

SUPPORTING UNION ORGANIZING CAMPAIGNS

WHEREAS, all workers can find better economic and social benefit from organizing through into a labor union;

WHEREAS, Asian American and Pacific Islander (AAPI) workers have a 9.2% current unionization rate after an increase of 64,000 in 2022;

WHEREAS, the number of workers of color in unions increased by 200,000 and major labor strike activity increased nearly 50% in 2022;

WHEREAS, AAPI workers face additional challenges to organizing unions, like language barriers, cultural differences, and employer intimidation targeting characteristics like immigration status, ethnicity, or language proficiency.

WHEREAS, current strikes organized by Screen Actors Guild-American Federation of Television Radio Artists (SAG-AFTRA), Writers' Guild of America West/East (WGAW/WGAE) and UNITE HERE Local 11, and many others consist of many AAPI workers;

WHEREAS, graduate worker unions, many under the AFT and UAW, maintain large constituencies of AAPI international student-workers;

WHEREAS, many immigrant AAPI hospitality workers, including recent Chinese American immigrants, are members of UNITE HERE;

WHEREAS, the air travel and transport industry maintains a strong Pacific Islander unionized worker presence—especially in the roles of baggage handlers and flight attendants—represented by a variety of unions including AFGE, SEIU, AFA-CWA, and more;

WHEREAS, unions continue to lead organizing campaigns at hotels, hospitals, retail chains, airports, factories, and other workplaces with high proportions of AAPI workers;

WHEREAS, APALA is dedicated to promoting affiliate unions' organizing campaigns to its wide reach of AAPI members and allies across the United States;

WHEREAS, the APALA Organizing Institute program has successfully trained hundreds of AAPI activists and organizers in collaboration with organizing training staff from the AFL-CIO;

THEREFORE BE IT RESOLVED, APALA commits to assisting affiliates throughout their organizing and contract campaigns with AAPI member outreach and engagement initiatives, in ways including but not limited to:

1. Continuing to provide live interpretation services for collective bargaining negotiations and ensuring access to bargaining discussions for all AAPI affiliate members;

2. Sending in-person staffing support whenever possible to assist affiliates with planning and facilitating organizing campaigns;
3. Consulting affiliates on matters relating to cultural competence and the AAPI community, both internally within the union and in public communications;
4. Mobilizing APALA's member base, allies, and supporters to contribute, uplift, and show solidarity with affiliate organizing campaigns (e.g. sending supporters and attendees to in-person pickets and rallies, online outreach);
5. Continuing to develop and host educational programs and workshops for immigrant and Limited English Proficiency API affiliate members to help them understand their right to organize and achieve fair working conditions under the law;
6. Connecting with Asian and Pacific Islander partners and communities, both in the United States and abroad, to engage with unorganized workers, introducing the idea of unionization and providing guidance on how to be represented by a union.

Submitted by:

David Carpio, on behalf of the National Executive Board