-August 1 in Anaheim, CA; and the Eastern Region Conference will take place in late September/early October, 2009. The exact location and time are still in the works.

The Regional Leadership Development Conference series was created to not only begin addressing the challenges of globalization in a broader perspective, but also to begin linking the bigger issues with the training necessary to organize communities around those issues in order to be able to enact a more progressive agenda - one where worker solidarity is based on an understanding of how politics, security and the economy are interwoven. The creation of a conscious and educated union membership will enable the Labor movement to better mobilize its constituents along with the communities in which they live and work - a point that is particularly poignant with Latino union members, many of which are new to the movement.

The work ahead seems daunting, but we are prepared to move forward. As the most progressive Latino organization in the United States, LCLAA will do all it can to move our nation and the Latino community towards comprehensive solutions in response to the very complex problems our nation is facing.

In solidarity,



Published in Hispanic Link March 14, 2009

The Truth about Latinos and EFCA

By Dr. Gabriela D. Lemus

The Latino community should wholeheartedly get behind the Employee Free Choice Act (EFCA). The bill was introduced last week and it has a majority of support in the House and the Senate, but business groups are spending heavily to make sure the Senate does not reach the 60 votes that it needs to survive a filibuster.

EFCA is important because it levels the playing field for workers by ensuring a more democratic decision-making process that provides employees the room to be full partners with management. At a minimum, democracy involves freedom of speech and freedom to organize collectively around issues. In the case of workers, a minimum standard of democracy involves the ability of workers to discuss and debate amongst themselves free of harassment from either unions or corporate management as to whether or not they would like to join a union.

EFCA would reinvigorate the National Labor Relations Act (NLRA) giving workers additional protections to collectively bargain and join a union. Time and again, we have witnessed that the current system for workers to form unions so as to bargain over wages and benefits is broken. As a result, the National Labor Relations Board (NLRB) would be better able to ensure that the processes regarding authorization forms are fair thus preventing coercion from either side.

Latinos would benefit enormously from being able to more easily organize. Latinos are among the youngest population group in the United States with a median age of 25.8 years - more than 10 years younger than the median age for the U.S. population. Latinos have more children, greater family stability, and more than half of all Latinos living in the United States are fully bilingual. Needless to say, union membership would assist them in making better wages and move many of them into higher paying jobs with benefits. In 2008, workers represented by unions earned a median weekly salary of \$886.00 compared to non-unionized workers had a median weekly earnings amounting to \$691.00.

And, Latino workers want to join unions. Union membership increased in 2008, according to the Bureau of Labor Statistics (BLS) annual union membership report. The unionized share of the U.S. workforce climbed to 12.4 percent last year from 12.1 percent in 2007, an addition to union rolls of more than 420,000 members. While the gains were broadly shared across demographic lines and occupations, growth was strongest in the public sector, among Hispanics, and in Western states, driving the largest membership increase in more than a quarter of a century. More than 120,000 Hispanics became union members in 2008, with their membership rate rising to 10.6 percent from 9.8 percent in 2007.

Management benefits from the skill sets that workers provide and EFCA provides an opportunity for workers to gain access to benefits like health insurance and pensions. A happy worker is a productive worker. Productive workers help companies grow profits and capital for further economic growth.

Not only are unions good for the workplace, they are good for communities. Where unions are stronger, not only are wages higher and health insurance is more accessible, there are other benefits as well. In states with higher union density, it is more likely that poverty will be reduced; that there are more homeowners than renters and better schools because there is greater public education spending per pupil. The three are inter-related. This latter point results in an unintended benefit - a significant reduction in crime in comparison to states where unions are weak because public dollars are more likely to go to schools and less likely to building jails.

By building up the middle class, educating our communities, and ensuring that they are healthy, we give people hope and a fighting chance to be successful. Is that not the essence of the American Dream? Congress must pass EFCA to assure that such dream is more achievable for Latino working families.

<http://www.pontealdia.com/columnists/the-truth-about-latinos-and-the-efca.html>

Dr. Gabriela D. Lemus is the Executive Director for LCLAA

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THE HUFFINGTON POST
THE INTERNET NEWSPAPER: NEWS BLOGS VIDEO COMMUNITY

Enforcement Only Policies and No Immigration Reform Could Prove Costly

By Hector E. Sanchez

During the presidential campaign, President Obama repeatedly discussed the country's urgent need for comprehensive immigration reform offering a path to legalization for the estimated 12 million undocumented immigrants currently residing in the nation. He also promised to tackle this issue within the first 100 days of his administration. But recent signals from his close advisers indicate that he may delay this crucial matter until a second term. That could be a serious and costly mistake.

The President's nomination of Arizona Governor Janet Napolitano to head the Department of Homeland Security (DHS) also sends an important signal about how his administration might handle immigration.

Napolitano has a reputation for being tough on curbing undocumented immigration. She was the first governor to call for National Guard troops to secure the U.S.-Mexico border; signed into law one of the most restrictive anti-immigrant bills; and enacted tough employer sanctions with strong penalties for hiring undocumented workers in the state of Arizona. Conversely, Governor Napolitano also vetoed many anti-immigrant pieces of legislation that could have had horrible repercussions if enacted and supported comprehensive immigration reform nationally. Yet, as the head of DHS she will need to balance immigration enforcement policy with a humane approach.

Someone familiar with the struggle for immigrant rights and a powerful defender of human rights for all workers is the newly appointed Hilda Solis, Secretary of Labor. In that role, she can work from the inside to defend workers and immigrants, reversing many of the Bush Administration's anti-immigrant tactics. But, she cannot be expected to carry the water alone.

New polling data released by America's Voice revealed that 78 percent of Americans consider illegal immigration a serious issue - one that must be dealt with by enacting comprehensive reform (57 percent), not the enforcement-only approach favored by some conservatives (28 percent). Sixty-two percent believe the country would be in a better place if people who are currently in the United States without documents, stayed, worked legally and paid taxes - a sharp contrast to the 21 percent who believe they should leave the country because they are taking away American jobs.

In this election, Latinos turned out in record numbers - many in reaction to anti-immigrant actions. An estimated 10 million went to the polls, voting for President Obama (67%) over Senator McCain (31%). Key battleground states that tend to trend Republican became viable and President Obama won in all of them; this is how Latinos voted in his favor: CO 73% to 23%; FL 57% to 42%; NM 69% to 30%; PA 72% to 28%; and VA 65% to 34%.

Immigration reform has been repeatedly postponed. It cannot wait another four-year term. We cannot have a systemic demand for exploitable cheap labor and continue to ignore their basic rights when they are here. President Obama said "I do not want two classes of citizens in this country. I want everybody to prosper. That's going to be a top priority." Currently, 12 million people in this nation are treated as second-class citizens - living in the shadows of the nation.

The President has a unique opportunity. He will have the legislative numbers to make a push for immigration reform and he could reach across the aisle to get Republican support to produce a viable bi-partisan bill. He also has the goodwill of the American people.

As the son of an immigrant, President Obama knows the priority that this issue represents. Historically-oppressed groups see "hope" in this new administration. Immigration is a top priority that is close to the heart of the Latino community. It is extremely painful to witness the increasing degradation, humiliation, abuses, bigotry, murders and exploitation that we face - whether citizen or undocumented.

Due to the exceptional circumstances of this election and the current economic recession, it is understandable that tackling the economic crisis will precede the immigration issue in the first 100 days. But, if this matter is not addressed by November 2010, Democrats will likely feel the effects of such neglect in the mid-term elections. If the focus of immigration policy relies on enforcement only without reform, this could cost the President much of the favor he has received. Latinos are not a captive constituency and immigration represents a top priority that could move this group to either side of the political spectrum.

Hector E. Sanchez is the Director of Policy and Research of the Labor Council for Latin American Advancement



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Dr. Gabriela D. Lemus is the Executive Director for LCLAA



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La Lucha Contra el Cambio Climático, Una Oportunidad Laboral Para los Latinos

Escrito por Andrea L. Delgado

Inundaciones, sequías, avalanchas, tormentas, olas de calor; la destrucción y el sufrimiento que causan estos fenómenos se deben en parte al calentamiento global. El uso de combustibles fósiles ocasiona que el dióxido de carbono y otros gases queden atrapados en nuestra atmósfera, generen calor y aumenten las temperaturas globales, desatando cambios en el planeta y contribuyendo a inclemencias climáticas. Para la seguridad nacional y el bienestar social y económico, debemos prevenir estos sucesos climáticos y buscar soluciones urgentes. Esas son las malas noticias. Pero esta situación también presenta una gran oportunidad, la transición hacia una economía limpia y sustentable incentivará la creación de millones de trabajos que utilicen fuentes de energía renovables y reduzcan las emisiones de carbono y otros gases. Habrá oportunidades de inversión y empleo que requerirán el empleo de toda clase de trabajadores, quienes contribuirán a la modernización y adaptación de nuestra economía y sociedad. Los trabajadores latinos enfrentamos tanto el desempleo como el subempleo, por lo que debemos prepararnos para aprovechar estas oportunidades.

El Presidente Barack Obama afirmó que Estados Unidos será líder en la lucha contra el cambio climático. Con un enfoque claro en la economía durante sus primeros 100 días, el Presidente aprobó la ley de estímulo económico, la cual pretende crear alrededor de 3 millones de empleos, en donde se otorgan 100 mil millones para la modernización de la infraestructura, comunicaciones, transporte y educación para impulsar una economía más sostenible e invertir en energía renovable. También provee 20 mil millones en incentivos fiscales para el desarrollo de energía solar, eólica, geotermal y los biocombustibles. Cerca de 48 mil millones serán destinados para programas de capacitación para toda clase de trabajadores, algunos de ellos prepararán a los trabajadores en carreras que proponen aumentar el rendimiento energético.

La Organización Internacional del Trabajo (OIT) subraya que el ahorro energético es una gran contribución para reducir el calentamiento global que tiene gran potencial para crear empleos. Los latinos somos el sector más joven y creciente en los Estados Unidos pero más expuesto al desempleo. Es por eso que la transformación hacia un futuro con alto rendimiento energético promete revitalizar los sectores más afectados por la crisis como lo son la construcción y la manufactura, sectores que dependen mucho de la mano de obra latina. El Departamento de Trabajo estima que en los próximos 10 años, la industria de la construcción reclutará y capacitará alrededor de 250,000 trabajadores anualmente; esta estadística excluye los empleos necesarios para mejorar la infraestructura actual.

Como comunidad debemos pensar en las posibilidades y oportunidades que estos cambios representan, no hay tiempo que perder. En la década venidera se crearán oportunidades en los sectores de energía renovable y ambiental, requiriendo diversos trabajadores bien preparados, como agricultores, profesionales forestales, profesionales en energía solar o eólica, constructores, biólogos, administradores de empresas (MBA) sostenibles, diseñadores de sistemas sostenibles e ingenieros civiles.

Es importante que como comunidad nos informemos sobre cursos y talleres en universidades y centros de enseñanza técnica. Aprovechemos este tiempo para capacitarnos, acudamos a centros de desarrollo profesional para trabajadores en busca de empleos que ayudan a crear un buen currículo, a las universidades comunitarias que ofrecen, a bajo costo, programas técnicos y carreras que preparan y certifican a los trabajadores en menos de un año en sectores con alta demanda laboral, también tomemos clases de inglés, todo esto nos vuelve más competitivos en el mercado laboral actual.

Como Nación podemos avanzar hacia la sostenibilidad, reducir el calentamiento global, fomentar nuestra independencia energética y promover la seguridad económica y el bienestar común. Como comunidad tenemos que adelantarnos y tomar ventaja de estas nuevas oportunidades que se presentan, particularmente en época de recesión económica y con un índice de desempleo tan alto en nuestra comunidad.

Andrea L. Delgado trabaja para LCLAA y la Coalición Nacional Latina sobre el Cambio Climático (NLCCC por sus siglas en inglés)



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Working Together

The United Food and Commercial
Workers International Union
proudly supports the
Labor Council for Latin American Advancement's
Regional Leadership Conference
and salute LCLAA's efforts to educate
Latino workers everywhere.

Organizing Construction in the Southwest: Latino Workers and the Building Justice Campaign at Pulte Homes

On March 26, 2009, Alejandro Bados and Joel Hernandez came to Michigan State University's Kedzie Hall in East Lansing, MI to speak to students and the community about the hazards of working for Pulte Homes. The Greater Lansing Area LCLAA Chapter along with June Rostan, Lead Organizer from AFL-CIO in Washington, D.C., and John Beck, Associate Professor and Director of the Labor Education Program welcomed the gentlemen to share their many challenges of working everyday without a "Voice." Joel Hernandez is a researcher for the Painters Union, District Council 15 in Las Vegas, Nevada. Alejandro Bados worked for a subcontractor of Pulte Homes in Phoenix, Arizona.

Many workers do not speak English, so the subcontractors take advantage of the situation. They make the workers work long hours with no overtime pay; work in unsafe conditions, without a break and do not have water available for them when the climate is scorching hot.

Workers' wages are estimated by linear feet, so in order to make a decent wage, they have to work long hours. Meanwhile the subcontractor will document that they worked only 8 hours. And working in a safe environment does not exist. Power tools are moved while still on, with dust flying everywhere and without proper safety equipment causing respiratory ailments.



Back row: Maria Enriquez, Elva Reyes, Rudolfo Reyes, Willie Paulsen, Marta Bobillo - Treasurer
Front row: Maria G. Starr - LCLAA Chapter President, Alejandro Bados - Speaker, Josefina Martinez - Vice President

Pulte Homes needs to know that they are responsible for their actions. By engaging in subcontracting bidding wars and accepting the lowest bid they create an unhealthy workplace and lower standards.

Industry standards need to be raised by providing safe working environments and ensuring that each and every subcontractor hired by Pulte Homes is in full compliance with the law.

Pulte workers need our help. Attend the shareholders meeting on May 14, 2009, at the Pontiac Marriott Hotel in Auburn Hills, MI. This is a great place to start by having our "Voices Heard".



Houston Gulf Coast LCLAA Chapter marching at Cesar Chavez Parade



Orlando LCLAA Chapter participated in a health care reform town hall meeting on April 14, 2009 with Florida Congressman Alan Grayson.

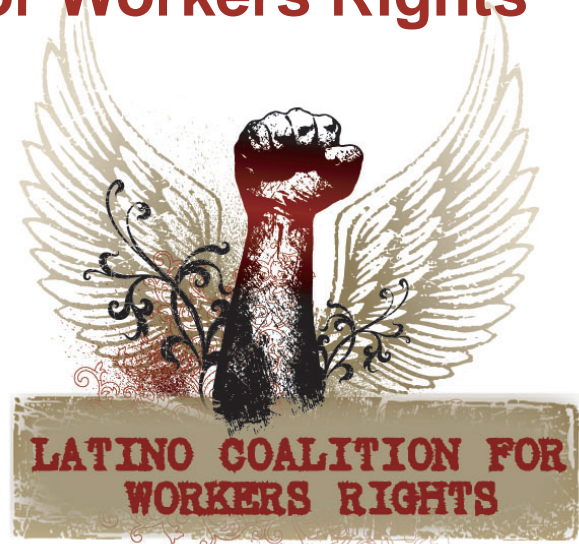
The Latino Coalition for Workers Rights

The Labor movement has long sought to strengthen the right to organize and has most recently endorsed a piece of legislation "the Employee Free Choice Act" to facilitate that process. Latino workers are particularly benefited when they join a union. According to the U.S. Department of Labor's Bureau of Labor Statistics (BLS) the union advantage for Latinos equals 43%-53% depending on the industry. That is a significant wage increase and safety net that all working families deserve.

On February 24, 2009 the LCLAA National Office convened a Latino briefing about the Employee Free Choice Act at the AFT headquarters in Washington, DC to share information, and answer any questions or concerns that national Hispanic organizations may have had around EFCA. The results were the formation of the Latino Coalition for Workers Rights (LCWR) a national alliance of Latino non-profits who support Labor's position on helping workers with their right to freedom of assembly and collective bargaining.

The primary goals of the LCWR are twofold: first, to educate the Latino community around the issue of their right to organize; what the "Employee Free Choice Act" would do to facilitate that process and why it is deemed necessary so as to gain their support. And, second to develop leadership within the Latino rank and file who belong to a union so as to increase their advocacy role and visibility within the unions.

The LCWR strategy assisted by LCLAA will help develop a bilingual media campaign that includes strong web presence - go to www.LCLAA.org for more information. LCLAA and LCWR will engage in a series of U-Tube videos of workers who have tried to organize and been retaliated against; Op.ed.s.; and work on earned media (TV/radio/publications). Additionally, LCWR is committed to create materials for union organizers to reach out to the Latino community; and to train trainers in the Latino community to speak to their communities about supporting EFCA. We also



hope to be able to train union organizers and shop stewards to speak to their Latino members about EFCA.

And, why is this important? Workers rights in the United States have been severely undercut in the last decade. Latino workers in particular have suffered tremendous setbacks in terms of their pay and safety. They are among the most vulnerable, and when they try to fix it, they are often penalized. Even when they enter the professional white-collar workforce, there are often barriers to entry or they are the first to be let go because they were the last to enter.

For those Latinos working in sectors like construction, trucking, meatpacking and poultry industries, or in recycling plants - the workplace is often a danger zone. The workers are exposed to safety situations that are complicated by the corporation's drive to increase production and reduce costs. The human body eventually pays a price. Workers need to be able to protect themselves, yet since 2000 there has been a steady decrease in efforts to assist them to do so as reflected in the reduction of federally-funded worker and safety health training. The federal government's emphasis has been on helping corporations with Employer Compliance Assistance. Yet, there appear to be significant and worrisome trends including under-reporting of actual workplace injuries and illnesses.

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One study examined the underestimation of occupational injuries and illnesses in the existing US national surveillance system. Companies and individuals who reported work-related injuries and illnesses in 1999, 2000, and 2001 in Michigan were matched with companies and individuals reported in four other Michigan databases and other sources of information. Calculations revealed that the current national system for work-related injuries and illnesses markedly underestimates the magnitude of these conditions.



This challenge is compounded by ample evidence of efforts by Managers to prevent workers from reporting injuries or allowing the worker to collect disability pay. Workers often-times do not fully understand what their rights are on the job. Those that do file claims, often encounter a byzantine bureaucracy and have to pay for medical assistance out of their own pockets because the odds are stacked against them.

Workers are discouraged from coming together to protect themselves. Under the current system companies routinely resist unionization efforts by their employees leaving ample room for intimidation, coercion and unjust firings by the employer.

Yet, American workers want unions. More than half of U.S. workers - almost 60 million - say that they would join a union right now if they could. And, given the current state of affairs, workers need unions and society needs unions.

Latino workers in particular need protections in the workplace. As the data demonstrates, they are more likely to be harmed in the workplace and are more likely to be affected by reductions in wages and the reclassification of their jobs in the workforce. These are serious challenges that Latinos face. Whether they are citizens or immigrants, the Latino adult workforce faces additional disparities in every category from literacy and educational attainment, to language skills, to working in the jobs requiring lower-skills, as well as the minority that suffer from their immigrant status challenges.

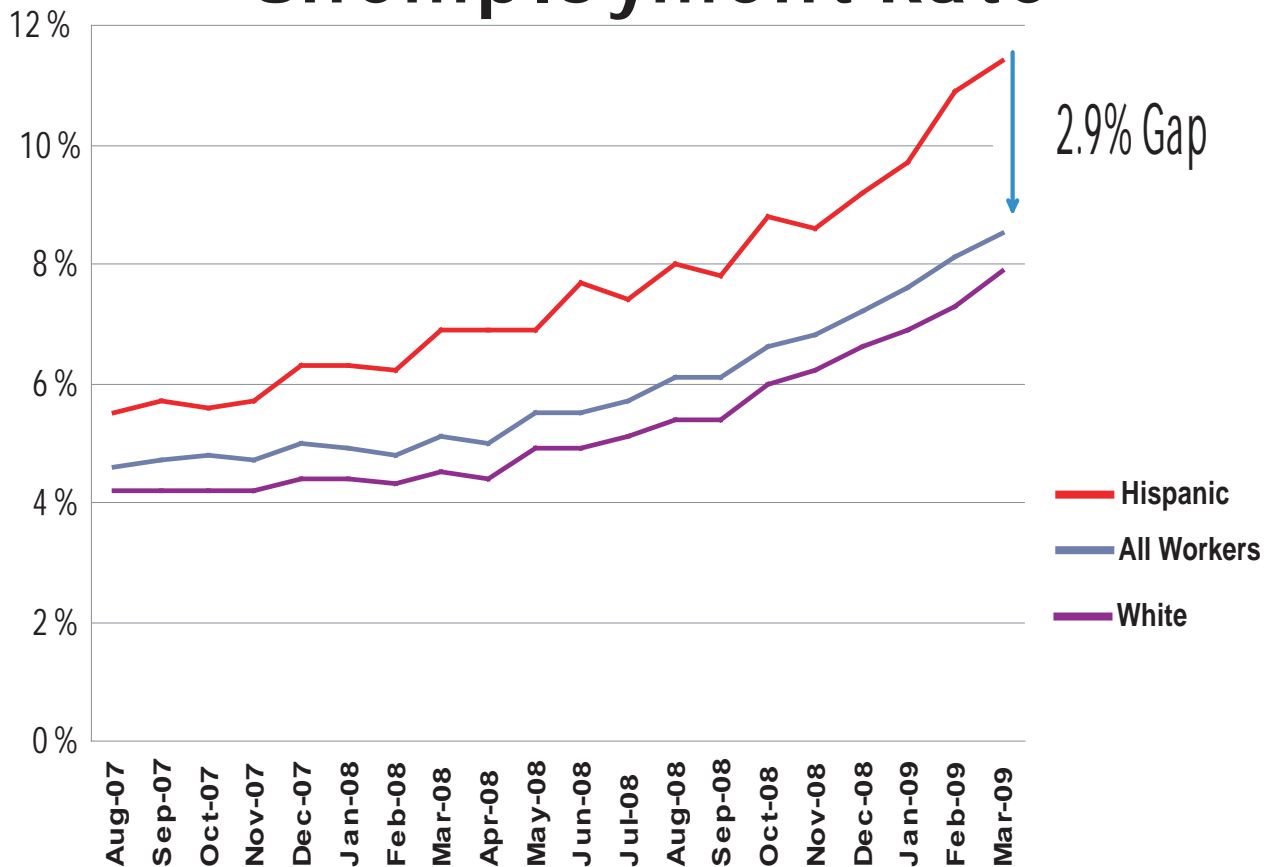
Today's working families are stretched financially. A strong labor movement represents the clearest and most viable solution to recover from the collapse in wages we have borne witness to in the last three decades. A truly democratic society requires the ability to restore balance when the accumulation of disproportionate power opens doors to excesses. In recent decades, corporate scions accumulated a wealth of power while eroding workers' ability to form unions and bargain collectively. Unions have the ability to reinstate a healthy balance and fairness to the workplace.

Combined with better protections in the workplace and a rethinking of how society functions today, the workplace can reshape our society into one where people work to live instead of living to work. But unions alone cannot fully address the challenges faced in our society. With ongoing reduction of wages and working standards, the United States has reached a critical juncture.

For more information about LCWR, contact Andrea Delgado at adelgado@lclaa.org



Unemployment Rate



Source: http://www.bls.gov/schedule/archives/empsit_nr.htm



The needs to resolve the challenges for workers are clear. We must reverse outmoded labor policies and re-think how the workforce truly functions, as well as reevaluate the critical role of the workforce's contributions to the nation.

Regional Leadership Development Conferences *"Building Leadership from Within"*

University of Illinois at Chicago
750 South Halsted, Room 302
Chicago, IL 60607

Friday, May 8, 2009

12:00 p.m.	Travel to University of Illinois-Chicago
12:30 p.m.	Registration
1:00 p.m. – 1:30 p.m.	Welcome by Milton Rosado, LCLAA National President
	Opening Address
1:30 p.m. – 3:00 p.m.	Leadership Development Seminars
	Understanding the Nature of Power: Politics 101
3:00 p.m. – 3:15 p.m.	Break
3:15 p.m. – 4:45 p.m.	Building the Farm Team: Charting Winning Strategies
4:45 p.m. – 5:00 p.m.	Preparing for the Future: Connecting the Dots



University of Illinois Labor Education Program

The Hispanic workforce has growing importance and presence in the economy and society. The Labor Education Program at the University of Illinois recognizes that there is a great need for increased knowledge about workers' rights, labor relations and related matters in the Hispanic community.

Therefore, LEP is committed to providing constructive education in the following three areas: (1) Leadership development for Hispanic workers throughout the state of Illinois, (2) Educational programming, in Spanish and bilingual formats, on worker's rights, labor unions, constructive labor-management relations, and labor studies and (3) educational programs that help a new generation of Hispanic labor leaders to effectively address the concerns of Hispanic workers and build a bridge to the broader society.

To learn more about our programs including online courses, women's leadership events and more, contact Program Coordinator, Yesenia Vargas at 312.996.2624 and visit www.illinoislabored.org.

Labor Education Program
815 West Van Buren, Ste. 110, Chicago, IL 60607
312.996.2624

www.illinoislabored.org



Saturday, May 9, 2009

7:00 a.m.	Travel to University of Illinois-Chicago
8:00 a.m. – 9:00 a.m.	Registration & Continental Breakfast
9:00 a.m. – 9:30 a.m.	Introduction
	Welcome
9:30 a.m. – 10:00 a.m.	History of Latinos in the Midwest Labor Movement
10:00 a.m. – 10:30 a.m.	What's at Stake? Deepening Relations with our Union Members
10:30 a.m. – 10:45 a.m.	Break
10:45 a.m. – 11:30 p.m.	Plenary Sessions
	I. Creating a Social Movement and the Power to Change Things: Civic Engagement for the 21 st Century
11:30 a.m. – 11:40 a.m.	Break
11:40 a.m. – 12:15 p.m.	II. Building Alliances: Unions, Immigrants, Communities of Color, and other Free-Thinking Radicals
12:30 p.m. – 1:50 p.m.	Lunch: Group Discussions: “Raising Consciousness: Allies and Resisters to Change” (Box Lunches will be provided)
1:50 p.m. – 2:00 p.m.	Break
2:00 p.m. – 2:30 p.m.	Call to Action Keynote Speaker
2:30 p.m. – 4:00 p.m.	Workshops
	<ul style="list-style-type: none"> · The Unexpected Consequences of Globalization: Immigration, Climate Change and Today's Economy · The Employee Free Choice Act: Breaking it Down · Universal Health Care Reform: Eliminating Barriers · Education: What works?

Benefits at a Glance

Here are some examples of what first-class representation by the APWU means for union members:



Toll free APWU Number:
1-877-USA-APWU
www.apwu.org

Six Reasons It Pays to be In The APWU

- Higher Wages
- Better Benefits
- More Job Security
- Effective Representation
- Direct Union Democracy
- Exclusive Members Only Privileges

Produced by The APWU
Organization Department
Frank A. Romero, Director

WAGES

- Regular pay increases
- Cost-of-living adjustments
- Sunday premium pay
- Night differential pay
- Time-and-a-half for overtime
- Double time for excessive overtime

BENEFITS

- Health insurance—84% paid by USPS; 95% for those who enroll in APWU's Consumer Driven Plan
- Basic Life insurance—fully paid by USPS
- 10 paid holidays
- Generous sick-leave and vacation benefits
- Flexible spending accounts for healthcare and dependent-care expenses
- Postal Employee Relief Fund

JOB SECURITY

- Excellent job security
- Jobs awarded by seniority, not favoritism
- Training program to upgrade skills, opportunities

REPRESENTATION

- Outstanding representation in contract negotiations
- An effective grievance procedure to adjudicate disputes with management

- An active legislative program that fights for postal workers on Capitol Hill

UNION DEMOCRACY

- Direct elections of all union officers
- Membership ratification of contracts
- Access to a wealth of information—at union meetings, through the union's magazine, news bulletins, and Web site
- Opportunities to participate at all levels of the organization

MEMBERS ONLY PRIVILEGES

- APWU MasterCard
- Union Plus discounts
- Union Plus mortgage program
- APWU Health Plan, which provides comprehensive coverage at a reasonable cost
- College and vocational scholarship programs
- Voluntary Benefits Plan, including term life insurance, supplemental hospital cash, disability income, group legal services, accidental death and dismemberment insurance, dental coverage, and much more
- Accident Benefit Association
- The American Postal Worker* magazine

2009 SOMOS EL FUTURO CONFERENCE in Albany, New York

The Annual New York State Assembly and Senate Puerto Rican/Hispanic Task Force Conference was held in Albany, NY on April 3-5, 2009. The New York City LCLAA Chapter is the lead labor organization for this event, which brings in numerous elected officials, labor leaders, and community and civil rights organizations.

The Annual Labor Breakfast, sponsored by NYC LCLAA addressed key issues, such as the Employee Free Choice Act, Immigrant Workers' Rights, the Farm Workers' Labor Act, and the negative effect of Public Law # 7 on Puerto Rico's workforce. The breakfast gathered over three hundred and fifty participants including, Keynote Speaker Secretary of State Lorraine Cortez-Vazquez, New York City Comptroller William Thompson and NYS Labor Commissioner Patricia Smith who was newly nominated by President Barack Obama to serve as U.S. Labor Department Solicitor.

Latino labor leaders of Public, Private, Building and Construction unions provided labor's perspective at Legislative Sessions, which included Civil Rights Initiatives to End Biased Hate Crimes; Labor Rights for Immigrant Workers; School Governance and Mayoral Control; Education and School Drop Out Rates; Access to Union Apprenticeship Programs; and the Impact of Home Foreclosures on the Latino Community.



**New York Secretary of State
Lorraine Cortez-Vazquez**



**New York City Comptroller William Thompson addresses NYC LCLAA Labor Breakfast
at Somos el Futuro Conference, April 3, 2009**

New York City LCLAA & Cornell University, ILR Latino Labor Leadership Program

NYC LCLAA Chapter developed and instituted a Latino Labor Education Program in partnership with Cornell University, ILR. The Fall 2009 Educational Session is already in progress and twenty-four LCLAA members have enrolled so far.

The intensive all day sessions include: Leadership Development for Union Leaders; Public Speaking Skills; Labor & The Latino Community: Key Issues, Voting Patterns & Demographics; Economics: Overview of Latino Workforce Participation; Civic Participation: The City Council and State Legislature - Its Structure, Process & the Enactment of Legislation.

The instructors include top Cornell University professors, labor and community leaders. Upon successful completion, the participants receive the Cornell University, ILR Certificate. This program is free of charge for NYC LCLAA members who are sponsored by NYC LCLAA Chapter. In 2008, there were twenty graduates.

NYC LCLAA is an official member of the Cornell University, ILR Labor Advisory Board.



LCLAA Trabaja con Coalición Nacional para Lanzar un Proyecto que Busca Mayor Equidad en la Salud

Una coalición importante de más de 20 organizaciones sindicales, comunitarias, activistas de la salud, de derechos civiles, de justicia social, así como grupos religiosos, se reunieron el 24 de Marzo del 2009 en Washington, DC, con el fin de lanzar una importante campaña contra la inequidad en los servicios de salud; el nombre de esta importante propuesta es Proyecto Igualdad en la Salud (HEP por sus siglas en inglés). Nuestra directora ejecutiva, Dra. Gabriela Lemus, así como uno de los miembros de nuestra junta, Jaime Contreras, estuvieron presentes y fueron parte del panel de presentadores. Aprovecharon el espacio para enfatizar la crisis tan importante que se vive en nuestra comunidad por la falta de acceso equitativo a los servicios de salud.

Para LCLAA esta coalición representa una oportunidad para seguir desarrollando la agenda nacional en favor de las familias trabajadoras latinas y para sentar las bases que nos otorguen las herramientas necesarias para poder tener un mejor acceso a los servicios básicos, siendo los servicios de salud parte central de esta agenda. El formar parte de esta coalición nos permite posicionarnos mejor como organización para asegurarnos que los esfuerzos de reforma de la salud, mas allá de simplemente ampliar la cobertura del seguro, se conviertan en motor para reducir las injustas, dominantes y mortales disparidades de salud que azotan a la comunidad latina.

El Proyecto de Igualdad en la Salud ha sido creado para unir organizaciones diversas que contribuyan en el diseño y desarrollo de una estrategia que genere soluciones de equidad al proyecto de la reforma de salud. La unión, el fortalecimiento y la proyección del mensaje de las comunidades de color son piezas clave en nuestra lucha por mejores servicios de salud.



Metas del Proyecto:

Se planeará e implementará una campaña nacional coordinada en varios niveles en defensa de las organizaciones de base que motivará a los congresistas para que promulguen una legislación de reforma integral de la salud que funcione para todos. Juntos podremos:

- Desarrollar una campaña nacional de educación pública y de defensa, que desarrolle en las comunidades de color de todo el país la toma de conciencia y el activismo sobre la equidad en los servicios de salud.
- Trabajar con los miembros del congreso que participan con las bancadas afroamericanas, Latinas y asiáticas para lograr la reforma de salud que necesitamos.
- Desarrollar y promover políticas que reduzcan las disparidades en la salud como componente integral de la reforma integral de la salud.
- Fortalecer una red nacional de defensores a favor de la equidad en los servicios de salud y ayudar a vincularlos al más amplio debate de reforma de la salud.

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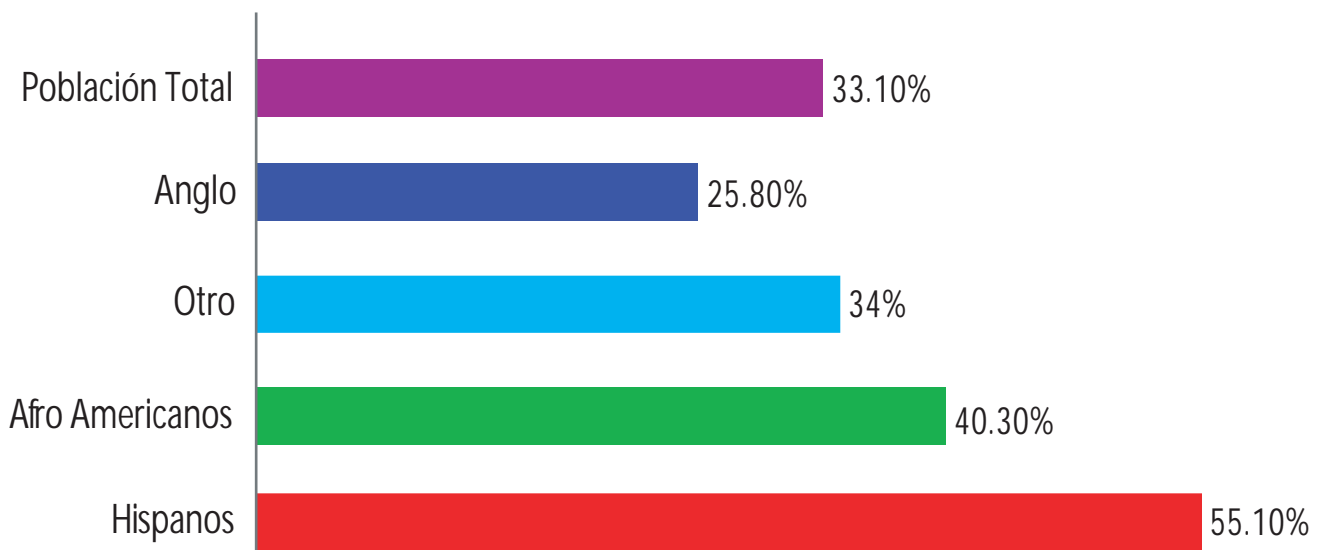
El Problema

Nuestro sistema de salud se encuentra en una situación crítica. Debemos actuar rápido para arreglar un sistema que cuesta mucho y cubre a muy pocos. Pero para algunos estadounidenses, especialmente para las minorías, la crisis es mucho más profunda. Aun entre los asegurados, existen flagrantes disparidades entre estas comunidades y sus contrapartes blancas en cuanto al acceso y la calidad de los servicios de salud. Si la reforma no encara estas injusticias sistemáticas, que resultan en mayores costos

y pérdidas innecesarias de vidas y extremidades, es improbable que la reforma de la salud tenga éxito. Un esfuerzo coordinado para eliminar disparidades ha estado evidentemente ausente de la discusión de la reforma de la salud. Sin embargo, las elecciones del 2008 demostraron la capacidad de las comunidades de color de movilizar y construir poderosas redes de activistas que están listos para luchar a favor del cambio.

Esta gráfica muestra como nuestra comunidad es la más afectada en este ámbito:

Porcentaje de la Población sin Cobertura Médica 2007- 2008



Source : <http://www.familiesusa.org>

RECURSOS:

<http://www.healthcareequalityproject.org>

http://www.lclaa.org/index.php?option=com_content&view=article&id=209&Itemid=122



La Acción

El proyecto combina un efectivo desarrollo de política, una campaña nacional de educación pública y de defensa dirigida a las comunidades de color y a la movilización a nivel comunitario. Colaboraremos con activistas del consorcio para movilizar a afroamericanos, latinos, asiáticos, nativos americanos y a sus seguidores para exigirles a las autoridades electas una importante reforma integral de la salud.

Es importante que los miembros de LCLAA nos sumemos a este importante esfuerzo y nos conectemos con el movimiento de igualdad en la salud, sugerimos los siguientes pasos:

- Promuevan el Proyecto de Igualdad en la Salud para que den a conocer la importancia de incluir dentro de la reforma de la salud la equidad en los servicios.
- Fomenten que sus organizaciones locales y filiales desarrollen y profundicen sus relaciones con grupos sobre el Proyecto de Igualdad en la salud (como clínicas de salud, amigos, familiares, asociaciones de padres y maestros, iglesias, etc.).
- Ayuden a planear reuniones, consejos municipales de vecinos y otros eventos por la Igualdad en la Salud. Colaboren con sus congresistas para asegurarse de que estos trabajen para hacer que la reforma de la salud funcione para todos y nos expliquen qué acciones específicas tomarán para cerciorarse de que TODOS sus electores logremos un acceso a servicios de salud asequibles de alta calidad.
- Sugieran a sus organizaciones que trabajen con la asociación HEP para movilizar a las personas de su estado por la igualdad en la salud. HEP apoyará este esfuerzo suministrándole herramientas, temas de conversación, comunicados de prensa, estrategia, materiales, etc.: lo mantendrá conectado con los esfuerzos y eventos de movilización nacional.

- Identifiquen dentro de su organización a coordinadores potenciales de la campaña de de Igualdad en la salud y HEP puede enviarles materiales, información y recursos a las comunidades locales para que conduzcan la campaña mejor.

Para lograr la igualdad en la salud, tenemos que organizarnos en nuestras comunidades. Nuestro objetivo fundamental es reunir y aprovechar la fuerza colectiva de los aliados nacionales y locales para implementar una campaña nacional. Esta coalición servirá para informar y motivar a los congresistas para que promulguen una legislación de reforma de la salud que funcione para todos. En LCLAA creemos que este es un esfuerzo importante de justicia social que sirve a nuestra comunidad y principalmente a las familias trabajadoras latinas. Esta es una oportunidad para erradicar una injusticia evitable, contribuyamos a este importante proyecto.

Written by Hector E. Sanchez, Director of Policy & Research for LCLAA.

Para mas información sobre HEP llame a Sinsi Hernandez-Cancio, National Campaign Coordinator, al 202-730-7763 o por email: sinsi@healthcareequalityproject.org



ENSURING INCLUSION OF WOMEN IN THE GREEN ECONOMY

On April 22nd, Secretary of Labor Hilda Solis and Nancy Sutley, Chair of the White House Council on Environmental Quality, honored Earth Day by co-hosting a roundtable on Women and Green Jobs at the Department of Labor (DOL). This is part of a strategy to add women to the groups the DOL will prioritize to facilitate education about green jobs and access to this emerging sector of our economy. Women leaders from all over the nation gathered for this event, representing government agencies, unions, academia, businesses, labor, and environmental organizations. Among them was LCLAA's Executive Director, Dr. Gabriela D. Lemus.

We find ourselves at a defining moment in our history in which we can take bold action to encourage our communities and our leaders at all levels of government to progress towards an environmentally sustainable future that promotes our energy independence, increases energy efficiency in our society and creates green job opportunities for millions of workers struggling in the current economy, ensuring that women can fully access employment prospects in the growing green job sector since most of these jobs are in traditionally male-dominated occupations.

LCLAA is committed to the social, political and economic advancement of Latino working families and the transition to a low-carbon economy provides us with an incredible opportunity to ensure low-income, minority and women workers are prepared to access key training and workforce development programs*, to compete for the employment opportunities that a green economy will create. A 10 to 20 percent pay advantage in occupations in the green sector is a tremendous economic opportunity that working women can capitalize on, this is why access to information and adequate training are crucial for this segment of workers.

In this economy, promoting energy efficiency will play a crucial role in reducing global warming and creating jobs. We hear much about climate change, global warming, energy efficiency, renewable energy and green jobs, and it is because they are all interrelated.

The burning of fossil fuels emits carbon dioxide (CO₂) and other greenhouse gases which trap heat in our atmosphere, contributing to rising global temperatures in our planet and provoking extreme weather events such as floods, droughts, avalanches, mudslides, storms, heat waves, etc. Global warming and climate change are irrefutable and the risks they pose for our nation and emerging communities, calls for bold and immediate action.

Although we have waited for far too long to acknowledge and adequately respond to the imminent threat of too much carbon dioxide and other harmful greenhouse gases in our atmosphere, this global challenge presents us with an opportunity to transition to a low-carbon economy and reduce our emissions of heat-trapping gases. This is the crucial point at which energy efficiency, renewable energy sources and green jobs come into play. President Barack Obama recognizes this imperative and on February 17, 2009, he signed into law the American Recovery and Reinvestment Act of 2009, an unparalleled effort to stimulate our economy by creating approximately 3 million jobs, allocating funds for energy efficiency, renewable energy projects and the training programs* which will be necessary to repurpose the skills of our workforce.





Improving the energy efficiency of our infrastructure, our buildings, homes and automobiles will provide long-term environmental and economic benefits to our communities, by reducing our energy consumption, cutting down on waste, and promoting the conservation of our natural resources; all changes which translate into lasting savings for our families and our economy as a whole. This tremendous transition will create millions of green jobs that Secretary Hilda Solis projects will pay between 10 to 20 percent more than other occupations.

In a broad context, green jobs are jobs with the purpose to promote the use of renewable energy resources and energy efficiency in our society, in essence, conserving our energy and natural resources. By reducing pollution and the emissions of heat-trapping gases in our

atmosphere it will protect our health and the quality of the environment we live in.

Our communications, energy distribution and transportation infrastructure is in dire need of modernization and repair and \$200 billion of the Recovery Act funds are allocated to spur the creation of 770,000 jobs in transportation infrastructure, retrofitting of our schools, modernizing our electric power grid, the Home Weatherization Assistance Program, retrofitting of federal buildings and the construction of public and affordable housing. What this means is that green jobs will be created for workers in engineering, construction, the building trades and the manufacturing sector, and these jobs will be local jobs that traditionally cannot be outsourced.

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L to R: Janet Murguía - President & CEO of NCLR, John Trasviña - Former NHLA Chair, Dr. Gabriela D. Lemus - NHLA Chair, & Mickey Ibarra, Founder - Latino Leaders Network



On April 24, 2009, the National Hispanic Leadership Agenda (NHLA) held a reception in Washington, DC honoring the new incoming NHLA Chair - Dr. Gabriela D. Lemus - the Executive Director for the Labor Council Latin American Advancement (LCLAA). Former NHLA Chair John Trasviña has taken a position as Assistant Secretary of Fair Housing with the Agency for Housing and Urban Development (HUD).

Dr. Lemus is very excited to continue advancing Labor's progressive agenda in the Hispanic community. As Chair, Dr. Lemus plans to highlight important issues related to the Latino workforce, such as access to American Recovery and Reinvestment Act (ARRA) funds for blighted Latino neighborhoods; Adult Workforce Training for displaced Latino workers; workplace safety reforms; along with immigration and health care reform, among others.

The reception was hosted by NCLR and the Latino Leaders Network.



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According to Wider Opportunities for Women, girls grow up under the impression that they should fill certain roles and vocations in society, most of which are outside of labor intensive sectors that train and develop skilled laborers and pay more than other occupations. Currently, women only account for 12 percent of workers in engineering, 5.2 percent in manufacturing and less than 3 percent in other labor-intensive occupations. If we are serious about promoting widespread prosperity for all workers, our leaders at all levels of government must work to ensure women are fully integrated into the green economy.

Quality green jobs will ultimately promote widespread economic prosperity and we want to make sure all workers have the chance to benefit from these employment opportunities. This task will entail forming partnerships with several stakeholders to promote the creation of green jobs that are good quality jobs that provide living wages, benefits and prospects for long-term careers and professional advancement. In doing this, we must ensure our workforce has access to education and training and that women are included every step of the way, so they can advance along with emerging sectors in our economy. Paramount to facilitating this engagement is addressing the concerns over child care and discrimination that keep women from integrating into the green workforce.



Despite the challenges that our nation and its workforce are currently facing, the transition to a green economy will require us to retrain and repurpose our skills in order to revitalize industry and promote the long-term sustainability of our economy. Secretary of Labor Hilda Solis is a leader who understands these challenges and in her capacity she will promote the accessibility of information about green job training opportunities to women*, as well as encourage their recruitment into these programs through Workforce Investment Act (WIA) centers*. With concern for underserved workers in our economy and people in high poverty areas, Secretary Solis also wants to make sure low-income workers, the unemployed and high school dropouts* are targeted in the DOL's outreach and workforce development strategy.

*Written by Andrea L. Delgado, Policy Analyst for LCLAA
email: adelgado@lclaa.org*

THESE ARE SOME HELPFUL LINKS TO LOCAL AND NATIONAL RESOURCES ON GREEN JOBS:

*Find Workforce Investment Act (WIA) Eligible Training Providers and One-Stop Career Centers, visit their website and click on your state at <http://www.careeronestop.org/WiaProviderSearch.asp>

*Find registered apprenticeship programs visit the DOL's and Office of Apprenticeship website at http://www.doleta.gov/OA/eta_default.cfm

*Find nontraditional employment opportunities for women in NY at <http://www.new-nyc.org>

*Learn about a green cooperative business model that provides opportunities for low-income women in the California San Francisco area at <http://www.wagescooperatives.org/index.html>

*For youth: California Green Job Corps, opportunities for at-risk youth age 16-24 to get training and placement in green jobs starting this summer at <http://www.californiavolunteers.org/index.php/GreenJobsCorps>

“Education is for improving the lives of others and for leaving your community and the world better than you found them.”

– Marian Wright Edelman, President, Children’s Defense Fund

The 1.6 working and retired members of the
American Federation of State, County
and Municipal Employees, AFL-CIO,
proudly support the
Labor Council for Latin American Advancement’s
1st Regional Leadership Development Conference,
“Building Leadership from Within.”

Through education, LCLAA is advancing the economic,
social and political goals of the Hispanic community
and empowering Latino labor activists.



Gerald W. McEntee
International President

William Lucy
International Secretary-Treasurer

