



**National Association for The Advancement of Colored People**  
5805 Mt. Hope Drive • Baltimore, MD 21215-3297 • (410)580-5777

Dennis Courtland Hayes  
Interim President & Chief Executive Officer

**NAACP RESOLUTION TO SUPPORT SECURITY OFFICERS**  
*Passed February 21, 2005*

Whereas more than 1 million private security officers—more than twice the number of police officers—are employed in the United States; and

Whereas, private security is one of the 10 fastest growing occupations in the United States and the workforce is disproportionately drawn from the African American and Latino communities (for example, in Los Angeles African American officers account for 65 percent of the workforce); and

Whereas, the events of September 11, 2001 emphasize how important security officers are to protecting lives and property; and

Whereas, despite the increased concerns about security following the events of September 11, 2001 most security officers in major cities are paid poverty wages, have few benefits, and receive minimal training; the average annual pay for security officers is less than \$19,000 a year; health insurance, if it is offered, is unaffordable; officers do not receive paid sick days or holidays; and

Whereas, the private security industry does not provide officers with a career ladder hence their opportunities for advancement are limited; we should challenge the fast-growing private security industry, which enjoys billions of dollars in profits every year, to share more of its profits with workers from our community in the form of wages and benefits; and

Whereas, if security companies provided officers with raises and benefits, hundreds of millions of dollars would flow into our nation's communities of color and poor neighborhoods. For example, simply achieving parity in pay and benefits for security officers in Los Angeles with janitorial workers would add more than \$100 million a year into the communities of South Los Angeles; and

Whereas, if security jobs provided greater opportunities for training and a career ladder, officers would have greater future prospects and provide more security for their families; and

Therefore, the NAACP resolves to stand with officers who are fighting for a better life for themselves and their families. The NAACP further supports security officers' fundamental right to unionize and bargain collectively; and The NAACP resolves to encourage security firms and those who use security services, i.e. major building owners, retail outlets, mall companies, and others to respect officers' right to unionize to improve their lives, the lives of their families, and their communities.

Further, the NAACP also resolves to encourage local and state units to partner with the Service Employees International Union in the cities where officers are seeking to organize and to challenge security companies, building owners, and others who interfere with this process.





**Southern Christian Leadership Conference (SCLC)  
RESOLUTION TO SUPPORT SECURITY OFFICERS**

*Security officers have launched a national campaign to improve life for themselves and their families while at the same time lifting up the black community. Officers are organizing throughout the nation, in cities like Seattle, Los Angeles, Boston, New York City, Philadelphia and Washington, D.C. SCLC's Los Angeles Chapter is actively working with officers and SEIU, the nation's largest union of security officers.*

Whereas, more than 1 million private security officers—more than twice the number of police officers — are employed in the United States; and

Whereas, private security is one of the top ten fastest growing occupations in the United States; and

Whereas, security companies in major urban centers overwhelmingly draw their workforce from African American and Latino communities and thus people of color are coming to dominant the profession; and

Whereas, the events of September 11<sup>th</sup>, 2001 emphasize how important security officers are to protecting lives and property; and

Whereas, despite the increased concerns about security following the events of September 11<sup>th</sup>, 2001, most security officers in major cities are paid poverty wages, have few benefits, and receive minimal training; the average annual pay for security officers is less than \$19,000 a year; health insurance, if it is offered, is unaffordable; officers do not receive paid sick days or holidays; and

Whereas, the private security industry does not provide officers with a career ladder hence their opportunities for advancement are limited; and

Whereas, we cannot allow the fast-growing private security industry, which enjoys billions of dollars in profits every year, to continue to enrich itself while exploiting workers from our community; and

Whereas, if security companies provided officers with raises and family health insurance and other benefits, hundreds of millions of dollars would flow into our nation's communities of color and poor neighborhoods. For example, simply achieving parity in pay and benefits for security officers in Los Angeles with janitorial workers would mean more than \$100 million would flow into the neighborhoods of South Los Angeles annually; and

Whereas, if security jobs provided greater opportunities for training and a career ladder, officers would have greater future prospects and provide more security for their families; and

Whereas, private security officers have launched the largest organizing drive by black workers in history; and

Whereas officers in Los Angeles, San Francisco Bay Area, Seattle, New York, Boston, Philadelphia and Washington, DC are uniting with the Service Employees International Union, the nation's largest union of security officers;

Whereas, officers have already met resistance and companies are impeding their right to determine for themselves how best to improve their lives;

Whereas, SCLC's Los Angeles Chapter is actively working with Los Angeles officers who guard downtown buildings in L.A.; and

Whereas, one of the SCLC's esteemed leaders and Los Angeles Chapter President Reverend James Lawson is one of the leading moral voices demanding that building owners in Los Angeles respect officers desire to unionize;

Therefore, the SCLC resolves to stand with officers who are fighting for a better life for themselves and their families. SCLC supports officers' fundamental right to organize and bargain collectively by joining with the Service Employees International Union; We won't stand for security firms or their clients deciding what's best for Black workers and their families.

The SCLC will encourage security firms and those who use security services, i.e. major building owners, retail outlets, mall companies, and others to respect officers' right to unionize to improve their lives, the lives of their families, and their communities.

The SCLC will encourage its local chapters to partner with SEIU in those cities where officers are organizing. We encourage chapters in those cities to support officers by informing members about the efforts security guards have undertaken, organizing and attending rallies and by writing to security employers and building owners and elected officials.