



HUMAN DEVELOPMENT FEDERAL ADVOCACY COMMITTEE

Tuesday, November 12, 12:30-2 p.m.

Tampa Convention Center

Meeting Room 119, 1st Floor



Memorandum

TO: Human Development (HD) Federal Advocacy Committee Members

FROM: The Honorable Adriana Rocha Garcia, Chair
Councilmember, City of San Antonio, Texas

RE: 2024 HD Federal Advocacy Committee Report

On behalf of the Human Development Federal Advocacy Committee, I am pleased to present the enclosed committee report for 2024. This report contains recommended policy amendments and resolutions from the HD Committee. Please carefully review these proposals in advance of the upcoming City Summit.

The HD Federal Advocacy Committee will meet in Tampa, Florida during City Summit on Tuesday, November 12, 2024, from 12:30-2 p.m. in Meeting Room 119, 1st Floor at the Tampa Convention Center.

The primary role of NLC's Federal Advocacy committees is to oversee the regular review and updating of the *National Municipal Policy* to ensure that it reflects the view of local officials on current and emerging federal policy issues. Adopted positions are used to guide NLC's federal advocacy efforts, shape public policy debates, and communicate positions with the media, Congress and the Administration, and other stakeholders. In addition to developing federal policy, the committees serve as advocates on behalf of cities, towns and villages and lead on finding solutions to local challenges.

The HD Federal Advocacy Committee has worked diligently to recommend policy changes and pursue initiatives under the Committee's jurisdiction. If you have any questions about the proposals in this report, please feel free to contact me, any member of the Committee, or the NLC staff contact for the Committee – Stephanie Martinez-Ruckman.

It has been an honor to serve as the HD Committee Chair this year. I look forward to seeing you soon.

Human Development Committee Agenda

Tuesday, November 12, 12:30-2 p.m.

Tampa Convention Center
Meeting Room 119, 1st Floor

12:30 – 12:35 p.m.	<p>WELCOME, INTRODUCTIONS AND MEETING OVERVIEW</p> <ul style="list-style-type: none"> • The Honorable Adriana Rocha Garcia, Chair <i>Councilmember, City of San Antonio, Texas</i> <p>Introductions overview of the meeting agenda. The Chair will also review the Committee's final recommendations for policy amendments and resolutions, which were approved during the October Human Development Committee meeting and considered during the City Summit Resolutions Committee Meeting.</p>
12:35 – 12:45 p.m.	<p>FEDERAL ADVOCACY UPDATE</p> <ul style="list-style-type: none"> • Stephanie Martinez-Ruckman <i>Legislative Director, Human Development, Federal Advocacy, NLC</i> <p>Committee members will hear an update on priorities for the lame duck Congressional Session and a look ahead to 2025 priorities.</p>
12:45 – 1:05 p.m.	<p>IMMIGRATION RESOURCE DASHBOARD</p> <ul style="list-style-type: none"> • McKaia Dykema <i>Legislative Research Manager, Federal Advocacy, NLC</i> • Sarah Minster <i>Research Specialist, Research & Data Analysis, NLC</i> • Ivonne Montes Diaz, PhD <i>Program Manager, Research & Data Analysis, NLC</i> <p>Committee members will hear about NLC's latest resource that compiles the current federal opportunities that local leaders can leverage to support immigration initiatives in their community and support their refugee, asylee, migrant and immigrant residents in alignment with federal laws and regulations.</p>

1:05 – 1:25 p.m.	<p>NLC RESOURCE SPOTLIGHT: CREATIVITY AND COLLABORATION FOR HEALTHIER CITIES</p> <ul style="list-style-type: none"> • Georgia Gempler <i>Program Manager, Health & Wellbeing, NLC</i> <p>The Committee will hear about NLC’s latest health and wellbeing resource designed to equip and enable local government professionals to better engage and partner with artists, and in so doing, improve community trust, increase transparent communication, and flexibly respond to dynamic community needs.</p>
1:25 – 1:30 p.m.	<p>NLC OFFICER GREETING</p> <ul style="list-style-type: none"> • The Honorable Steve Patterson <i>Mayor, City of Athens, Ohio and NLC 2nd Vice President</i>
1:30 – 1:50 p.m	<p>WORKFORCE 101</p> <ul style="list-style-type: none"> • Mike Bartlett <i>Program Director, Postsecondary and Workforce Success, NLC</i> <p>Committee members will hear about NLC’s latest workforce publication designed to support local leaders as they engage with the public workforce system</p>
1:50 – 2:00 p.m.	<p>CLOSING REMARKS, WRAP UP AND ADJOURN</p> <ul style="list-style-type: none"> • The Honorable Adriana Rocha Garcia, Chair <i>Councilmember, City of San Antonio, Texas</i>

Enclosures:

- City Summit Human Development Highlights
- Call to Action – Disaster Supplemental
- NLC Policy Development and Advocacy Process
- Proposed HD Policy Amendments and Resolutions
- NLC Legal Update
- 2024 Human Development Committee Roster

Next In-Person HD Committee Meeting:
NLC Congressional City Conference
Marriott Marquis Hotel – Washington, DC
March 8-12, 2025

City Summit Human Development Highlights

Tuesday, Nov. 12

- 8:00 – 10:00 a.m., - NLC Board of Directors Meeting
- 8:00 a.m. – 4:00 p.m. – NLC Technical Assistance Program Showcase
- 10:15 – 11:30 a.m. – Resolutions Committee Meeting
- 12:30 – 2:00 p.m. – Human Development Committee Meeting
- 2:00 p.m. - Big Ideas for Cities – RSVP required

Wednesday, Nov. 13

- 8:00 a.m. – 4:00 p.m. – NLC Technical Assistance Program Showcase
- 9 – 9:45 a.m. – Unlocking City Health Data (Solution Session)
- 11:15 a.m. – 12: 00 p.m. - How to build a Social Equity Roadmap with a Data Approach (Solution Center)
- 12:15 – 1:15 p.m. - Attendee Lunch in Exhibit Hall
- 2:00 – 3:30 p.m. Opening General Session
- 3:45 – 5:15 p.m. – Council on Youth, Education and Families Meeting
- 5:30 – 7:00 p.m. – Arts & Culture Reception

Thursday, Nov. 16

- 8:00 a.m. – 4:00 p.m. – NLC Technical Assistance Program Showcase
- 9:00 a.m. – 12:00 p.m – General Session
- 10:45 a.m. – 12:15 p.m. - Meeting the Moment on Immigration I: Community Impact
- 12:30 – 1:45 p.m. Attendee Lunch in Exhibit Hall
- 2:00 – 3:30 p.m. - Meeting the Moment on Immigration II: Roundtable Conversations
- 3:45 – 5:15 p.m. - Empowering the Early Childhood Workforce
- 3:45 – 5:15 p.m. – Mayor’s Education Task Force (Mayors Only)
- 7:30 – 9: 00 p.m. - NLC Film and Video Screening

Friday, Nov. 17

- 8:00 a.m. – 4:00 p.m. – NLC Technical Assistance Program Showcase
- 9:00 – 9:45 a.m. - Attracting and Retaining Talent in the New World of Work (Solution Session)
- 9:00 – 10:30 a.m. - Information Session: Build Pathways to Municipal Technology Jobs with Free Apprenticeship Support (Solution Session)
- 11:00 – 11:45 a.m. - Student Loans & Public Sector Employment: Promoting Financial Wellbeing, Acquisition & Retention (Solution Session)
- 11:30 a.m. – 1:00 p.m. – Attendee Lunch in Exhibit Hall
- 1:15 – 2:30 p.m. – General Session
- 3:00 – 4:30 p.m. - Honest Conversations: Public Safety & Community Perception
- 7:00 – 10:00 p.m. – Tampa Host City Event



Saturday, Nov. 18

- 8:00 a.m. – 4:00 p.m. – NLC Technical Assistance Program Showcase
- 9:00 -10:30 a.m. - How to Win & Manage Federal Infrastructure Grants
- 10:45 a.m. – 12:15 p.m. - Harnessing the Power of Inclusive Procurement
- 12:30 – 2:15 p.m.- Closing General Session
- 2:45 – 4:15 p.m. – Annual Business Meeting
- 8:00 – 11:00 p.m. – NLC Centennial Celebration!



Procedures for the Adoption of National Municipal Policy and Resolutions

City Summit Tampa, Florida November 2024

The [National Municipal Policy](#) (NMP) is NLC's comprehensive, standing statement of goals, principles, policies and program objectives on federal policy issues directly affecting or of concern to cities, towns and villages. The NMP serves as the basis for NLC's federal advocacy efforts on behalf of the nation's cities, towns and villages. The policy is subject to annual modification by delegates from direct member cities and state municipal leagues at the Annual Business Meeting during City Summit.

Since membership amends the NMP once each year, amendments to the policy typically do not endorse or oppose specific congressional bills, current presidential positions or technical aspects of federal regulations. Instead, positions on such timely matters – which are subject to major changes during the annual legislative and administrative processes – are the subject of NLC resolutions that stand for one year, from their time of passage until the adjournment of the next City Summit.

Direct member cities of NLC and state municipal leagues were invited to submit policy amendments and resolutions by July 7, 2024 for consideration by one of the seven Federal Advocacy Committees. The designated committee has the option of endorsing, amending or rejecting the submittal.

At least two weeks prior to the City Summit, proposed policy amendments and resolutions for 2025 are published on the NLC website and an announcement is sent to all NLC members. The proposed resolutions book for 2025 can be found [here](#). These proposals are subject to change by the Resolutions Committee at City Summit prior to the Annual Business Meeting.

Federal Advocacy Committees

NLC's seven Federal Advocacy Committees manage NLC's National Municipal Policy and Resolutions. At the Congressional Cities Conference (CCC) in March, the Federal Advocacy Committees set agendas for the year. The Committees meet routinely, during the course of the year, to explore topics within their portfolio, engage in advocacy efforts, share best practices and develop policy and resolutions recommendations.

NLC's Federal Advocacy Committees met in person and virtually prior to City Summit to finalize their recommendations for policy amendments and resolutions. During these Federal Advocacy Committee meetings, any policy amendments or resolutions submitted to NLC by the July 7, 2024 submission deadline were considered. Committees had the option of endorsing or rejecting those submittals. Adoption of recommendations is by a majority vote of Federal Advocacy Committee members present and voting. Proxies are not permitted.

Resolutions Committee Meeting: Tuesday, November 12

Proposals approved by the Federal Advocacy Committees are forwarded to the NLC Resolutions Committee for consideration. The Resolutions Committee will meet during City Summit on **Tuesday, November 12 at 10:15 AM in the Tampa Marriott Water Street, Grand Ballroom Salon ABCDE, 2nd Floor**. The Federal Advocacy Committee chairs will report the recommendations of their respective committees to the Resolutions Committee members. The Resolutions Committee consists of the NLC Board of Directors plus representatives appointed by state municipal leagues whose states are not represented on the Board of Directors.

The Resolutions Committee will also consider any appeals from sponsors of proposals that were previously rejected by a Federal Advocacy Committee, as long as these were submitted by the July 7, 2024 deadline. Proposals introduced by members of the Resolutions Committee are also eligible for review.

Only members of the Resolutions Committee can participate and vote in this meeting. Speakers recognized during the meeting by the Chair may include Resolutions Committee members, Federal Advocacy Committee chairs or their designees, and sponsors of appealed policy recommendations. Decisions will be made by a majority vote of the members present. Proxies are not permitted.

The Resolution Committee Official Rules of Conduct and the NLC Bylaws shall govern the conduct of the Resolutions Committee meeting. In the event that procedural matters arise that are not addressed by the Official Rules or Bylaws, Robert's Rules of Order Newly Revised 12th Edition shall govern the conduct of the meeting.

Annual Business Meeting: Saturday, November 16

Resolutions Committee actions are referred to the Annual Business Meeting for consideration and adoption by the voting delegates. The report of the Resolutions Committee will include only recommended policy amendments and resolutions. The Annual Business Meeting will be held during City Summit on **Saturday, November 16 at 2:45 PM in the Tampa Convention Center, Ballroom C, 1st Floor**.

To cast a vote at the Annual Business Meeting, all voting or alternate delegates must be present and registered with the Credentials Committee and must have official voting materials. Each direct member city has a certified voting delegate, or alternate, who is entitled to vote at the Annual Business Meeting. The delegate may cast a certain number of votes based upon the direct member city's population, determined by the 2020 U.S. Census; member cities may not split their votes. Each state municipal league is entitled to cast a total of 20 votes by its delegate or delegates, and those votes may be split and distributed at the discretion of each state municipal league. Voting delegates must be present to vote. Proxies are not permitted.

After a brief presentation of the Resolutions Committee's report, the Annual Business Meeting's Presiding Officer will call for adoption of NMP amendments and resolutions as proposed by the Resolutions Committee. Amendments to each chapter will be considered in the order in which those chapters appear in the NMP. Motions from the floor to amend the Resolutions Committee's recommendations require a majority vote for passage. Final adoption of amendments to the NMP requires a two-thirds vote of voting delegates.

Voting delegates may submit a petition for policy proposals to the NLC Federal Advocacy team by **10:00 AM on the day of the Annual Business Meeting** to the **NLC Policy Office in the**

Tampa Convention Center, Meeting Room 419, 4th Floor. Petitions must carry the text of the proposal and printed names, titles and signatures of 10 certified voting delegates with their respective cities and states. The petition must receive a majority vote of the voting delegates to be accepted for floor consideration and require a two-thirds vote for final approval. Petitioners should complete the packet that can be found [here](#).

The Official Rules of Conduct and the NLC Bylaws shall govern the conduct of the Annual Business Meeting. In the event that procedural matters arise that are not addressed by the Official Rules or Bylaws, Robert's Rules of Order Newly Revised 12th Edition shall govern the conduct of the meeting.

For further information about this process prior to City Summit or to contact the NLC staff for a Federal Advocacy Committee, contact Dion Taylor at 202-626-3064 or taylor@nlc.org.

During City Summit, please contact the Federal Advocacy staff at the Policy Office located in the Tampa Convention Center, Meeting Room 419, 4th Floor.



Call to Action!

NLC, in partnership with the U.S. Conference of Mayors, Climate Mayors and c40 Cities, invites you to join a sign-on letter urging Congress to swiftly pass a comprehensive, clean emergency disaster supplemental bill. The letter calls for funding for FEMA, the Small Business Administration, Economic Development Administration, U.S. Department of Transportation, CDBG-DR and SNAP. We hope you consider signing onto this letter to advocate for additional emergency funding for communities impacted by natural disasters in 2023-2024. You can sign-on and read the letter [here](#). A PDF version of the letter is [here](#). **DEADLINE TO SIGN-ON: NOV. 13 at midnight.**

Proposed Policy Amendments and Resolutions of the

**Human Development
Federal Advocacy Committee**

HD

Proposed Policy Amendments

Only sections of the *NLC National Municipal Policy (NMP)* where modifications are proposed are reproduced in this report. The complete text of the current *NMP*, divided into seven policy chapters, can be found at nlc.org/national-municipal-policy

Please note:

- Proposed new language is underlined;
- Proposed language for deletion is struck out; and
- Existing, unchanged language is shown as plain text.

Policy:

- Section 4.02 Children and Learning
 - A. Early Care and Learning
- Section 4.03 Poverty Reduction and Income Support
 - D. Homelessness
- Section 4.04 Employment
 - B. Job Creation
- Section 4.06 Seniors and Social Security
 - A. Aging in Place
 - B. Social Security
- Section 4.07 Individuals with Disabilities
 - B. Self-Sufficiency
- Section 4.08 Health
 - B. National Health and Wellness Strategy
 - C. School-Based Health Clinics
 - G. Infectious Diseases
 - H. Substance Use
 - J. Mental Health
 - K. Tobacco
 - L. Nutrition
 - N. Racism
 - P. Violence
- Section 4.09 Immigration and Refugees
- Section 4.10 Cultural Resources
- Section 4.11 Veterans
- Section 4.12 International, National and Community Service

Proposed Policy Amendments

1 Section 4.02 Children and Learning

2 Cities and their elected leaders play a critical role in education and child care. While local elected
3 officials rarely control their local education agencies, local elected officials have a huge stake in
4 educational outcomes and the impact those outcomes have on the local economy, workforce, and
5 civic strength. In addition, local elected officials have significant influence and can mobilize
6 important resources to the benefit of local education systems.

7
8 NLC supports all efforts to create effective and comprehensive early childhood development
9 programs and high-quality education systems that ultimately provide individuals with the skills
10 needed to secure meaningful employment and long-term prosperity.

11
12 NLC believes that the federal government, through funding and program support, should work
13 with states and local communities to improve education in the United States. To ensure school
14 readiness for all students, the federal government should ensure that local communities have
15 sufficient resources to support families, and children and youth.

16
17 Working with local leaders and schools, the federal government should:

- 18 • Establish and implement a national policy on children and youth, which is coordinated,
19 holistic, proactive, and includes a focus on social determinants of health including Adverse
20 Childhood Experiences (ACE);
- 21 • Invest in education, including early childhood education as well as comprehensive
22 afterschool and summer enrichment programs to ensure the reduction of dropout rates,
23 increase graduation rates, address the achievement gap, promote postsecondary education,
24 and to ensure that all children obtain the best education possible;
- 25 • Provide a comprehensive array of services that foster appropriate early childhood
26 development;
- 27 • Ensure that high-quality, safe, and affordable child care is available to all children who need
28 it;
- 29 • Ensure all children obtain nutritious meals while attending child care or school;
- 30 • Invest in early child care education programs as a whole and adequately fund Head Start and
31 Early Head Start;
- 32 • Fully fund all federally-mandated education acts; and
- 33 • Provide resources to local communities to help individual students meet performance
34 standards. and
- 35 • Provide resources for innovative pilot programs to more effectively involve parents,
36 strengthen families, and bring communities into our schools;
- 37 • Provide resources for green schoolyards, early childhood outdoor learning environments, and
38 nature play spaces to support outcomes in health, education, sustainability, the environment,
39 community cohesion, and park access;
- 40 • Support partnerships between school districts, local nonprofit organizations and public land
41 agencies at every level for conducting learning outdoors, prioritizing communities that
42 disproportionately lack access to quality outdoor spaces.

43 44 A. Early Care and Learning

Proposed Policy Amendments

45 NLC supports early childhood development programs that address the holistic needs of children
46 including their physical, social and emotional health and well-being and prepare them for long-
47 term success in school and life. Such programs should include:

- 48 • Support for social and emotional health and well-being, routine health screenings, physical
49 fitness activities, and nutrition for proper development;
- 50 • Training and support for families to support their child’s development at home and to help
51 them effectively advocate for their child at school;
- 52 • Developmentally appropriate early learning experiences grounded in evidence-based
53 curricula that incorporate play-based learning which develops a child’s intelligence through
54 experimentation and fosters collaboration with others.
- 55 • Learning environments that are safe, academically enriching, culturally appropriate and
56 provide access to nature; and
- 57 • Early childhood educators that have the training, skills, and ongoing professional
58 development to provide high-quality teacher/child interactions, including trauma-informed
59 care, and are appropriately compensated according to their education and experience.

60
61 To achieve this, NLC urges the federal government to provide increased funding and
62 programmatic flexibility, and technical assistance and policies that support collaboration and
63 participation across the federal, state and local levels so that local governments are able to provide
64 for early childhood education for all children. This funding should be used for pre- and post-natal
65 health and social services, nutritional assistance, family support services, and education programs
66 so that all children have the skills and support needed to enter kindergarten ready to succeed.

67
68 NLC urges the federal government to provide direct funding to cities to support early childhood
69 programs in their communities.

70
71 Furthermore, NLC urges the federal government to:

- 72 • Continue efforts to modernize and expand the Special Supplemental Nutrition Program for
73 Women, Infants, and Children (WIC) program;
- 74 • Support increased funding for the Maternal, Infant and Early Childhood Home Visiting
75 (MIECHV) Program, and encourage greater coordination and alignment between federal,
76 state, and locally funded home visiting models;
- 77 • Increase funding for the Child Care Development Block Grant (CCDBG) to ensure that all
78 families can find high-quality, accessible and affordable child care. Incentivize states to
79 adopt payment and eligibility practices that better meet the needs of families and child care
80 providers such as payout based on enrollment rather than attendance, setting payment rates
81 based on the true cost of care rather than a market rate survey, utilizing contracts to build the
82 supply of care, allowing families to be eligible for subsidy if attending an institute of higher
83 education, and allowing localities to determine eligibility guidelines that can account for
84 regional differences in the cost of living;
- 85 • Ensure that early childhood services are comprehensive, incorporating preventive and
86 protective services for child abuse and neglect, ACEs, early and periodic health screenings,
87 nutritional programs, educational enrichment, and appropriate interventions for children with
88 special needs. Effort should be made to promote a diverse early childhood workforce that is
89 trained in trauma-responsive care, culturally appropriate practices and implicit bias;

Proposed Policy Amendments

- 90 • Create a local early childhood innovation fund to encourage states, counties, municipal
91 governments and their partners to find new ways to support the expansion and quality of
92 child care and preschool in communities through early childhood workforce preparation
93 programs, facilities enhancements, and strategic partnerships between early childhood
94 programs and city agencies that serve families, so that families have access to nutrition and
95 health services, housing, transportation and employment services;
- 96 • Ensure a robust pipeline for the early childcare workforce by supporting and incentivizing
97 recruitment that aligns with the important role these workers play in the economic strength of
98 communities;
- 99 • Provide student loan forgiveness for early childcare workers;
- 100 • Support & incentivize in-home/community childcare providers; and
- 101 • Provide work visas for qualified workers to join the childcare workforce.

102

103 NLC also recommends that the federal government:

- 104 • Provide tax incentives to businesses to provide child care facilities at worksites and to
105 subsidize the child care costs of their employees;
- 106 • Encourage public-private partnerships through matching funds and financial incentives;
- 107 • Educate employers on the economic benefits of providing child care;
- 108 • Provide support and regulations to ensure child care providers are paid a living wage;
- 109 • Improve the Child and Dependent Care Tax Credit to make it available to more low-and-
110 moderate-income families;
- 111 • Urge the Small Business Administration (SBA) to view child care as a legitimate business
112 including providing them operational support and make available low-interest loans to those
113 interested in starting child care businesses; and
- 114 • Ratify the United Nations Convention on the Rights of the Child, a comprehensive human
115 rights treaty on children's rights.

116

117 Further, NLC urges the federal government to strengthen child care and early learning systems by
118 bridging gaps between child care and early learning providers and supporting policies within Head
119 Start that foster collaboration with early education programs and child care.

120

121 NLC strongly supports quality, early childhood learning programs for all children, including
122 federally-subsidized, quality, early childhood learning programs for at-risk and low-income
123 children. NLC urges the federal government to:

- 124 • Increase funding for preschool expansion and encourage states to adopt a mixed-delivery
125 model that supports children's holistic development;
- 126 • Increase funding for Head Start, Early Head Start, and the Early Head Start Child Care
127 Partnerships programs. Preserve the federal-to-local funding structure and encourage more
128 birth-to-five grants to allow for additional flexibility for local programs to structure their
129 operations to best meet local needs. Also, in addition to further supporting State
130 Collaboration Offices, create local collaboration grants for cities, counties or their partners to
131 help align and coordinate federal, state and local early childhood initiatives;
- 132 • Provide support for the inclusion of outdoor learning environments and nature play spaces
133 that promote early learning, healthy development, healthy eating, and positive interactions

Proposed Policy Amendments

- 134 between families and young children within parks, green spaces, and early childhood centers;
135 and
- 136 • Supports transition activities to ensure that children entering kindergarten have the support
137 needed to be successful in school.
 - 138 • Require all federal grants that support the construction of affordable housing include
139 incentives for the provision of childcare facilities.

140

Section 4.03 Poverty Reduction and Income Support

142

D. Homelessness

144 NLC believes that the rate of homelessness in America reflects fundamental deficiencies in our
145 ability to meet basic human needs. To respond to this, NLC calls upon the federal government to
146 fund and support a seamless, comprehensive system of services designed to prevent homelessness
147 and to provide housing to those individuals and families who are experiencing homelessness.
148 When necessary, the federal government should fund a comprehensive array of services for
149 sheltered and unsheltered people experiencing homelessness as well as families in need of
150 emergency or transitional services. The federal government should:

- 151 • Expand the emergency and transitional food and shelter programs, keeping permanent the
152 recent increase in service age for Child and Adult Food Care Program (CACFP) to age 24;
- 153 • Expand programs that provide emergency health services;
- 154 • Expand access to additional mental health services;
- 155 • Fund social services, especially outreach and counseling services;
- 156 • Provide transportation, life skills, education, job training, career counseling, job placement
157 services, access to identification, and connection with financial services;
- 158 • Expand federal funding for programs such as HOME and CDBG and, where able, allocate
159 federal funds directly to cities;
- 160 • Improve access to federal assistance programs such as Medicaid, Supplemental Nutrition
161 Assistance Program, etc.;
- 162 • Focus on and expand programs, services and funding to youth aging out of the foster care
163 system;
- 164 • Continue funding services and programs to aid and assist homeless veterans;
- 165 • Recognize that there are other highly impacted populations and to support communities in
166 identifying their homelessness needs through their local resources;
- 167 • Ensure federal funding supports a prevention first, humane approach by addressing root
168 causes of homelessness and wrap-around services; and
- 169 • Increase federal funding for housing stabilization and eviction prevention;
- 170 • In the case homelessness isn't able to be prevented, the federal government should support
171 permanent supportive housing models, which includes housing and case management
172 services; and
- 173 • Create stronger connections with the local school districts' McKinney-Vento liaisons to
174 ensure that children experiencing homelessness are supported in their educational needs.

175

176 *See also CED section 3.06 Housing*

177

Section 4.04 Employment

Proposed Policy Amendments

179

B. Job Creation

181 To reduce poverty, the federal government should provide resources to help local communities
182 address the shortage and maintenance of living wage jobs.

183

184 In addition, the federal government should assist in areas of high unemployment to promote job
185 creation, including tax credits and other incentives to business and industry that will promote
186 business growth and entrepreneurship and generate new employment opportunities in those areas.

187

188 NLC also supports transitional jobs, or public sector jobs that are designed to provide individuals
189 with temporary employment that will lead to full-time permanent employment after a period of
190 classroom, on-the-job, and other types of training consistent with permanent, full-time
191 employment. The President and Congress should establish a national infrastructure program with
192 the goal of stimulating job growth, retraining the workforce, and boosting local economies.

193

194 *See also CED section 3.04 (B4a) Economic Development.*

195

Section 4.06 Seniors and Social Security

197 NLC believes that the federal government should ensure that all seniors have:

- 198 • A floor of financial support which would provide an adequate standard of living;
- 199 • An opportunity for employment free from discriminatory practices because of age;
- 200 • Suitable housing;
- 201 • Access to healthy foods;
- 202 • An appropriate level of physical and mental health services;
- 203 • Ready access to effective social services;
- 204 • Appropriate institutional care when required;
- 205 • A life and death with dignity;
- 206 • Information about available supportive services; and
- 207 • Supportive services that enable seniors to age in place.

208

209 NLC believes that the federal government must support local government in enforcing access to
210 these programs and services.

211

A. Aging in Place

213 NLC believes that the federal government should take the lead in planning, research, and
214 development of a universal and comprehensive approach to aging in America that includes
215 culturally relevant programs that will enable seniors to “age in place” and enjoy their elderly years
216 in the comfort, safety, dignity and familiarity of their own homes and/or communities. NLC
217 supports seniors in our communities to have affordable opportunities and support to age in a place
218 of their choice that meets their needs. In support of this effort, NLC urges the federal government
219 to enact tax policies that take into account costs associated with aging in place, elder care, and
220 senior homesteading and establish programs that reduce homecare costs, increase the quality of
221 care, reduce reliance on nursing homes, address mental capacity and mobility, provide
222 transportation and accessibility services, create a continuum of housing options, support home
223 repairs and accessibility renovations, ensure access to healthy foods, and increase access to
224 broadband and internet services to improve healthcare and social networking. Further, the federal

Proposed Policy Amendments

225 government should prioritize action within the Domains of Livability, identified by AARP and the
226 World Health Organization:

- 227 1. Outdoor spaces and buildings
- 228 2. Transportation
- 229 3. Housing
- 230 4. Social participation
- 231 5. Respect and social inclusion
- 232 6. Work and civic engagement
- 233 7. Communication and information
- 234 8. Community and health services
- 235 9. Public safety and emergency preparedness
- 236 10. Alzheimer's and other dementias

237

238 NLC believes that the federal government should fund and support Natural Occurring Retirement
239 Communities (NORC) in partnership with local communities.

240

241 NLC opposes an increase to the federal minimum retirement age. NLC encourages the federal
242 government to protect Social Security and other federal funding that supports seniors.

243

B. Social Security

245 The Social Security system should provide participants with a floor of financial support upon
246 retirement or disability which should be supplemented the participants' private savings, pension
247 and other federal and state programs based on eligibility.

248

249 NLC urges the federal government to maintain the current benefits structure and the current
250 method of establishing cost-of-living adjustments (COLA). Should changes in any aspect of the
251 Social Security system be necessary, those changes should be phased in over time and should be
252 designed so that they do not impact those who currently are receiving benefits or are likely to
253 receive benefits within a five-year window.

254

255 NLC also believes that the federal government should take into account the number and types of
256 non-traditional families that are emerging and ensure that these families receive the same types of
257 retirement benefits as traditional families, particularly with regard to dependents and survivors.

258

259 NLC believes that the federal government should update survivor benefits to ensure that surviving
260 spouses are able to retain their own benefits as well as that of their deceased spouse.

261

262 NLC also believes that the federal government should initiate programs of enforcement and
263 education for employers and employees so that domestic workers and others who may have
264 traditionally worked in the cash economy are not disadvantaged or disqualified from receiving
265 Social Security benefits.

266

Section 4.07 Individuals with Disabilities

268 The federal government should address the range of needs of individuals with physical and
269 intellectual/developmental disabilities and mental illness so that they may live productive,
270 fulfilling lives and fully integrate into society. However, any local assistance mandated by the

Proposed Policy Amendments

271 federal government should be reasonable in its requirements and expectations, and when possible,
272 fully funded by the federal government.

273

274 The federal government should:

- 275 • Adopt clear rules for cities to follow regarding accessibility for persons with disabilities;
- 276 • Provide financial resources directly to cities to help with the costs of compliance and serving
277 the needs of individuals with disabilities including transit and housing options;
- 278 • Provide funding to local communities to implement inclusion programs and build local
279 staffing capacity to serve residents with disabilities;
- 280 • Increase postsecondary opportunities and success for students and youth with disabilities;
- 281 • Allow individuals with disabilities to marry or remain married without penalty or loss to their
282 disability benefits;
- 283 • Increase its support to allow persons with disabilities to achieve the maximum degree of self-
284 sufficiency; and
- 285 • Fully fund the Individuals with Disabilities Education Act (IDEA) and reauthorize and fully
286 fund the Workforce Innovation and Opportunity Act (WIOA).

287

B. Self-Sufficiency

288 The federal government should increase funding for workforce development, social services,
289 public transportation and housing programs, including permanent, affordable supportive housing
290 for persons with disabilities.
291

292

Section 4.08 Health

293 NLC supports universal access to health care. Universal access will improve standard health
294 indicators such as maternal and infant mortality rates, life expectancy, and immunization rates of
295 the young against preventable diseases. It can also eliminate disparities in treatment.
296

297

298 NLC believes that the federal government should:

- 299 • Control costs and reduce the rate of growth in health care expenditures and coverage costs;
- 300 • Ensure universal health care coverage;
- 301 • Maintain and improve Medicaid, Medicare, and the State-Children’s Health Insurance
302 Program (S-CHIP), SNAP, WIC, and promote school health clinics to expand access and
303 availability of health care;
- 304 • Allow cities to apply directly for federal health care funds when a state does not release or
305 apply for available funding opportunities;
- 306 • Address disease management;
- 307 • Reimburse localities fully for the costs of services provided to Medicare, Medicaid, Tri-Care
308 and Veterans Administration patients;
- 309 • Adequately fund a federal block grant program to enhance our public health planning,
310 capacity building, and disaster response systems;
- 311 • Assist local public health departments to better address infectious diseases such as
312 HIV/AIDS and influenza, and increase the number of health services personnel employed;
- 313 • Adequately fund community health centers, which play a critical role in providing uninsured
314 and underinsured individuals with health care services;

Proposed Policy Amendments

- 315 • Apply the same laws and rules concerning health care coverage and insurance to cities and
316 town as to any other employer; and
317 • Support policies and programs that achieve optimal health outcomes recognizing the
318 interconnection between people, animals, plants, and their shared environment.
319

320 In addition, NLC urges the federal government to:

- 321 • Combat misinformation on the importance of vaccination to local public health;
322 • Enhance access to health care by expanding telemedicine and virtual health options,
323 particularly in rural areas;
324 • Provide funding for outreach and application assistance to uninsured individuals;
325 • Fund and support increased access to behavioral health programs and services;
326 • Fund block grant and categorical grant programs for health, such as the Maternal and Child
327 Health Services Program, the Preventive Health and Health Services Block Grant, funding
328 for community health centers and health programs for Native Americans, Migrants and
329 Refugees;
330 • Require employers to cover the costs of health insurance for laid off workers and their
331 dependents, as well as the creation of subsidized health insurance pools for workers without
332 employment-based coverage;
333 • Provide funding for programs which offer transitional care and home health care services;
334 • Expand preventive health care programs for the poor; and
335 • Pay the Consolidated Omnibus Budget Reconciliation Act (COBRA) premiums for people
336 with catastrophic terminal illnesses who have left their jobs and cannot afford to pay the
337 health insurance premium.
338

B. National Hunger, Nutrition and Health Strategy

340 NLC recognizes the significant impact that the National Strategy on Hunger, Nutrition and Health
341 will have on the federal-local partnership to improve the health of all Americans and encourages
342 the implementation of programs and strategies that do not result in unfunded mandates. This
343 cross-sector, integrated national strategy identifies priorities for ending hunger and increasing
344 health outcomes by 2030.
345

346 NLC urges the federal government to:

- 347 • Ensure that federal funding is available to local governments and local health departments
348 to play a key role in this work and provide essential services;
349 • Integrate health criteria into federal decision making; and
350 • Use health goals and objectives as benchmarks for existing conditions and as targets for
351 future actions.
352

C. School-Based Health Clinics

354 NLC supports the use, growth and access of school-based clinics, which often help both students
355 and local community members obtain a comprehensive array of individualized services that
356 address physical, emotional, and social needs. The federal government should ensure funding to
357 support school-based clinics and evidence-based programs to support the health and well-being of
358 school communities.
359

Proposed Policy Amendments

G. Infectious Diseases

360 A pandemic of any type would cause serious problems worldwide and overwhelm the public
361 safety, health and medical infrastructure, education facilities, public institutions, and private
362 businesses of American cities, towns and villages. The federal government, in coordination with
363 the international community, should further develop and coordinate a comprehensive research and
364 containment strategy that involves commitments of federal funding, supplies, equipment, training,
365 expertise, personnel, countermeasures, and public health measures.

366
367 Specific attention should also be placed on the transmission of zoonotic diseases, such as COVID-
368 19, which are transmitted from animals to humans and that researchers now believe contributes to
369 no fewer than 2.7 million deaths each year worldwide, on average. As we have experienced with
370 COVID-19, which has resulted in 7.067 million deaths worldwide as of September 2024, these
371 diseases are an increasingly serious problem resulting from environmental change and increased
372 travel within and between nations.

373
374 NLC urges the federal government to put in place effective methods for controlling the spread of
375 diseases and to invest in education, training and infrastructure so that city public health officials
376 are prepared to address such outbreaks with a focus on equitable coordination with state and local
377 governments and best practice sharing among communities. NLC also calls on the federal
378 government to continue to recognize the financial impact of these diseases on local economies and
379 to work with local leaders to understand revenue loss and impacts.

380
381 NLC urges the federal government to continue collecting data disaggregated by race, ethnicity,
382 sex, sexual orientation, religion, and gender identity and to support data that sheds light on the
383 intersecting forces of racial disparities, underlying conditions, and poverty that affect how an
384 infectious disease spreads and provide resources that address the disproportionate effect on
385 impacted communities.

H. Substance Abuse

386
387 The federal government should maintain the definition of substance use disorders as illnesses and
388 should ensure that there are enough facilities for those who need substance use disorder treatment,
389 including children and infants who are born with prenatal substance exposure.

390
391 According to the National Survey on Drug Use and Health (NSDUH, 2023), 48.5 million people
392 aged 12 or older (or 17.1%) had a substance use disorder (SUD) in the past year. . Among people
393 aged 12 or older in 2023 who were classified as needing substance use treatment in the past year,
394 about 1 in 4 (23.6% or 12.8 million people) received substance use treatment in the past year. ¹The
395 federal government should take steps to improve access to substance use treatment, including
396 medication-assisted treatment and ensure that Naloxone and Suboxone dosage guidelines keep
397 pace with the changing needs on the ground, especially the increasing prevalence of fentanyl and
398 other synthetic substances that are driving the increase in overdose rates. Harm reduction efforts
399 such as syringe exchange programs the use a fentanyl test strips should be scaled in coordination
400 with state and local partners.

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402
403

¹ <https://www.samhsa.gov/data/sites/default/files/NSDUH%202023%20Annual%20Release/2023-nsduh-main-highlights.pdf>

Proposed Policy Amendments

404 Additionally, the federal government should provide education and support services for families
405 involved in the recovery process including culturally sensitive community supports and adequate
406 resources to mitigate the impact of intergenerational trauma caused by substance abuse in the
407 home.

408

409 Resources should include:

- 410 • Accessible, affordable detoxification centers that facilitates entry into long-term treatment
411 and recovery;
- 412 • Education and support for family members impacted by the dysfunction associated with
413 substance use, including how adverse childhood experiences increase risk for substance use
414 and access to trauma-informed modalities of treatment; and
- 415 • Community supports, including assistance with basic needs, that ensure individuals and
416 families have the necessary resources to mitigate the stress that can lead to relapse.

417

J. Mental Health

419 The federal government should ensure that the civil and constitutional rights of persons with
420 mental health conditions and substance use disorders are protected. In addition, the federal
421 government should provide trauma-informed funding and support to local communities to increase
422 protective factors that promote resilience in children and families without discrimination based on
423 race, gender, religion, sexual orientation, age, ethnicity, ability or gender identity.

424

425 NLC supports mental health parity and the provision of comprehensive services to address mental
426 health needs for persons with general mental health conditions, serious mental health diagnoses,
427 and substance use disorders. Whether at the federal, state or local levels, there should be effective
428 plans for preventing, diagnosing, and treating mental health conditions and substance use disorders
429 that reflect the parity between mental and physical health. Mental health and substance use disorder
430 services should be accessible and equal to physical health services. These services should also
431 provide support and stabilization to family systems.

432

433 The Federal government should:

- 434 • Embed behavioral health supports in existing community centers to promote integrated
435 systems of health care and stress reduction;
- 436 • Coordinate with state, county, and local officials on the implementation of the 988 mental
437 health line, to ensure coordinated access to service providers;
- 438 • Recognize trauma as a major public health threat and offer mandated trauma-awareness
439 trainings for all entities receiving federal funding;
- 440 • Incentivize screenings for social determinants of health including Adverse Childhood
441 Experiences (ACE) screenings understanding that adversity in childhood impacts healthy
442 brain development and increases risk for disease and early death; and
- 443 • Acknowledge the significant return on investment in early childhood programs and supports
444 for children and families including home visitation, parenting education, and affordable,
445 high-quality childcare and preschool. These programs allow service providers to identify
446 environmental risks that can lead to substance use disorders and mental health conditions;
447 and
- 448 • Ensure that trauma-informed modalities are included in treatment that is covered.

449

Proposed Policy Amendments

450 **K. Tobacco and Vaping**

451 Any revenues raised by increasing federal excise taxes should be earmarked for health services,
452 tobacco and/or vaping control activities and public education campaigns on the health effects of
453 tobacco and/or vaping. Any federal legislation on tobacco and/or vaping should not preempt
454 stronger state and local tobacco control laws or remedies.

455 **L. Nutrition**

456 Federal nutrition programs play a critical role in helping low-income families improve their overall
457 nutrition, health, and development.

458
459 The federal government should:

- 460 • Strengthen federal nutrition program access and supports participation by under-resourced
461 children, ensuring nutrition quality and simplifies program administration and operation;
- 462 • Lower area eligibility test to 40 percent to allow more low-income communities to provide
463 summer meals;
- 464 • Allow nonprofits and local governments to provide meals year-round seamlessly through the
465 Summer Food Service Program;
- 466 • Develop a nationwide implementation plan for universal school lunches in partnership with
467 relevant organizations including the National School Boards Association, National Association
468 of School Superintendents and the U.S. Department of Agriculture;
- 469 • Increase school breakfast and school lunch reimbursement rates to match the recommended
470 rates of the U.S. Department of Agriculture’s School Nutrition and Meal Cost Study;
- 471 • Expand WIC research in under-resourced communities;
- 472 • Extend certification periods to two years for infants and postpartum women for those in the
473 WIC program;
- 474 • Provide flexibility for SNAP, including the ability to streamline administration and application
475 processes with other social service programs and waiving work requirements to meet the
476 individual needs of residents and ensuring local flexibility to provide access to all residents,
477 including returning citizens;
- 478 • Streamline the Disaster Supplemental Nutrition Assistance Program (D-SNAP) operations to
479 increase the ability of individuals to pre-register for benefits as soon as possible after a disaster
480 strikes, support the streamlining of easy-to-administer SNAP waivers that would allow for
481 automatic replacement of benefits for SNAP households, and expand funding to ensure
482 application assistance for individuals to receive D-SNAP quickly; and
- 483 • Permanently implement policy improvements for federal nutrition programs that were made in
484 response to COVID-19 including but not limited to creating the Pandemic Electronic Benefit
485 Transfer (P-EBT) program and alternative delivery models.

486 487 **N. Racism**

488 Racism results in disproportionate impacts on the lives of Black, Indigenous, LatinX, Asian and
489 other People of Color and is a driving force of social determinants of health, such as housing,
490 education, neighborhood conditions, environmental conditions, and employment, and is a barrier
491 to health equity.

492
493 The federal government should:

- 494 • Recognize racism as a public health crisis;

Proposed Policy Amendments

- 495 • Provide funding and technical assistance for municipalities for disparity studies;
- 496 • Recognize and support deradicalization programs to help local communities move individuals
497 away from violent extremism;
- 498 • Appropriate significant resources towards policy, programs and practices (i.e. Housing,
499 Education, Nutritious Food, Transportation, Employment, Legal system, etc.) that work to
500 address social determinants of health and end racism in our country, so race is no longer the
501 strongest predictor of one's success;
- 502 • Continue to invest in federal research and programs that address the health outcomes of racism,
503 such as stress and other mental health challenges;
- 504 • Support trauma-informed modalities in grant funding across federal agencies;
- 505 • Recognize the essential role of building community power to eliminate inequities;
- 506 • Provide funding opportunities to localities with a focus on building trust between cities and
507 residents; and
- 508 • Ensure that disaggregated data by race is made available to provide a clear and accurate picture
509 of disparate effects and outcomes to BIPOC communities.

510

P. Violence

512 As communities across the country continue to address the impact of violence, including homicide,
513 suicide, intimate partner violence, youth violence and other acts of violence against oneself and
514 other, NLC calls on the federal government to to:

515

- 516 • Continue to direct the Centers for Disease Control and Prevention (CDC) to monitor, detect
517 and prevent violence in America;
- 518 • Support the CDC to invest in holistic interventions designed to address the health-related
519 aspects and implications of violence;
- 520 • Continue to direct the CDC to collect data disaggregated by race, ethnicity, sex, sexual
521 orientation, religion, and gender identity and support prevention strategies that are tailored
522 to impacted communities; and
- 523 • Invest in intergenerational approaches to addressing trauma;
- 524 • Support the Substance Abuse and Mental Health Services Administration (SAMHSA) to
525 continue to invest in early intervention models, including trauma-informed care and
526 violence interrupter groups, and in studying and addressing the intersection between
527 community violence/mental health/substance use in local communities; and
- 528 • Increase funding for the CDC in the federal budget to support data and indicators that will
529 inform local strategy in cities and towns across our country as they address the issue of
530 violence in their communities.

531

Section 4.09 Immigration and Refugees

533 Immigrants and refugees strengthen the United States by creating economic growth, increasing
534 America's scientific and cultural resources, strengthening our ties with other nations, fulfilling
535 humanitarian commitments, and supporting family ties and that are necessary to build strong
536 communities.

537

Proposed Policy Amendments

538 The federal government should take immediate responsibility for decisions made regarding the
539 arrival and settlement of immigrants into the United States. Immigration and refugee policy are set
540 at the national level, and our entire nation feels the effects of federal immigration policy.

541

542 The federal government should:

- 543 • Strengthen federal-state-local coordination and communication;
- 544 • Provide a legal means of immigration, as is determined to be necessary and effective for the
545 United States, for foreign nationals who want to work here temporarily, become legal
546 permanent residents, or gain citizenship;
- 547 • Provide local governments with financial and technical assistance so localities can assist new
548 immigrants, including the costs of providing social services, health care, education, language
549 services, refugee resettlement and civic integration;
- 550 • Avoid conscription of local personnel, such as police officers, fire inspectors, educators,
551 health personnel and social service personnel into federal service because the federal
552 government has not adequately funded and staffed its immigration enforcement agencies;
- 553 • Avoid transferring responsibility for enforcing U.S. immigration laws to local law
554 enforcement;
- 555 • Increase federal capacity and infrastructure to provide efficient means for foreign nationals
556 to obtain legal authorization for temporary visas or legal permanent residency;
- 557 • Establish an efficient process whereby undocumented immigrants currently living in the
558 United States may earn legalized status;
- 559 • Protect people seeking asylum at the border and through other means and create a humane
560 reception system for migrants and refugees;
- 561 • Establish a process whereby once the documentation process has begun, individuals are
562 permitted to obtain a driver's license or other official identification card;
- 563 • Establish a process whereby those immigrants who have earned such legal status should also
564 be able to apply for expedited citizenship through additional processes, as appropriate and
565 practical, if they do not move ahead of applicants with proper documentation waiting to
566 adjust their status or those waiting on lists in their home countries;
- 567 • Adopt legislation like the "Dream Act" that can facilitate state efforts to offer in-state tuition
568 to undocumented students and create a pathway to U.S. citizenship and an improved process
569 to eliminate case backlogs that prevent and slow the process;
- 570 • Provide an accessible, effective system to ensure that businesses are able to hire foreign
571 workers legally without excessive bureaucratic red tape and that all foreign workers are
572 authorized and documented; and
- 573 • Provide same-sex couples with equal rights of immigration sponsorship as opposite-sex
574 couples and amend current law to allow lawful permanent residents to sponsor the permanent
575 partner for legal residence in the United States provided they are over 18 years of age,
576 financially interdependent with the sponsoring individual, not married or in a permanent
577 partnership with anyone other than the sponsoring individual and is not a first, second, or
578 third-degree blood relation;
- 579 • Ensure Congressional oversight mechanisms are in place to prohibit discrimination on the
580 basis of religion;

Proposed Policy Amendments

- 581 • Restore and provide support for the refugee resettlement program and provide equivalent
582 supports and opportunities for people who came to the U.S. seeking safety through
583 alternative related means, such as humanitarian parole;
- 584 • Reopen ports of entry to process asylum seekers in accordance with international law; and
- 585 • Adopt (1) a definition of “stateless person” in line with international human rights standards,
586 and (2) legal protections for those identified as stateless in the United States through a
587 federal-level Stateless Status Determination procedure based on the United Nation’s High
588 Commissioner for Refugees Handbook on Protection of Stateless People, to ultimately
589 provide stateless people a designated path to lawful status.

590

591 **Section 4.10 Arts and Culture**

592 NLC urges the federal government to:

- 593 • Increase direct federal funding for cultural resources;
- 594 • Make funding opportunities available for cultural workers through every federal agency;
- 595 • Support cross-sector workforce development initiatives for artists and cultural workers;
- 596 • Provide resources to support artists and local governments of all sizes in complying with
597 federal funding requirements; and
- 598 • Review tax laws to facilitate indirect financial support of the arts.

599

600 In addition, federal funds should be available to cities to:

- 601 • Develop public lands and facilities for arts and cultural uses;
- 602 • Provide employment in cultural services at the local level; Promote the use and practice of
603 arts and culture as a means of improving individual and community health and well-being;
- 604 • Promote workforce development opportunities for artists and cultural workers across sectors
605 and industries;
- 606 • Employ artists and cultural workers as designers and facilitators of community engagement
607 initiatives;
- 608 • Expand the municipal workforce through artist-in-residence-in-government programs; and
- 609 • Promote the use of the arts as a stimulus to economic development.

610

611 **Section 4.11 Veterans**

612 NLC believes that all levels of government have an obligation to support members of the armed
613 services who preserve the freedom of the American people.

614

615 In order to meet the diverse needs of veterans and their families, NLC believes the federal
616 government should:

- 617 • Increase funding for the Veterans Administration
- 618 • Provide access to effective veterans’ health care by strengthening partnerships with non-
619 federal healthcare providers and the continuum of care;
- 620 • Support partnership to provide comprehensive services that support our veterans;
- 621 • Support and honor Gold Star families;
- 622 • Honor the unique experiences of veterans that served and acknowledge their sacrifice;
- 623 • Learn from past wars and ensure that we honor the service of those who serve our country
624 including prisoners of war (POWs) and those missing in action (MIAs);

Proposed Policy Amendments

- 625 • Formally acknowledge the historic wrongs experienced by veterans of foreign wars including
626 discrimination and exclusion from communities and federal policies;
- 627 • Formally acknowledge discriminatory practices of the armed services particularly towards
628 women, people of color and the LGBTQ+ community;
- 629 • Support trauma-informed modalities in grant funding across federal agencies;
- 630 • Support programs that provide veterans experiencing homelessness with safe, affordable, and
631 permanent housing and fund programs to eliminate root causes of veterans' homelessness,
632 including research, treatment, and support programs;
- 633 • Ensure that comprehensive mental health services are available to veterans and their families
634 including adequate resources to veterans who are considering suicide, struggle with PTSD or
635 are experiencing traumatic brain injury, etc.;
- 636 • Provide veterans with the employment and education resources needed to succeed in the 21st
637 century workforce;
- 638 • Ensure that National Guard and Reservists have access to support services when they return
639 from active duty; and
- 640 • Focus on the unique needs of women veterans, especially the unique health care needs of
641 women and those women veterans who reside in rural areas.

642

Section 4.12 International, National and Community Service

644 NLC believes that federal investment in international, national and community service is an
645 important way to help cities, towns and villages meet pressing needs in areas such as neighborhood
646 revitalization and healthy, affordable housing; conservation and the environment including climate
647 resilience and adaptation; human services; public safety and public health; and education and
648 child/youth development.

649

650 In order to support communities towards this end, NLC believes that the federal government
651 should:

- 652 • Ensure a range of ways for municipalities to engage with international, national and
653 community service programs, including as project sponsors, hosts of individual placement
654 and crew-based programs, and participants on State Service Commissions;
- 655 • Provide support for engagement of the full range of city, town and village residents in full-
656 time or part-time stipend international, national and community service activities, with post-
657 service scholarship awards, and with special emphasis on involvement of opportunity youth
658 and young adults, seniors, and veterans;
- 659 • Ensure leadership opportunities for city and town elected officials on national Days of
660 Service; and
- 661 • Provide ongoing reporting on the impact of international, national and community service on
662 cities, towns and villages, and about the contributions of our communities towards advancing
663 international, national and community service.

Proposed HD Resolutions

NLC Resolutions are annual statements of position that sunset at the end of the calendar year unless action is taken. The committee must review each of the 2024 resolutions that originated in the HD Committee to determine recommendations for 2025. The committee has the following options:

1. Renew the resolution for the coming year (with or without edits)
2. Incorporate the resolution into permanent policy; or
3. Let the resolution expire.

The HD resolutions that were approved for 2024 at City Summit with recommendations for 2025 are:

Resolution	HD Committee Recommendation
NLC RESOLUTION 2024-21: In Support of Action by the Centers for Disease Control and Prevention (CDC) to Study and Address Violence in America	Incorporate into standing policy
NLC RESOLUTION 2024-22: In Support of Comprehensive Immigration Reform	Keep
NLC RESOLUTION 2024-23: In Support of Reauthorization of the Workforce Innovation and Opportunity Act and Increased Investment in Workforce Development Programs	Keep
NLC RESOLUTION 2024-24: In Support of a National Holiday Commemorating the Accomplishments and Legacy of Cesar Estrada Chavez and Dolores Huerta	Keep with edits
NLC RESOLUTION 2024-25: In Support of the Equality Act	Keep with edits
NLC RESOLUTION 2024-26: In Support of Mothers in the Workforce	Keep with edits
NLC RESOLUTION 2024-27: In Support of Equal Pay for Women	Keep with edits
NEW HD RESOLUTION #1: Urging Federal Support for Local Governments Assisting Immigrants and Asylum Seekers	Adopt

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NLC RESOLUTION 2024-21

IN SUPPORT OF ACTION BY THE CENTERS FOR DISEASE CONTROL AND PREVENTION (CDC) TO STUDY AND ADDRESS VIOLENCE IN AMERICA

Recommendation: Incorporate into standing policy

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NLC RESOLUTION 2024-22

IN SUPPORT OF COMPREHENSIVE IMMIGRATION REFORM

Recommendation: Keep

WHEREAS, historically, the cities and towns of the United States are a cultural mosaic of multiple cultures and nationalities based on our nation’s history of welcoming immigrants; and

WHEREAS, when admitted through a well-regulated, timely and efficient system, immigrants strengthen the United States by creating economic opportunities, increasing America’s scientific and cultural resources, strengthening our ties with other nations, fulfilling humanitarian commitments, and supporting family ties and family values that are necessary to build strong communities; and

WHEREAS, failure on the part of the federal government to simplify immigration procedures, reopen legal ports of entry for asylum seekers to deter illegal entrance, secure the borders, track visa recipients in the interior, or enforce worksite laws allows illegal immigration to thrive, with an estimated 11.3 million residents, 3.5% of the nation’s population, living and/or working in the United States without legal authorization or proper documentation; and

WHEREAS, more than 40 million people living in the United States are foreign-born of which 23% are unauthorized immigrants, 27% are lawful permanent residents, and 77% are lawful immigrants; and

WHEREAS, the worksite enforcement program does not adequately protect work visa holders from employer abuse or deter employers who willingly hire unauthorized workers because they face little likelihood that the federal government will investigate, fine, or criminally prosecute them; and it does not help employers who genuinely want to follow the law because their employee verification efforts are hindered by the extensive use of fraudulent documents; and

WHEREAS, the lack of infrastructure and capacity at the federal level makes the federal government unable to adequately track visa-holders and permanent resident status, creates unacceptable application backlogs and long delays, which provide strong disincentives for foreign nationals to abide by the legal means to enter or remain in the country, and results in deleterious effects such as children aging out of parents’ applications and becoming undocumented, indefinite stagnation of career and life milestones, and inability to move freely across borders; and

WHEREAS, the United States granted more than 900,000 visas in 2019, of which 300,424 were through temporary, unskilled worker programs (the H2-A and H2-B visas); and

WHEREAS, output in the economy is higher and grows faster with more immigrants; and

Proposed Policy Amendments

45 **WHEREAS**, the current immigration system inadequately addresses the growing numbers of
46 individuals wishing entrance to the United States through a temporary work visa program or as
47 legal permanent residents; and

48
49 **WHEREAS**, roughly two-thirds of undocumented adult immigrants have lived in the United
50 States for ten years or more, 1 million undocumented immigrants are children, and another 4.5
51 million U.S.-citizen children have at least one undocumented parent; and these families are
52 forced to live “underground,” unable to get drivers’ licenses or car insurance in most states,
53 unlikely to obtain health insurance, and afraid to report crimes to local law enforcement; and

54
55 **WHEREAS**, since immigrants are barred from most federal public assistance, the burden of
56 providing social services, education, and health care falls to the state and local governments, who
57 are increasingly feeling the fiscal impact of both documented and undocumented immigrants
58 living in their communities; and

59
60 **WHEREAS**, with the signing on the executive order, “Affording Congress an Opportunity to
61 Address Family Separation”, the President called for modification of the 1997 *Flores v. Reno*
62 court settlement to enable Immigration and Customs Enforcement (ICE) to detain families
63 together longer than 20 days, resulting in nearly 2,000 children having been separated from their
64 parents in a six-week time period, many of whom are being sent to cities and facilities across the
65 country; and

66
67 **WHEREAS**, with guidance from the U.S. Citizenship and Immigration Services (USCIS)
68 updating policy for the accrual of unlawful presence of those in student (F nonimmigrant),
69 exchange visitor (J nonimmigrant) or vocational student (M nonimmigrant), visa overstay
70 penalties will include harsher penalties impacting students and families; and

71
72 **WHEREAS**, with a reduced number of visas available through the H-2A program, which allows
73 U.S. employers to bring foreign nationals to the United States to fill temporary agricultural jobs,
74 many employers struggling to find qualified workers; and

75
76 **WHEREAS**, the federal government has conducted raids in cities, towns and villages across the
77 country, targeting undocumented immigrants ordered by courts to be removed from the country;
78 and

79
80 **WHEREAS**, there are 511,000 immigrant veterans in the United States of which, 94,000 are
81 waiting to be naturalized and are at risk of deportation; and

82
83 **WHEREAS**, the refugee resettlement goal was set in FY21 at the lowest since the passage of the
84 Refugee Act of 1980, with a goal of 18,000, and then increased to 62,500 midyear, a level not
85 able to be met in a short period of time without adequate support in place and still remaining
86 below the historic average; and

87
88 **WHEREAS**, current asylum seekers must first arrive at a U.S. port of entry without advanced
89 approval to be considered as an asylum seekers and risk rejection at the border with no
90 alternative; and

Proposed Policy Amendments

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WHEREAS, an increasing number of individuals from multiple countries seeking safety have been admitted to the U. S. in emergency situations as humanitarian parolees; and

WHEREAS, the global refugee crisis the highest in history, with over 100 million forcibly displaced people worldwide, including 27.1 million refugees and 4.6 million asylum-seekers under international law; and

WHEREAS, with the passage of the Infrastructure Investment and Jobs Act, there is a pressing need to fill positions within the sectors that will build and maintain our nation’s roads, bridges, water systems and broadband networks. But, hiring for infrastructure jobs is a significant challenge — the median infrastructure job takes 20% more time to fill than a non-infrastructure job.

NOW, THEREFORE, BE IT RESOLVED that the federal government should have strong communication and coordination with local governments and provide them with financial and technical assistance to alleviate the local impact of and ensure the success and productivity of new immigrants/refugees/asylees, including the costs of providing social services, housing, health care, education, language services, and civic integration; and

BE IT FURTHER RESOLVED, that the federal government should work to ensure that asylees are granted work authorization while they await formal adjudication, so that that can house and care for themselves and their families and contribute to local economies; and

BE IT FURTHER RESOLVED that the federal government enforce its current immigration laws equitably, humanely, consistently and timely to adequately staff ports of entry to reduce unauthorized entry at the borders, track visa overstays, working without proper documentation, and employing undocumented workers; and

BE IT FURTHER RESOLVED that local personnel, such as police officers, fire inspectors, educators, health personnel and social service personnel, should not be conscripted into federal service because the federal government has not adequately funded and staffed its immigration enforcement agencies; and the federal government must not transfer the responsibility of enforcing U.S. immigration laws to local personnel by making undocumented status in the U.S. a criminal offense; and

BE IT FURTHER RESOLVED that the federal government must strengthen its worksite enforcement capacity, safety programs and wage theft monitoring, as well as provide employers with a universal, reliable, effective, secure, non-discriminatory, and non-counterfeitable employee verification system, using the most up-to-date technology that will minimize fraud; and

BE IT FURTHER RESOLVED that the federal government must increase its capacity and infrastructure, including the speed of processing, funding levels and number of judges, to enforce the laws and provide efficient means for foreign nationals to obtain legal authorization for visas or legal permanent residency as well as to be processed when making a border crossing; and

Proposed Policy Amendments

137

138 **BE IT FURTHER RESOLVED** that the federal government must update its policies to provide
139 an appropriate, streamlined legal means of immigration and change status according to life
140 milestones, as is determined to be necessary and effective for the United States, for
141 undocumented immigrants, non-immigrant foreign nationals that want to visit or work here
142 temporarily, or immigrant foreign nationals that want to become legal permanent residents, or
143 gain citizenship, as well as clearly define penalties and consider impacts to students and families
144 for harsh penalty policies for visas overstays; and

145

146 **BE IT FURTHER RESOLVED** that the federal government should reexamine its policies
147 regarding seasonal workers given its impact on local business and the economic vitality of cities
148 and towns across America; and

149

150 **BE IT FURTHER RESOLVED** that NLC supports establishment of a process whereby
151 undocumented immigrants currently living in the United States may earn legalized status through
152 payment of appropriate fees and back taxes, background checks, absence of criminal or gang
153 activity, consistent work history, and meeting civics requirements; and that the immigrants who
154 have earned such legal status should also be able to apply for citizenship through additional
155 processes, as appropriate and practical, as long as they do not move ahead of applicants with
156 proper documentation waiting to adjust their status or those waiting on lists in their home
157 countries; and

158

159 **BE IT FURTHER RESOLVED** that the federal government should consider the negative
160 impact of U.S. Immigration and Customs Enforcement raids on local economies and
161 communities, including public safety and social services resources; and

162

163 **BE IT FURTHER RESOLVED** that the federal government should ensure detention policies
164 that do not inflict trauma upon vulnerable children and their families, creating additional
165 financial burdens for mental health, education and family supports in cities across the country;
166 and

167

168 **BE IT FURTHER RESOLVED** that NLC supports federal legislation like the “Dream Act”
169 that can facilitate state efforts to offer in-state tuition to undocumented students and provide
170 Dreamers with a path to U.S. citizenship; and

171

172 **BE IT FURTHER RESOLVED** that documented immigrants who have served honorably in the
173 US Armed Forces should be given the ability to expedite their naturalization process without
174 prejudice and should not be put at risk of being deported; and

175

176 **BE IT FURTHER RESOLVED** that the federal government should adopt (1) a definition of
177 “stateless person” in line with international human rights standards, and (2) legal protections for
178 those identified as stateless in the United States through a federal-level Stateless Status
179 Determination procedure based on the United Nation’s High Commissioner for Refugees
180 Handbook on Protection of Stateless People, to ultimately provide stateless people a designated
181 path to lawful status; and

182

Proposed Policy Amendments

183 **BE IT FURTHER RESOLVED** that the federal government should be trained to provide
184 language services and a clearly defined appeals process to asylum seekers who are denied entry
185 into the United States; and

186
187 **BE IT FURTHER RESOLVED** that the federal government should restore and increase the
188 refugee resettlement allotments; and

189
190 **BE IT FURTHER RESOLVED** that Congress must act to increase legal immigration by
191 raising the employment-based visa program caps to expand the pool of qualified individuals for
192 hard-to-fill jobs across our nation's communities - from truck drivers and heavy equipment
193 operators to agricultural workers, nurses, and engineers, and other positions.

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NLC RESOLUTION 2024-23

**IN SUPPORT OF REAUTHORIZATION OF THE WORKFORCE INNOVATION AND
OPPORTUNITY ACT AND INCREASED INVESTMENT IN WORKFORCE
DEVELOPMENT PROGRAMS**

Recommendation: Keep

WHEREAS, in 2014 Congress signed into law the Workforce Innovation and Opportunity Act (WIOA) with overwhelming bipartisan support, the largest single source of federal funding for workforce development activities; and

WHEREAS, WIOA reauthorizes the Workforce Investment Act (WIA), which replaced the Job Training Partnership Act (JTPA), and established the system of one-stop career centers for access to training and employment services for a full range of workers, including youth, to help them access good jobs of the 21st century in local and regional industries; and

WHEREAS, WIOA allows for the greater use of sector partnerships, career pathway models and higher levels of accountability; and

WHEREAS, WIOA reflects the growing recognition that in order to adequately address the skills needs of workers, jobseekers, and employers, we must do a better job of coordinating across multiple education, training, and supportive service programs; and

WHEREAS, ongoing state and local implementation of WIOA (29 U.S.C. 3101 et seq.) provides unprecedented opportunities to develop the skills of workers in the United States through access to effective workforce education and training, including the development and delivery of proven strategies such as sector partnerships, career pathways, integrated education and training, work-based learning and paid internships; and

WHEREAS, the public workforce system and partner programs provide a pathway into 21st century jobs that support families while ensuring that businesses in the United States find the skilled workforce needed to compete in the global economy; and

WHEREAS, businesses need skilled workers — people trained for jobs in growing industries like healthcare, medical technology, IT and software, and advanced manufacturing – as well as plumbers and electricians, and WIOA allows for greater local control of business outreach and ability to react to business needs; and

WHEREAS, the United States invests less than all other developed countries, except Mexico, in workforce development, and over the past two decades has cut investments by 40%, and does not support local workforce development at the levels necessary to ensure cities across the country can prepare workers for the impact of automation, technology and AI on the workplace; and

Proposed Policy Amendments

45 **WHEREAS**, analysis of city expenditures⁶ at the two-year anniversary of the American Rescue
46 Plan Act found that larger cities invested more than \$637.3 million in workforce development
47 programs through that program alone; and
48

49 **WHEREAS**, as cities across America work to strengthen their economic standing and
50 competitiveness and work to implement the Infrastructure Investment and Jobs Act, CHIPS and
51 Science Act and Inflation Reduction Act, we must build strong, equitable workforce
52 development systems that can support the increased demand; and
53

54 **WHEREAS**, key areas to consider include supporting and scaling pathways to employment,
55 equity and access, and the impact of emerging technologies; and
56

57 **WHEREAS**, registered apprenticeships have an 80-year history which has been marked by a
58 recent increase in funding and expansion. With additional shifts in prioritizing apprenticeships in
59 WIOA and the increased awareness of these potential pipelines to employment, apprenticeships
60 continue to increase in number and expand into new and emerging industries including health,
61 technology (IT), finance and transportation; and
62

63 **WHEREAS**, WIOA calls for the prioritization of service for all U.S. Department of Labor-
64 funded job training programs for veterans and eligible spouses, including access to Jobs for
65 Veterans State Grants (JVSG) and the National Dislocated Worker Grants (DWG) program for
66 transitioning service members and their spouses.
67

68 **NOW, THEREFORE, BE IT RESOLVED** that the National League of Cities (NLC) calls
69 upon the United States Congress to enact a five-year reauthorization of WIOA that will provide
70 certainty needed to deliver programming; and
71

72 **BE IT FURTHER RESOLVED** that NLC calls upon the United States Congress to increase
73 funding to WIOA programs across all titles to ensure a robust investment in skills training,
74 business engagement and increased economic development in communities across America; and
75

76 **BE IT FURTHER RESOLVED** that NLC supports clearer guidance on how WIOA can be
77 used locally to support apprenticeship programs, including through the use of industry or sector
78 partnerships and by supporting pre-apprenticeship programs for workers with barriers to
79 employment; and
80

81 **BE IT FURTHER RESOLVED** that NLC supports increasing employment opportunities for
82 veterans, transitioning service members and their families, and urges Congress to provide
83 increased funding to WIOA Title I employment and training programs to provide for adequate
84 investment in job training and adult education for this critical population in our cities, towns and
85 villages.

⁶ <https://www.nlc.org/resource/unlocking-possibilities-how-cities-are-using-arpas-state-and-local-fiscal-recovery-funds-after-two-years/>

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NLC RESOLUTION 2024-24

**IN SUPPORT OF A NATIONAL HOLIDAY COMMEMORATING THE
ACCOMPLISHMENTS AND LEGACY OF CESAR ESTRADA CHAVEZ AND
DOLORES HUERTA**

Recommendation: Keep with edits

WHEREAS, César Estrada Chávez was born on March 31, 1927, near Yuma, Arizona on a family farm and Dolores Huerta was born on April 10, 1930 in Dawson, New Mexico; and

WHEREAS, at the age of 10, César Estrada Chávez joined the thousands of migrant farm workers laboring in fields and vineyards throughout the Southwest after a bank foreclosure resulted in the loss of the family farm and ultimately left school to work full-time as a farm worker to help support his family; and

WHEREAS, Dolores Huerta received an associate teaching degree from the University of the Pacific's Delta College in Stockton, CA; and

WHEREAS, at the age of 17, César Estrada Chávez entered the United States Navy and served the United States with distinction for 2 years; and

WHEREAS, in 1952, César Estrada Chávez joined the Community Service Organization, a prominent Latino civil rights group, and worked with the organization to coordinate voter registration drives and conduct campaigns against discrimination in east Los Angeles. He later served as their national director; and

WHEREAS, Dolores Huerta began her career as an activist when she co-founded the Stockton chapter of the Community Service Organization and later founded the Agricultural Workers Association; and

WHEREAS, in 1962, César Estrada Chávez and Dolores Huerta founded the National Farm Workers Association, which eventually became the United Farm Workers of America; and

WHEREAS, under their leadership, the United Farm Workers of America organized thousands of migrant farm workers to fight for fair wages, health care coverage, pension benefits, livable housing, and respect; and

WHEREAS, the union's efforts brought about the passage of the landmark 1975 California Agricultural Labor Relations Act, which sought justice and guaranteed certain protections for farm workers; and

WHEREAS, the influence of César Estrada Chávez and Dolores Huerta extends far beyond agriculture and provides inspiration for those working to better human rights, empower workers, and advance the American Dream; and

Proposed Policy Amendments

47 **WHEREAS**, 10 States and dozens of communities across the United States honor the life and
48 legacy of César Estrada Chávez and Dolores Huerta on March 31st of each year; and

49
50 **WHEREAS**, during his lifetime, César Estrada Chávez was a recipient of the Martin Luther
51 King, Jr. Peace Prize and posthumously awarded the Presidential Medal of Freedom; and

52
53 **WHEREAS**, Dolores Huerta received the Eleanor Roosevelt Human Rights Award and the
54 Presidential Medal of Freedom; and

55
56 **WHEREAS**, President Barack Obama proclaimed “César Chávez Day” on March 31 of every
57 year as a United States commemorative holiday to support public observance of the contributions
58 of Cesar Chavez to the United States.

59
60 **NOW, THEREFORE, BE IT RESOLVED** the National League of Cities calls upon the United
61 States Congress to declare a national holiday celebrating the life and legacy of César Estrada
62 Chávez and Dolores Huerta.

1 **NLC RESOLUTION 2024-25**

2
3 **IN SUPPORT OF THE EQUALITY ACT**

4
5 **Recommendation: Keep with edits**

6
7 **WHEREAS**, the National League of Cities (NLC) opposes discrimination on the basis of race,
8 color, religion, national origin, ancestry, disability, age, sexual orientation, gender identity and
9 sex; and

10
11 **WHEREAS**, the member cities of NLC respect the fundamental dignity of all people and want
12 to see all members of our communities able to participate fully in society; and

13
14 **WHEREAS**, there are 28 states where LGBTQ+ Americans are not fully protected from
15 discrimination, including in credit, education, employment, housing, government funded
16 programs, jury service and public accommodations such as stores, restaurants, and transportation
17 services; and

18
19 **WHEREAS**, the current state and local patchwork of laws about non-discrimination creates
20 uncertainty and unpredictability for businesses operating across multiple states; and

21
22 **WHEREAS**, the member cities of NLC agree that as Americans, everyone should have the
23 freedom and opportunity to work hard, earn a living, provide for their families, and contribute to
24 their communities; and

25
26 **WHEREAS**, 76% of Americans support a policy of non-discrimination against their LGBTQ+
27 neighbors; and

28
29 **WHEREAS**, The Equality Act requires our nation’s civil rights laws to work in support of
30 prohibiting discrimination based on sex, sexual orientation, and gender identity in areas
31 including public accommodations and facilities, education, federal funding, employment,
32 housing, credit, and the jury system and defines and includes sex, sexual orientation, and gender
33 identity among the prohibited categories of discrimination or segregation.

34
35 **NOW, THEREFORE, BE IT RESOLVED** that NLC calls on Congress and the President to
36 pass The Equality Act and provide full protections for Lesbian, Gay, Bisexual and Transgender
37 individuals regardless of where they live in the United States.

1 NLC RESOLUTION 2024-26

2
3 IN SUPPORT OF MOTHERS IN THE WORKFORCE

4
5 Recommendation: Keep with edits

6
7 WHEREAS, according to the U.S. Department of Labor Bureau of Labor Statistics, in 2023, the
8 labor force participation rate for mothers with children under 18 was 74.0%, a 1.1% increase
9 from 2022; and

10
11 WHEREAS, according to the U.S. Department of Labor Women’s Bureau, [40.5% of all](#)
12 [mothers with children under 18 are equal, primary or sole income earners for their family](#). While
13 36.4% of White, non-Hispanic mothers and 39.3% of Hispanic mothers are equal, primary or
14 sole breadwinners, the percentage of Black mothers is a staggering 65.9%; and

15
16 WHEREAS, women, and especially working mothers, bore the brunt of the economic fallout
17 from the COVID–19 pandemic as a result of existing social barriers and policy failures such as
18 the lack of a child care infrastructure, national paid leave policy and gender and racial pay
19 inequity; and

20
21
22 WHEREAS, according to the U.S. Department of Labor Women’s Bureau analysis of
23 the [American Time Use Survey](#), employed mothers aged 18-64 today are spending over 40%
24 more time actively caring for their children than their mothers and grandmothers did almost 50
25 years ago.

26
27 WHEREAS, according to the U.S. Department of Labor’s National Database on Childcare
28 Prices child care expenses are untenable for families throughout the country with price ranges
29 equivalent to between 8% and 19.3% of median family income per child in paid care.
30 highlighting the urgent need for greater federal investments;

31
32 WHEREAS, local governments are leveraging returnships, full-time, paid internships designed
33 to help professionals who have been out of the workforce for a year or more return to work;

34
35 WHEREAS, the unprecedented burdens of balancing child care and work have strained the
36 mental and emotional health of mothers; and

37
38 WHEREAS, except for the United States, OECD countries offer a minimum of 6 weeks paid
39 maternity leave and the average time off (regardless of pay equivalent) in approximately 18
40 weeks; and

41
42 WHEREAS, 1 in 3 women-owned business is owned by a mother, which translates to near 4.7
43 million businesses; and

44
45 NOW, THEREFORE, BE IT RESOLVED the National League of Cities calls on Congress to
46 recognize, empower, and support mothers who wish to return to the workforce in order to

Proposed Policy Amendments

- 47 support local economic recovery including support for a minimum of 12 weeks paid maternity
- 48 leave, the Child Care for Working Families Act and the Black Maternal Health Momnibus Act

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NLC RESOLUTION 2024-27

IN SUPPORT OF EQUAL PAY FOR WOMEN

Recommendation: Keep

WHEREAS, in 2024, women of all ethnicities who are working full-time, year-round are paid an average of 84 percent of what a man is paid; and

WHEREAS, the disparities are even greater for Black, Native American, and Hispanic women, who are paid 69 percent, 59 percent, and 58 percent of white men’s wages, respectively; and

WHEREAS, while Asian American women make 80 percent of what white men make, the gap for Asian women varies significantly depending on subpopulation, with some Asian women – for example, Cambodian and Vietnamese women – earning among the lowest wages; and

WHEREAS, according to the U.S. Department of Labor, the pandemic stalled gains made toward closing the pay gap, and layoffs and a lack of child care have forced many women out of the workforce entirely; and

WHEREAS, while the Lilly Ledbetter Fair Pay Act was signed into law in 2009, which amends Title VII of the Civil Rights Act of 1964 and states that the 180-day statute of limitations for filing an equal-pay lawsuit regarding pay discrimination resets with each new paycheck affected by that discriminatory action, we must go farther.

NOW, THEREFORE, BE IT RESOLVED the National League of Cities calls on Congress to pass the Paycheck Fairness Act which works to address ending pay discrimination.

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NEW HD RESOLUTION #1

**URGING FEDERAL SUPPORT FOR LOCAL GOVERNMENTS ASSISTING
IMMIGRANTS AND ASYLUM SEEKERS**

Recommendation: Adopt

WHEREAS, the National League of Cities (NLC) is dedicated to strengthening and promoting cities as vibrant centers of community and economic activity; and

WHEREAS, local governments across the nation are experiencing increased numbers of immigrants and asylum seekers who require shelter, services, and support; and

WHEREAS, providing adequate assistance to these individuals is essential for their safety, well-being, and successful integration into our communities; and

WHEREAS, the substantial influx of immigrants and asylum seekers into communities is significantly straining local resources due to the increased costs of providing shelter and services; and

WHEREAS, the Federal Emergency Management Agency (FEMA) Shelter and Services Program plays a critical role in offering necessary resources for shelter and services to immigrants and asylum seekers; and

WHEREAS, additional support and funding for the FEMA Shelter and Services Program are necessary to ensure local governments can meet the growing demands for assistance; and

WHEREAS, allowing immigrants and asylum seekers to seek employment opportunities while their cases are pending will promote self-sufficiency, reduce reliance on public assistance, and contribute to the economic vitality of our communities; and

WHEREAS, greater coordination between federal agencies and local governments is essential to ensure effective resettlement and integration processes, and to address the unique challenges faced by each community;

NOW, THEREFORE, BE IT RESOLVED, that the National League of Cities (NLC) calls upon the Congress to enact federal legislation that would:

1. Allocate additional financial and technical resources directly to local governments to ensure they have the necessary means to provide shelter and essential services to immigrants and asylum seekers.
2. Allow individuals with pending immigration and asylum cases to seek and obtain employment authorization, fostering their independence and contributing to local economies.

Proposed Policy Amendments

- 47 3. Mandate greater collaboration and communication between federal agencies and local
48 governments to facilitate the resettlement process, address local needs, and ensure
49 efficient use of resources.

NLC BOARD OF DIRECTORS AND ORGANIZATION LEADERSHIP

2023-24 NLC Legal Advocacy

The National League of Cities (NLC) recognizes that an important part of its federal advocacy efforts takes place in the federal courts, which are responsible for much of the law affecting cities and their scope of authority, particularly at the U.S. Supreme Court. Engaging in legal advocacy is an essential component of protecting local control and achieving the mission and goals of the organization. As a founding member of the Local Government Legal Center (LGLC), NLC continues to provide member-value by participating in coordinated legal advocacy efforts that present a strong and unified voice to the court regarding local government issues.

This memorandum provides a summary of the outcome and local impact for the cases that NLC has joined, and that were issued a decision, during the Supreme Court's 2023-24 term. This past year, NLC joined one lower federal court case but a decision was not issued in the past calendar year, so it is not discussed in this memorandum.

U.S. Supreme Cases Joined in the 2023-24 Term

Grants Pass v. Johnson



6-3 decision for City of Grants Pass



Majority opinion by Justice Gorsuch

The issue in this case was to determine whether the enforcement of a local ordinance that prohibits public camping against involuntarily homeless people violated the Eighth Amendment's protection against cruel and unusual punishment. NLC joined a brief with our founding partners of the Local Government Legal Center to highlight the scope of the homelessness problem, how the current law was being interpreted in lower courts to hamstring local governments and local authority, and highlighted some of the solutions local governments are seeking to address homelessness. Notably, in the Court's decision, the LGLC brief was cited 18 times and NLC was named as a source in their reasoning.

In their decision, the Court ruled in favor of preserving local control and upholding local ordinances regulating camping on public property. The Court held that the Eighth Amendment's Cruel and Unusual Punishment Clause does not prohibit the enforcement of generally applicable laws regulating camping on public property. The fines and criminal penalties associated with the City of Grants Pass' ordinances do not qualify as "cruel and unusual punishment". Additionally, the decision reasoned that the Eighth Amendment "does not authorize federal judges... to dictate this Nation's homelessness

policy.” Justice Gorsuch wrote that the task of determining homelessness policy should rather belong to America’s people. The majority strongly underscored the important federalism and separation of powers issues inherent in their decision.

This case highlighted the complexities of the homeless crisis. While the facts in this case centered around ordinances passed in Grants Pass and the story of homelessness in that community, the legal question in this case was one of local authority that would impact cities, towns and villages across the nation.

Lindke v. Freed; O’Connor-Ratcliff v. Garnier



Unanimous decision for Lindke



Opinion by Justice Coney Barrett

The issue in this case was whether a public officials use of social media is considered “state action” for First Amendment purposes when they block or delete members of the public or speech content from those pages. NLC joined an LGLC brief that advocated for a clear and easy to apply state action test that was focused on the authority of the public official in their capacity of using social media.

In their unanimous decision, the Supreme Court established a test for when local government officials are considered “state actors” for the purposes of the First Amendment when they post on social media. The outcome of the case was a win for local governments as the test provided in the decision safeguards for the free speech rights of elected officials while balancing the rights of their citizens. More importantly, the test is objective and focuses on authority as the test to determine if the official is acting “under the color of state law.” The Court provides examples and hypotheticals in their decision to help set the framework for the implications of this test, but localities will need to consult their city attorneys to set and update policies for social media use.

Muldrow v. City of St. Louis



Unanimous decision for Muldrow



Opinion by Justice Kagan

The issue in this case was whether Title VII of the Civil Rights Act prohibits discrimination in transfer decisions absent a separate court determination the transfer decision caused a significant disadvantage to the claimant. The LGLC filed an amicus brief in this case that NLC joined, asking the Court to establish a test that a Plaintiff must show some degree of materiality for a discrimination claim.

The Court held in their decision that a Plaintiff bringing forth a Title VII suit must show “some harm” (but not “material harm”) in a forced transfer suit. This decision rejected heightened harm requirements that have been applied in lower courts but did not go so far as to say that any transfer, regardless of harm, would be actionable. Where exactly is the line between “some harm” and “material” harm is not entirely clear, though the Court does provide some examples of cases where plaintiffs’ claims previously failed under the “material harm” test but would now satisfy the lower “some harm” threshold in

their decision. This decision was a loss for local governments, as the test the Court established is a lower threshold, so employees will likely mount additional challenges in the context of job transfers. However, the “some harm” test is still a higher threshold than having to establish no harm, so it is not a greatly significant loss.

Scheetz v. County of El Dorado



Unanimous decision for Scheetz



Majority opinion by Justice Coney Barrett

The issue in this case was whether legislatively derived impact fees imposed by a local government are exempt from the “essential nexus” and “rough proportionality” requirements established in two previous property rights cases (*Nollan v. Cal. Coastal Comm’n* and *Dolan v. City of Tigard*). NLC was a signatory on a brief that individualized assessments should not be required to satisfy the tests set forth in the *Nollan/Dolan* analyses.

The Court narrowly determined that legislatively enacted impact fees are not exempt from the requirements set forth in *Nollan/Dolan*. As such, local governments that impose impact fees will now be subjected to a standard requiring them to demonstrate the relationship and relative impact of the development on the community. Specifically, cities will have to show that conditions (impact fees) to obtain a land-use permit have an “essential nexus” (relationship) to the government’s land-use interest and a “rough proportionality” between the weight on the property owner and the development’s effects of the proposed land use. The silver lining in the decision was that the justices ruled just on the issue of whether legislatively enacted fees were subjected to the heightened scrutiny tests, but the decision does not prevent local governments from enacting reasonable permitting conditions, including impact fees, via legislation or local action.

Chiaverini v. City of Napoleon



6-3 decision for Chiaverini



Majority opinion by Justice Kagan

The issue in this case was whether Fourth Amendment malicious-prosecution claims may proceed as to a baseless criminal charge so long as other charges brought alongside the baseless charge are supported by probable cause. NLC joined a brief with the other members of the LGLC, filing in support of the City of Napoleon, arguing for broader protection against malicious prosecution suits and taking the position that the Court should not allow for attorney’s fees in these suits where there was no harm caused by any unsupported chargers.

The Court held that the First Amendment prohibits the state of Colorado from forcing a website designer to create expressive designs that convey messages which the designer disagrees with. The potential impacts of this ruling are fairly broad, as the decision opens the door for any business engaged in expressive activity to refuse to provide services to individuals regardless of antidiscrimination laws that would

otherwise protect those individuals. The court has not defined the parameters of expressive activity. For local governments, one of the issues going forward will be to try to discern the contours of what businesses are engaged in speech and therefore potentially exempt from public accommodation laws. These exemptions may prove to be difficult for cities in their efforts to uphold and/or create local anti-discrimination ordinances.

Gonzalez v. Trevino



6-1 decision for Gonzalez



Per curiam opinion

The issue in this case was whether a petitioner is required to provide specific comparator evidence to support a retaliatory arrest claim to fall within the *Nieves* exception. The Supreme Court's decision in *Nieves v. Bartlett* holds that, in general, a plaintiff can only bring forth a retaliatory arrest claim for exercising their First Amendment rights if they can show that the police officers did not have probable cause to arrest them. The brief that NLC signed onto argued for a narrow interpretation and application of the *Nieves* exception. The brief emphasized that if the Court was to apply a general compactor rule it would significantly increase retaliatory arrest actions based on a wide range of allegedly comparable "no arrest" scenarios. This would burden local governments in litigating non-meritorious claims where probable cause exists.

In an unfavorable decision to the position of the brief, the Court held that the lower court's application of the *Nieves* exception requiring the petitioner to provide specific comparator evidence to support their retaliatory arrest claim was not proper. The Court further reasoned that the only express limit described in the *Nieves* decision was that the evidence a plaintiff presents must be objective. In their decision, the Court did acknowledge that the *Nieves* exception is to be construed as slim, however, the lower court's determination that the plaintiff needed to show "virtually identical and identifiable comparators" goes too far. This ruling is a loss for local governments, as the Court's ruling could increase the amount of retaliatory arrest actions given the ability of petitioners to bring forth claims based on other general comparative instances where the police did not have probable cause.

United States v. Rahimi



8-1 decision for United States



Majority opinion by Justice Roberts

The issue in this case was whether a federal statute which prohibits the possession of firearms by persons subject to domestic violence restraining orders violates the Second Amendment. NLC joined a brief on the interest that local governments and their law enforcement officials are most called upon to address the causes and consequences of domestic violence. The brief uses data to demonstrate that removing firearms from individuals who present elevated risks of domestic violence can be an effective way to prevent domestic violence and also reduce the likelihood that domestic violence

escalates to lethality. The brief also calls attention to the level of danger that domestic violence calls present to local law enforcement.

In their decision, the Court found that temporarily disarming an individual who has been found by a court to pose a credible threat to the safety of another is consistent with the Second Amendment. Chief Justice Roberts authored the majority opinion and reasoned that the Second Amendment right to keep and bear arms is fundamental but not unlimited. When examining a challenged regulation, the Court considers whether it is consistent with historical principles, not necessarily identical to historical laws. The Court applied the “history and tradition” test, applied in *New York State Rifle & Pistol Assn., Inc. v. Bruen* and found that since the founding of the nation, the regulation of firearms includes “provisions preventing individuals who threaten physical harm to others from misusing firearms.”

Contacts

NLC’s legal advocacy efforts are led by the organization’s Federal Advocacy Department. For questions concerning NLC’s advocacy efforts in the court system, please reach out to the following contacts below.

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