



APALA

Asian Pacific American
Labor Alliance, AFL-CIO
Organizing • Civil Rights • Economic Justice

2011 & 2012 REPORT & GOALS



About APALA

Founded in 1992, APALA is the first and only national organization of Asian Pacific American union members to advance worker, immigrant, and civil rights. As a membership based organization, APALA has 13 chapters and 3 pre-chapters in 9 states, serving as a bridge connecting Asian Pacific Americans (APAs) with the broader labor movement. In 2011, the organization started up a 501 (c) 3 arm, the APALA Education Fund, to better educate APAs about its core issues.

Traditionally, this bridge has been built on three major program areas: organizing a generation of Asian Pacific American union organizers through the APALA Organizing Institute, mobilizing Asian Pacific American voters through the APALA Every Vote Counts political program, and strengthening labor and community partnerships. In 2011, APALA continued to educate Asian Pacific Americans about worker rights, and pulled together 50 national and state organizations in support of public sector workers at the height of attacks on our union members.



"APALA has been at the forefront of engaging Asian Pacific American workers and the larger community in the fight for social & economic justice. The Department of Labor looks forward to strengthening our partnership to ensure all workers have the tools and information necessary to stand up for their rights."

– Secretary of Labor
Hilda Solis



"For 20 years, APALA has been at the forefront in the fight for social and economic justice and in the mission to empower the next generation of AAPI labor leaders. I congratulate APALA on its 20th anniversary, and look forward to the next chapter in advancing the rights of AAPI workers and immigrants."

– CAPAC Chair Emeritus
Congressman Mike Honda



"APALA has done tremendous work in educating Asian Pacific Americans about worker rights and the critical role the labor movement plays in advancing social and economic justice for all workers. The labor movement has been enriched by the partnerships that APALA has built between organized labor and the community, and I know that APALA will continue to grow and expand this vitally important work."

– AFL-CIO Executive Vice President
Arlene Holt Baker



"This was an amazing experience. I am so inspired after attending the first APALA Women's Organizing Institute and so proud of the work APALA is doing. I highly recommend this training for any API woman who is passionate about social justice."

– Denise Tan Agatep,
OI graduate

Introduction

2011 was a historic year for APALA as the organization convened its largest national convention ever, chartered two new chapters, held its first Congressional briefing, and launched its new youth mentorship program. APALA met and exceeded last year's goals, and is eagerly growing its membership and chapters. APALA has always recognized the need to foster stronger community and labor partnerships, and is proud to be at the forefront of building partnerships with the APA community as well as building generations of youth leaders. APALA amplified labor's message by ensuring opinion editorials were placed in ethnic newspapers co-sponsored many April 4th–We Are One solidarity actions across the country.



"APALA's national campaign to champion immigrant worker rights has broadcast our shared history of struggle and empowered workers from coast to coast to fight for their rights."

– APALA President Johanna Hester

Organizing

Since 1992, APALA has trained and recruited a new generation of Asian Pacific American union organizers, successfully multiplying the number of multilingual organizers and the capacity for effective community outreach. In 2011, APALA broadened its outreach to start up a mentorship program to unite generations of student and young workers and organizers with experienced organizers and rank and file workers to learn about the labor movement. The John Delloro Mentorship Program pairs these two groups to educate and jointly learn more about labor together while solidifying and formalizing the informal mentoring that has always occurred within APALA. The name honors APALA's immediate past president, who passed away at 38.

APALA grew as an organization, opening up two new chapters in New Jersey and in San Diego. The historic New Jersey chapter was the first time that APALA has chartered a new chapter with the President and Secretary-Treasurer of the State Federation and the leadership of the state's major unions. The San Diego chapter incorporates a broad cross section of workers and staff from different industries.

Convention

Oakland, California — Hundreds of workers, youth, and activists rose to their feet to welcome Secretary of Labor Hilda L. Solis who opened APALA's 3-day 11th biennial convention on July 22, 2011. Solis spoke of the employment crisis and the recovery of back wages for victims of wage theft, and was met with a standing ovation for her strong support for the DREAM Act. The convention's powerhouse lineup of speakers included AFL-CIO Secretary-Treasurer Liz Shuler, AFSCME Secretary-Treasurer Lee Saunders, and SEIU President Mary Kay Henry.

In accordance with the theme, "Generations United: Our Jobs, Our Rights, Our Future!" the convention successfully outreached to 200 young leaders. Fiery testimonials were given by student activists and DREAMers Ju Hong, Catherine Eusubio, and David Cho. Pulitzer-winning journalist Jose Antonio Vargas, who all shared their experience as undocumented immigrants and highlighted immigration as a pivotal issue for APAs in labor.

Convention attendees joined with hundreds of other local union and community members for Friday's march through downtown Oakland which made a stop in front of Wells Fargo to protest predatory lending practices and finally ended at Oakland City Hall where over 1500 people rallied for workers' and immigrant rights and the fight for good jobs, and decried budget cuts to vital

services. Other plenary sessions focused on the economic climate for APAs and current union organizing campaigns, while uplifting the voices of APA rank and file workers.

APALA honored labor and community leaders during the sold-out gala dinner, with over twenty APA elected officials including Congressman Mike Honda, Mayor Jean Quan and State Controller John Chiang joining convention goers. Convention concluded with the election of a new board and officers.



The newly elected APALA Executive Board at the 2011 convention.



"As the first woman of AAPI descent to lead a Central Labor Council in the continental U.S., I have organized non-union workers in the public and private sector. I have lived APALA's legacy and commitment in the labor movement to help organize workers and grow our next generation of union organizers. By helping AAPI workers share their stories and reaching out in many languages, APALA makes the union advantage real for AAPI workers and their families."

– Alameda Labor Council
Executive Secretary-
Treasurer Josie Camacho

| 2011 Accomplishments | 2012 Goals |
|--|---|
| <ul style="list-style-type: none"> ■ Chartered new APALA chapters in New Jersey and San Diego ■ Hosted largest APALA convention ever, with over 800 attendees (200 students) and a 1500 person march ■ Started new John Delloro mentorship program uniting generations of activists ■ Developed Young Leaders Council of youth activists who will have a role in shaping the policy and programs of APALA ■ Supported organizing drives that targeted APA workers | <ul style="list-style-type: none"> ■ Coordinate Organizing Institute with AFL-CIO in targeted regions ■ Build pre-chapters and work with local, state, and international unions to identify and educate APA union members ■ Continue and build out John Delloro mentorship program to 40 pairs ■ Celebrate APALA's 20th Anniversary and founding of the c3 APALA Education Fund |

Political Program: Every Vote Counts

The APALA Every Vote Counts political program furthers the mission of APALA by supporting Asian Pacific American civic engagement through involvement in local, state, and national elections. APALA believes that a mobilized electorate is a strategic partner and supporter of the labor movement. Every Vote Counts aims to train Asian Pacific American labor and community leaders to become active participants in the political process.

In alignment with the work that APALA has traditionally done in bringing the AAPI community together, the APALA Education Fund is convening the National Asian American & Pacific Islander Civic Engagement Table with the following organizations: National Coalition for Asian Pacific American Community Development (National CAPACD), National Korean American Service & Education Consortium (NAKASEC), South Asian Americans Leading Together (SAALT), Southeast Asian Resource Action Center (SEARAC), as well as coordinating with Nonprofit VOTE, the National Day of Voter Registration table, Generational Alliance, State Voices, the Asian American Justice Center and other voting rights advocacy organizations.



"As a young APA and first-time attendee of the APALA convention, it was refreshing to participate in an space that encouraged inter-generational dialogue about our communities. Many young APA leaders from throughout the country came together at the Youth Caucus to take our place in the movement."

– Sydney Fang,
Labor Summer Intern,
SEIU-United Long Term
Care Workers

2011 Accomplishments

- Conducted multilingual voter outreach in Nevada, New Jersey, Wisconsin, and Ohio.
- Sent out over 8000 mailers in NJ helping secure two legislative district victories for friends of labor
- Conducted outreach at over 25 community engagement events.
- Worked on redistricting in California, Nevada, Michigan, New York
- Helped educate and turn out voters in the Los Angeles city council race

2012 Goals

- Provide support to unions and allies on how best to reach out to Asian Pacific American voters
- Increase engagement with state federations and central labor bodies
- Create plan and engage local partners for 2012 political program
- Hold at least 10 trainings for chapters on voter registration and turnout

Asian Pacific American Workers' Rights Hearings

According to the Center for Economic and Policy Research, Asian Pacific Americans represent one of the fastest growing segments of the United States workforce, but also among unionized workers.

APALA held additional local hearings on APA workers' rights in Los Angeles, Washington, D.C., Oakland, and Seattle with lawmakers, agency officials, union leaders, community leaders, and workers, generating substantial media coverage. The highly successful hearings featured worker testimonials on the right to organize, wage theft, immigrant worker exploitation, and civil rights. These hearings provided workers around the country a platform to highlight individual stories of personal courage, and strategies to continue the fight for worker solidarity and economic justice.



Oakland

The Oakland APA Worker Rights Hearing at the Asian Cultural Center was a success with over 200 participants in the room, including a special guest, and so many speakers and workers that the panel stretched across the width of the room.

Restaurant worker Wen LanRong testified that she injured her hands on the job, and now she has difficulty even opening a water bottle. On top of that, she said that she earned only \$1,600 a month working twelve hours a day, six days a week. "We don't have minimum wage, breaks or other benefits," she said in Cantonese. "Many Filipino and Latino workers are facing the same situations." Throughout the workers' brave testimonies, audience members were visibly moved. One non-Asian American construction worker likened the hearing to "going to church."

The distinguished panel of speakers included Alameda District Attorney Nancy O'Malley, Alameda Supervisor Wilma Chan, Assemblyman Sandre Swanson, the Chair of the Labor and Education Committee, and Bill Tamayo of the EEOC.

APALA thanks the Alameda Labor Council for cosponsoring the event as well as the many workers, speakers, unions and supporters including Filipino Advocates for Justice, SEIU, Teamsters, IBEW, Chinese Progressive Alliance, and UNITE HERE who were involved in making the event a success.

Washington, D.C.

On May 21, 2011, the greater D.C. chapter of the Asian Pacific American Labor Alliance (APALA) hosted a workers' rights hearing at the National Education Association. Workers shared testimony

of the workplace abuses they experienced in their efforts to exercise their right to organize against immigrant worker exploitation, wage theft, and dangerous working conditions. They also shared how unions can help create a pipeline for talented workers.

Panelists included David Carpio (AFL-CIO), Miya Saika Chen (WHIAAPI), Daniel Seokhawn Choi (Legal Aid Justice Center) and Bonnie Kwon (Restaurant Opportunities Center-D.C.) while workers from ROC-DC, Prince George's County Education Association, IBEW, and National Nurses United.

Seattle

APALA Seattle held a historic and riveting hearing on Asian Pacific American Worker Rights on November 19 that had 15 workers from all sectors testifying on worker and immigrant rights. Press coverage included the International Examiner, NW Asian Weekly, and a local political blog.

Without a dry eye in the house, workers recounted tales of employer intimidation, wage theft, racial discrimination, health and safety violations, sexual harassment, and other violations.

Students and workers from unions including the Postal Workers, UFCW 12, Washington Education Association, SEIU locals 6 and 775, Teamsters, Machinists, AFSCME, spoke on the impact of budget cuts on jobs and education. A Korean American postal worker who was injured on the job testified that he has been denied workers' compensation for a disabled left arm and a broken right elbow, and the union is working to make sure he can get it. He has a daughter in high school so he can't retire despite his injuries. A DREAM student in college spoke movingly on how she started working at the age of 15 and now holds three jobs in addition to attending school. As an undocumented worker, she couldn't get a job except under the table because she didn't have a Social Security number, and meanwhile, her bosses have cheated her out of wages and tips and sexually harassed her.

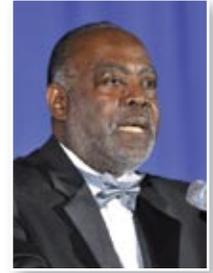
Distinguished speakers included May Che (Equal Employment Opportunity Commission), Lynne Dodson (Washington State Labor Council), Rob Holland (Port of Seattle Commissioner), Patty Rose (Pierce County Central Labor Council), Jessica Bonebright (Martin Luther King, Jr. County Labor Council), Moon-Ho Jung (University of Washington Department of History), Dean Ikeda (Occupational Safety and Health Administration.)



Los Angeles

The Los Angeles hearing was held at the Japanese American National Museum and included worker testimony from representatives of SEIU 721, AFSCME UNAC, SEIU ULTCW, the CA Healthy Nail Salon Collaborative, UNITE HERE 11, Restaurant Opportunity Center – LA, Pilipino Worker Center, South Asian Network, and the UCLA Labor Center. Workers addressed issues including occupational health and safety, immigrant exploitation, wage theft, the DREAM Act, domestic worker rights, patient safety and workload.

After the testimonies, a distinguished response panel of elected officials, labor leaders, and representatives from the Department of Labor addressed the testimonials. They included Congresswoman Judy Chu, Assemblymembers Warren Furutani and Mike Eng, SEIU ULTCW President Laphonza Butler, and US Department of Labor representatives Paul Chang and Susan Nakagama.



"Our nation's capital is not an exception when it comes to work place discrimination or wage theft for Asian Americans and Pacific Islanders. This hearing provides a powerful platform for them and gives a face, not just a story, to those affected."

– Metropolitan Washington Council AFL-CIO President Jos Williams



“Connecting the labor movement with our diverse communities is part of our future, and we are proud to build this future working hand in hand with APALA. As one of the nation’s most diverse labor movements, achieving full participation from all of our diverse communities is a priority of the New Jersey State AFL-CIO.”

– New Jersey State
AFL-CIO President
Charles Wowkanech

Congressional Briefing

As part of the America Wants to Work campaign, the Asian Pacific American Labor Alliance Education Fund held the first-ever Congressional briefing on Asian American and Pacific Islander unemployment. The briefing, held with the cooperation of the Congressional Asian Pacific American Caucus, highlighted the specific challenges facing the Asian American and Pacific Islander community. AAPIs have unique struggles in this economy – AAPIs who are unemployed remain out of work for longer periods than other Americans, and face greater language barriers to employment.

The briefing titled “Unemployed, But Not Undeserving: AAPIs, Unemployment, and Job Creation” was attended by about 40 Congressional staffers, members of the media, and allied organizations. Department of Labor Special Assistant Parag Mehta was on hand to present on the benefits of various job creation bills and Cheryl Kono, a United Teachers of Los Angeles (UTLA) member who has been through 3 rounds of layoffs in the Los Angeles public school system, testified on the strain that unemployment has taken on her family, and on the impact of having fewer education professionals in the schools: “As a parent, professional, and activist, I am highly concerned about the lack of social and financial responsibility that our society has currently taken for public education and employment opportunities for our children.”

Marlene Kim, Associate Professor of Economics at the University of Massachusetts-Boston who is affiliated with the Economic Policy Institute, and Nicole Woo, Director of Domestic Policy at the Center for Economic and Policy Research, presented research that showed Asian Americans and Pacific Islanders have higher than average levels of education and an unemployment rate nearly 2 percentage points lower than the national average. Professor Marlene Kim detailed the long term unemployment dilemma that specifically plagues highly educated AAPI workers in spite of their advanced degrees.

Nicole Woo’s presentation showed the disparity within the AAPI community: although Japanese workers are experiencing a 4.5 percent unemployment rate, Laotian workers suffer an unemployment rate of 13.7 percent, a rate higher than the average Latino unemployment. Samoan communities fare even worse with an unemployment rate of 17.8 percent, putting them in similarly dire economic straits as black communities where, unemployment is 16.3 percent.

Congresswoman Chu, praising the importance of the briefing said, “You have to raise your voices and tell the truth about what’s going on with Asian Americans and with jobs across the country.

2011 Accomplishments

- Coordinated additional local hearings in Oakland, Los Angeles, Seattle, and Washington DC with lawmakers, union leaders, community leaders, and workers, generating substantial media coverage.
- Featured worker testimonials on wage theft, immigrant worker exploitation, right to organize, health and safety, immigration reform, and DREAM Act amongst other issues.
- Played role in organizing Filipino American teachers (NEA/AFT) who were being forced to leave the country due to non-extension of their H1B visas.
- Organized Congressional briefing on APA worker rights and unemployment
- Pushed for extension of unemployment insurance benefits and job creation and workforce development bills

2012 Goals

- Coordinate an additional local hearing in New Jersey
- Secure support of national and local allies
- Release national report summarizing findings from all local hearings and publicize findings



Union Solidarity & Coalition Building

In 2011, APALA played a lead role in protecting worker rights and labor education. APALA is proud to serve as the bridge between the labor movement and the broader Asian Pacific American community to fight for social and economic justice, especially since one out of eight AAPIs is a union member. Notable instances include APALA's support of Occupy Wall Street including a unanimous statement of support from the APALA Executive Committee. APALA members continue to be active in Occupy DC, NYC, Seattle, Los Angeles, Las Vegas, and Philadelphia, participating in General Assemblies across the United States and Canada. Additionally, APALA staff and members have been quoted in mainstream and ethnic media to educate the community about the importance of fighting for economic equality for the 99%.

Inspired by the workers in Wisconsin who aim to preserve middle class jobs and vital services for their communities, APALA members have participated in solidarity actions in New York, New Jersey, Washington, D.C., Detroit, Alameda, Los Angeles, San Francisco, Sacramento, and in Wisconsin itself.

APALA members stand with the millions of workers, parents, and students who are fighting to keep workplace freedoms.

APALA also plays a vital role in connecting labor and APAs with youth, and became the first labor and APA organization to join the Generational Alliance, a table of groups working to register, educate, and turnout young voters. Other groups include USSA, NAACP, Sierra Club, etc. This allows APALA to maximize the coalition building efforts and resources.

Here is a sampling of the campaigns that APALA supported:

- Organizing a sign on letter of support for public employees with over 50 APA groups for We Are One
- Launched Asian Americans & Pacific Islanders Want to Work Campaign and circulated sign on to support AFL-CIO America Wants to Work Principles & American Jobs Act, garnering the support of over 40 organizations including the National Council of Asian Pacific Americans
- Coordinated lobbying efforts on American Jobs Act with the Congressional Asian Pacific American Caucus, including voice of support for AJA from Asian American community to Senator Harry Reid



APALA NYC voices the concerns of the 99% at Occupy Wall Street.



"We count APALA as one of our critical partners in the struggle for social change in the United States. APALA's strength lies in the membership's willingness to be present on issues that go well beyond labor and worker rights. SAALT looks forward to building our partnership in the years to come."

– South Asian Americans Leading Together (SAALT) Executive Director and National Council of Asian Pacific Americans Chair Deepa Iyer

- National Executive Board voted unanimously to support Occupy Movement and APALA President Johanna Hester released statement
- Generated ethnic media coverage of why labor supports Occupy Wall Street and of the We Are One campaign
- APALA is an active member of the AFL-CIO's Immigration, Community Action, America Wants to Work, and Political Directors' Meetings
- Were one of the first unions to support the CWA T-Mobile campaign and encouraged other APA groups to sign on
- Participating in rallies and marches for the Stations Casino campaign of UNITE HERE/ Culinary
- Supporting the TSA officers campaign with AFGE
- Supporting NNU nurses during their lockout and strike at Washington Hospital Center
- Supporting carwash workers on the CLEAN campaign seeking to form a union to secure basic workplace protections and address health and safety hazards for the workers and the larger community.

APALA members also took on leadership roles within their home unions, and provided information on civil and human rights to union members.

- May Chen, Founding Member of APALA, was named to the President's Commission on Asian Americans and Pacific Islanders, joining Rozita Lee, Las Vegas APALA Chapter President Emeritus.
- Victor Uno (IBEW) was elected President of the Electrical Minority Workers Conference.
- APALA staff and representatives spoke at the following conferences this year: AFGE, We Are One conference in Arizona, Young People For the American Way, University of Virginia, University of Maryland, East Coast Asian American Student Union, IAMAW, UAW, AFT, NEA, League of Young Voters, CBTU, APRI and Pride at Work



We Are One fights across the nation. Above, workers in Wisconsin. Middle, Washington, D.C. Right, California.



- APALA Executive Director Gregory Cendana was recognized by Pride at Work with the Celebrating Solidarity Award and was recognized by Metro Weekly as an up and coming LGBT leader.
- APALA Associate Director Caroline Fan was recognized by the National Asian Pacific American Women's Forum as one of 15 APA Women Spotlights
- APALA serves as Secretary on the Executive Board of the National Council on Asian Pacific Americans, co-chairs the Housing and Economic Justice committee and the Education Committee, and plays an active role in the Immigration Committee.



"It's hard to believe that APALA is 20 years old! The most exciting development is the great new generation of labor leaders coming through APALA and connecting the labor movement and labor unions to our communities. APALA continues to be an invaluable resource for worker advocacy, political education and empowerment."

– White House Initiative on Asian Americans and Pacific Islanders Commissioner and APALA Founding Board Member
May Chen

Advocating for Immigrant, Worker, and Civil Rights

One of the founding reasons for APALA is to reach out to the immigrant community and to educate Asian Pacific Americans about the power of unions. APALA has been at the forefront of pushing worker rights issues in the Asian Pacific American community and has also taken a leadership role on immigration reform and the fight for good jobs.

APALA is an active member of the Immigration Committee of the National Council of Asian Pacific Americans, and joined amicus briefs against anti-immigrant legislation in Arizona, Utah and South Carolina. APALA has also been out front on immigration-based discrimination in the workplace, and issued a statement and joined rally against E-Verify, and publicized the AFL-CIO's updated position on E-Verify to the AAPI community. APALA has also come out against Secure Communities and against the fraud at Tri-Valley University (TVU.) AALA also advocated against the closing of the Office of Citizenship within U.S. C.I.S., as it does vital work of integrating new Americans. The Seattle APALA chapter also helped convene a march and panel commemorating the 200th anniversary of the Chinese Exclusion Acts, which were some of the first racially-based discriminatory immigration bills within the U.S. On workforce development issues, APALA is part of the WIA reauthorization workgroup.

2011 Accomplishments

- Joined Amicus brief on legislation in Arizona, Utah, South Carolina and other states.
- Provided technical support to AAPIs on the ground in state battles.
- APALA co-authored NCAPA policy platform for the AAPI community.
- Op-Ed in *The Hill* regarding the Federal and Maryland DREAM Acts from the AAPI community's perspective.
- Supported the creation and administrative policy change in regards to the waiver of 3 and 10 year bars for immigrant family members.
- Wrote letters in support of individual undocumented and DREAM students to prevent their deportation.

2012 Goals

- Promote policy goals at federal, state, and local levels, working with affiliated unions, chapters, and allies.
- Educate community allies and elected officials on state battles and their importance to Asian American and immigrant communities.
- Produce and distribute information about the state of APA workers.
- Increase presence with APA student organizations, including speaking at national conferences.
- Met with the Congressional Asian Pacific American Caucus on E-verify raids, DREAM Act, and immigrant worker rights.

APALA

NATIONAL OFFICERS

Johanna Hester, UDW/AFSCME
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Matt Finucane, NEA
1st Vice President

Van S. Nguyen, SEIU
2nd Vice President

Michael Yee, IBEW
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Tracy Lai, AFT
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NATIONAL OFFICE

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Executive Director

Caroline K. Fan

Associate Director

Diana Bui

Membership & Chapter Coordinator

Strengthening Agency Ties

APALA has built stronger ties to agencies and to the Obama administration by educating staff and appointees on issues of specific concern to APA workers. This year, APALA has cosponsored a townhall meeting on jobs and the economy with the White House Initiative on Asian Americans and Pacific Islanders in Las Vegas, participated in AAPI roundtables with the Department of Health and Human Services, the Department of Agriculture, and two health and safety summits with OSHA in New York and Oakland.

APALA provided recommendations to penalize employers who knowingly commit wage theft, increase resources to hire compliance and enforcement officers that can effectively communicate with Asian immigrant workers and advocate for the collection and disaggregation of AAPI sub-population data, specifically for the Bureau of Labor Statistics. This advocacy led to the Department of Labor's first ever report on the AAPI workforce.

2011 Accomplishments

- Co-convened two summits on health and safety with OSHA in New York and Oakland
- Met with Secretary of Health and Human Services Kathleen Sebelius on the health care workforce
- Met with Secretary of Agriculture Tom Vilsack on AAPI food and nutrition concerns including WIC and SNAP.
- Cosponsored a highly visible town hall on Jobs and the Economy with the White House Initiative on Asian Americans and Pacific Islanders in Las Vegas which received widespread mainstream media coverage
- Successfully urged the Department of Labor to produce first ever report on the AAPI workforce with disaggregated data.

2012 Goals

- Provide ongoing feedback on how to increase federal responsiveness to APA communities
- Support the disaggregation of data on AAPIs



Nearly 150 people, representing Chinese and Korean speaking communities in New York City, attended the summit, which was held at the historic Flushing Town Hall in Flushing Queens, NY.

International Solidarity

APALA's Executive Board hosted the Cambodian labor delegation at its biennial national convention and scheduled meetings with labor leaders in the Bay Area and in Washington, D.C. APALA staff also met with the Vietnamese General Confederation of Labor (VGCL) in Washington, D.C. APALA hopes to identify and participate in future international trainings to educate and learn from unions around the world.