



League of United Latin American Citizens

Resolution in Support of a Dallas County Rest Break Ordinance

WHEREAS, LULAC the nation's largest and oldest Hispanic/Latino civil rights organization in the United States. Headquartered in Washington, DC, with over 1,000 councils around the United States and Puerto Rico, and

WHEREAS, The Mission of the League of United Latin American Citizens is to advance the economic condition, educational attainment, political influence, housing, health and civil rights of the Hispanic population of the United States, and

WHEREAS, LULAC's programs, services and advocacy address the most important issues for Latinos, meeting critical needs of today and the future, and

WHEREAS, Dallas construction workers engage in strenuous physical activity and often labor in extreme heat, and

WHEREAS, The Occupational Safety and Health Administration and the Centers for Disease Control and Prevention maintain that short, frequent rest breaks throughout the workday are critical to preventing heart-related illness amongst outdoor workers, and

WHEREAS, The Occupational Safety & Health Administration (OSHA) reported 797 Hispanic or Latino workers were killed from work-related injuries in 2013 on average, more than 15 deaths a week or two Latino workers killed every single day of the year, all year long, and

WHEREAS, Neither State or the U.S. Department of Labor currently require minimum paid rest periods for adult employees in Private Sector, and

THEREFORE, be it RESOLVED that LULAC District-III and its membership endorses and supports the enactment of city and county ordinances that would:

Guarantee all Dallas construction workers a minimum ten minutes of rest apart from lunch for every four hours of work;

Require signage, in both English and Spanish, on all Dallas construction sites informing workers of their right to a rest break under the ordinance and how to report possible violations of the ordinance;

Create a process for workers to confidentially report violations to city officials;

Include meaningful penalties for employers who violate the ordinance in order to incentivize full compliance.

Report all appropriate safety and security violations to appropriate state and federal agencies including OSHA and the US Department of Labor and relevant state agencies.

Voted and approved by the delegates at the 2015 National LULAC Convention on July 11, 2015.

Roger C. Rocha, Jr.
LULAC National President