



2018

ANNUAL REPORT AND ELECTION ACTIVITY REPORT



Asian Pacific American Labor Alliance, AFL-CIO
Institute for Asian Pacific American Leadership & Advancement

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ABOUT APALA & IAPALA

Founded in 1992, the Asian Pacific American Labor Alliance, AFL-CIO (APALA) is the first and only national organization of Asian Americans and Pacific Islander (AAPI) union members and allies, building power for AAPI workers and communities. Its sister 501(c)3 organization, the Institute for Asian Pacific American Leadership & Advancement (IAPALA) was founded in 2011 to expand and deepen progressive advocacy. With IAPALA, APALA is both shifting the national narrative to be more inclusive of AAPI workers, communities, and issues, and prioritizing capacity building of the 20+ local chapters on the ground. Together, IAPALA and APALA aim to educate, activate, and mobilize our members to build a more equitable society for all. Priorities include:

- **Advocating for economic equity and justice** by combatting attacks on workers, collective bargaining, and organizing, which threaten the core of unions and impact workers' ability to fight for their rights in the workplace;
- **Building the capacity of chapter leaders and other rank-and-file members** through comprehensive, hands-on organizing and leadership development trainings;
- **Centering racial justice in our movement and protecting undocumented youth and workers in the community** by fighting for the passage of permanent legislative solutions that keep families together; and
- **Strengthening the political power of AAPIs nationwide** through integrated civic engagement programs designed to naturalize, register, educate, and mobilize our communities.

OUR HISTORY



The role Asian Americans and Pacific Islanders play in the labor history is extremely diverse. From labor heroes like Philip Vera Cruz, a Filipino labor organizer instrumental in the formation of the United Farm Workers Union, and Gene Viernes and Silme Domingo, who co-founded the Alaska Cannery Worker's Association, these organizers demonstrated the great importance of building an AAPI labor alliance. Emerging from a history of legalized exclusion -- from barriers to enter the U.S. to restrictions from participating in acts like owning land -- AAPIs are moving towards an era where AAPI laborers unite.

In 1990, AAPI labor activists approached the AFL-CIO with a historic proposal to form a national Asian American and Pacific Islander labor group. The Steering Committee that was formed from this proposal included the three regional AAPI labor groups, representatives from the Hawaii State AFL-CIO, and representatives from the seven founding unions.

Soon after in 1992, over 500 AAPI labor activists from around the country gathered in Washington, D.C. for the founding convention of the Asian Pacific American Labor Alliance, AFL-CIO. At this historic moment in APALA's history, members partook in a march on the Department of Justice demanding justice for Rodney King, a Black man who was brutally beaten by police during the Los Angeles Riots. This action set the tone for the organization's next 27 years, signaling how AAPI workers refused to be used as a racial wedge group to divide communities of color and how the AAPI community must stand in solidarity with our brothers, sisters, and siblings of color. Since then, APALA has taken many progressive stances that have helped pushed the labor movement to be more inclusive of all workers -- from immigration to criminal justice reform.

A YEAR OF BUILDING POWER

It's been a year of resilience and power as we've turned out more AAPI's than any midterm elections, joined campaigns that successfully fought for the rights of Marriott hotel and United catering workers, trained new organizers, hired two new full-time staff dedicated to working on growing members and developing leaders, and one full-time staff committed to growing civic engagement in AAPI communities. But we know the work isn't over – we have to double down as the Administration is ramping up its threats to workers, immigrants, and refugees. Below are key issues that APALA took action around in 2018:

Defend Workers and Workers Rights: APALA is vigilant to the fact that corporate greed undermines worker rights in a multitude of ways. We are critical of Brett Kavanaugh's nomination to the Supreme Court, we oppose the proposed "tip theft" rule backed by the National Restaurants Association that shifts the ownership of tips from workers to employers, and we condemn the Janus V. AFSCME decision. We believe all workers deserve livable wages, dignified jobs, and safe working conditions.

Justice for immigrants, TPS, and DACA holders: Immigrant youth and workers are integral to our communities and provide invaluable contributions everyday. APALA will not support policies that tear working families apart, prioritize the criminalization of our communities, or deny our communities the resources we need. We vehemently reject the border wall, the proposed change to the Public Charge Rule, and any DACA or TPS legislation that does not prioritize keeping families and communities together.

Countering Hate and White Supremacy: APALA refuses to give into hate and white supremacy, especially as acts of terror on communities of color are increasing here in the U.S. We reject the model minority myth and refuse to stay silent in the face of injustice.

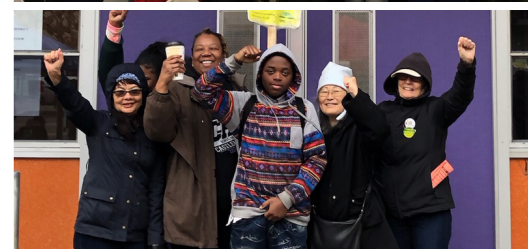
Women and Reproductive Rights: APALA fights for women, femmes, and gender- nonconforming individuals. We fight for agency over their bodies and access to the health care they need.

Stop Kavanaugh: APALA joined the #StopKavanaugh campaign to denounce Brett Kavanaugh as the latest Supreme Court Justice because he has proven to be anti-worker, anti-immigrant, anti-women, and more.

Defend Diversity: APALA joined the #DefendDiversity campaign to assert that AAPIs support and need affirmative action in order to secure opportunities for members of our communities.

Defending Public Education: Students of color deserve well-resourced classrooms and educators deserve fair pay and adequate support from the school district. Defending public education is crucial for our youth to access the education they need to succeed.

People's Climate: APALA recognizes that there are no jobs on a dead earth and continues to advocate for sustainable jobs and a just transition in our energy and economy that prioritizes workers over profit.



FIGHTING ANTI-WORKER ATTACKS

While the Trump Administration continues to push their anti-worker agenda, the labor movement is growing stronger and we are becoming more resolute in securing our communities' visions. To name a few anti-worker attacks led by the Administration – they continue to keep our siblings who have Deferred Action on Childhood Arrivals (DACA) or Temporary Protected Status (TPS) status in limbo instead of affirming their right to stay with their communities and work with their union brothers and sisters, they continue to plug the proposed “tip theft” rule that shifts the ownership of tips from workers to employers, and they confirmed Brett Kavanaugh to the Supreme Court, whose record has shown that he will prioritize corporate greed over working people. In the face of the Administration’s pro-corporate leadership, unions and AAPI community groups have risen up, such as supporting the unionization of United Airlines catering workers. Most notably, since the Supreme Court’s decision in *Janus v. AFSCME* in June 2018, a ruling that intended to destroy workers’ ability to have a seat at the table to negotiate fair wages and benefits, unions have proven

to hold strong. Associate Director of Political Action at AFSCME, Doug Burnett, noted that since *Janus*, for every member they’ve lost, they have added seven new ones.

Throughout 2018, APALA worked with its union partners to fight against these anti-worker attacks through advocacy and organizing, in addition to educating rank- and-file APALA members and communities allies on the issues of “right to work.”



GROWING THE MOVEMENT

CONTINUING APALA’S COMMITMENT TO GLOBAL SOLIDARITY

#BOYCOTTNUTRIASIA

APALA teamed up with Anakbayan-USA and the International Coalition for Human Rights in the Philippines - US (ICHRP-US) to gather support for the NutriAsia workers in their fight for justice and the right to unionize. Producers of the popular Filipino household brand, NutriAsia workers were forced to be temporary (“contractual”) labor, and thus underpaid and without benefits. They were exposed to hazardous conditions and suppressed by NutriAsia management. When they went on strike in June of 2018 to demand an end to the injustices they faced at the workplace, they were met with brutal repression by over 300 police officers ordered to violently disperse the strike by NutriAsia management. The police attack left dozens of workers injured and over 20 arrested. Our campaign helped to elevate the issue and pressure the Duterte Regime from continuing its union repression and union busting tactics. Pistahan, the foremost annual Filipino event in San Francisco, officially boycotted NutriAsia products for their 2018 event.



BUILDING A PIPELINE OF UNION ORGANIZERS



ORGANIZING INSTITUTE

From August 3-5th, 2018, over 30 Asian Americans and Pacific Islanders from all over the country (including a few from Canada) came together at the AFL-CIO headquarters in Washington, D.C. to learn the fundamentals of union organizing. We were able to accommodate low-English proficiency participants by switching up the trainers and doing role plays in Mandarin and Cantonese. According to one such participant, Sally, being able to practice her organizing skills and role play different workplace scenarios in her native tongue gave her a great deal of confidence and inspired her to take what she had learned home, “at the big supermarket, set up a union is my goal.” Conversely, another participant was inspired to, “commit to re-learning Chinese so that I can talk to my family about this.” Overall, it was an incredibly inspiring weekend for the trainers as well as participants to develop and hone our organizing skills in community, with many commenting on how affirming it was to simply exist in a worker-focused, AAPI-dominated space. Special thanks to the APALA DC Chapter for co-hosting the training and for the time of our teaching fellows and coaches from partner organizations and unions (IBEW, LiUNA, Power Shift Network, SEIU, Solidarity Center, TWU).



EMERGING LEADERS TRAINING

In December of 2018, we hosted our first ever Emerging Leaders Training. 18 participants from 12 different APALA chapters came together in Houston to vision, strategize, and make plans to build power for AAPI workers across the nation. The two-day training was facilitated by our National President, Monica Thammarath (NEA), two of our National Executive Board Members, Atley Chock (Solidarity Center / OPIEU Local 2) and Ligaya Domingo (SEIU Healthcare 1199NW), and APALA staff, all of who are extremely active in their local chapters. Texas-based National Executive Board Members Shwe Tun Aung (SIU/ITF) and Amy Shih (APWU) as well as Texas AFL-CIO Secretary-Treasurer Montserrat Garibay (Education Austin / AFT / NEA) also joined as participants. These emerging leaders left the training with exciting next steps to expand their chapters, grow their leadership, and increase their impact.

It was especially energizing to have two United Catering Operations workers who spent the last year successfully organizing their co-workers to join Unite Here Local 23! Abeer Javid and Katherine Fital have plans to take this energy and connect with AAPI workers in Houston and expand the APALA Texas Chapter. Abeer shared, “I felt empowered being a part of the organizing efforts and I want to spread this to my co-workers. I want my co-workers to feel how I feel right now – that they have a right to speak up!”

EXPANDING CIVIC ENGAGEMENT

Our 2018 civic engagement program centered on expanding electoral participation, deepening community relationships, and uplifting Asian American and Pacific Islander worker voices. We expanded our volunteer base, and we elevated longtime volunteers and youth into leadership roles that led to major successes at the ballot box. 2018 was a historic year for representation: the first majority-women state legislature was elected in Nevada; five Hmong Americans became new state representatives in Minnesota; and APALA member Johanna Puno Hester won elected office to the San Diego Housing Commission.

Through our program, we fostered civic engagement among AAPI populations in six states: California (Alameda County, Inland Empire, South Bay) Minnesota, Nevada, Pennsylvania, Washington, and Virginia. Our program fostered greater civic engagement and community participation by AAPI populations around the country. In the 2018 cycle, we **registered 3,533 people to vote** and recruited **769 volunteers**. We knocked on **56,740 doors (made 15,802 contacts)**, **called 231,440 voters (made 25,268 contacts)**, and **texted 19,708 folks** to help them register or access the vote. Our volunteers supported **55 community events that reached more than 10,000 people on topics of immigration, education, civic engagement, health, and voting**. In many spaces, APALA is now a more visible stakeholder, with many of our programs being recognized for data-driven, grassroots work.

Through the diligent work of our chapters and partners, we mobilized new and infrequent voters using a variety of strategies and tactics. Our programs used hotspot canvassing at Thai temples and Filipino churches; hosted or supported 55 local events and community forums; participated in high-profile events including **When We All Vote** and **National Voter Registration Day**; and provided voter assistance with language access and education.

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phone contacts

55
events nationwide



Overall, we increased voter turnout by wide margins. We made family-based immigration a priority issue, and we trained and developed leaders to carry our movement forward. APALA is now a more visible stakeholder, with many partners recognizing us for data-driven, grassroots work. Our fieldwork has expanded the base of people ready to fight attacks on immigration, labor, and families. Post-election, we immediately funneled new chapter leaders into the APALA Emerging Leaders Training to equip them with necessary tools for struggles that we anticipate on Census, immigration, and elections. Going forward, APALA is poised to leverage grassroots relationships in 2019 and 2020 for the continued advancement of labor and community.

NEW STRATEGIES

Among the innovative strategies we deployed this cycle, our SMS program was a major component of voter outreach. We used the Hustle application to send 12,208 text messages providing assistance to Nevadans with voter registration and making a voter plan. In California, we used Hustle to mobilize hundreds of APALA members in support of Proposition 8 on restricting dialysis profits. In addition to expanding our geographic reach through Hustle, we also hosted ballot parties during worksite visits in the Seattle area, thus reducing barriers to voting that often face shift workers.



ASIAN AMERICAN VOTER SURVEY

We conducted a nationwide survey of AAPI voters, Asian American Voter Survey, that revealed positive trends in civic engagement and demonstrated the need for greater investment in outreach to AAPI communities. Our results showed that, while favorability for labor issues and labor unions is high, familiarity with unions are low—hence we have an organizing opportunity for us to talk to our unions about how they are thinking about AAPI engagement.

We also found that parties and organizations still are not reaching out to AAPI communities, which presents an opportunity gap for public institutions. AAPI voters showed high levels of support on issues including safe working conditions, freedom workplace harassment and discrimination, affirmative action, healthcare access for all immigrants (regardless of immigration status), and gun control. The results confirm that our community leans progressive, and AAPIs care deeply about issues that the labor movement has long championed.

Region	Successes
California Alameda Chapter	The Alameda program conducted field and SMS outreach: they knocked on 618 doors, called 360 voters, and sent out 7,500 texts. Attendance at their events numbered 300, and they created the API Strategic Caucus with the Asian Pacific Environmental Network (APEN) to coordinate voter engagement.
California Inland Empire Chapter	The Inland Empire program made 190 voter contacts through door-knocking, 200 contacts through phone banking, and recruited 25 volunteers. They engaged on a hyper-local level with the Palms Springs district mapping process to protect AAPI representation.
California South Bay Chapter	The South Bay program engaged youth and voters new to our issues through community events. They hosted advocacy workshops at high schools on topics including food justice, sexual health education, addiction prevention, and civic engagement.
Virginia DC Chapter	The Virginia program registered 112 voters and recruited 40 volunteers. They made 535 door contacts and 103 phone contacts, and reached youth populations through voter registration at community colleges.
Washington Seattle Chapter	The Washington state program registered 40 voters, called 1,324 voters, and recruited 27 volunteers. To increase voter turnout, they hosted ballot parties for mail-in votes at hospitals and reached AAPI women workers in particular.
Nevada Nevada Chapter	The Nevada program registered 600 voters and completed 7,490 door contacts, 18,069 phone contacts, and 12,208 text messages. They sent mailers to 16,700 AAPI households, and ran a media program that included 20 press hits and PSAs on TFC Balitang America. They conducted AAPI exit polling with the Asian American Legal Defense and Education Fund (AALDEF).
Minnesota Asian American Organizing Project (AAOP)	The Minnesota program registered 693 voters, made 7,063 door contacts, and made 4,506 phone contacts. They recruited 255 volunteers, sent out 9,981 household mailers and provided language assistance at the polls.
Pennsylvania Asian Americans United (AAU), Pennsylvania Immigration and Citizenship Coalition (PICC), VietLead	The Pennsylvania program spanned Pittsburgh and Philadelphia. They registered 1,313 voters, recruited 265, volunteers, made 524 door contacts and 2,130 phone contacts, and reached 4,320 event attendees. They sent out 5,050 household mailers, provided language assistance at the polls, and conducted poll monitoring. They conducted AAPI exit polling with the Asian American Legal Defense and Education Fund (AALDEF).

SHAPING THE NARRATIVE

APALA contributes to the pro-immigrant, pro-worker narratives on the national scope. Below please find notable media mentions throughout 2018.

NBC News: "Asian-American voter enthusiasm up despite little contact from parties, survey finds"

Inquirer.net: "Survey: Asian American voters lean Democratic, fired up for midterms"

People's World: "Labor group says Asian-Americans can help flip red districts"

Las Vegas Sun: "Democrats outpace GOP in early voting as groups reach out to diverse communities"

Las Vegas Sun: "Door-to-door canvassers hope efforts influence Asian-Americans at polls"

NPR Morning Edition: "Democrats See Nevada As 'The Model' For A Blue Wave"

BUILDING COALITIONS

APALA represents the voices of AAPI union members and workers in national coalitions to ensure that economic justice and the AAPI community at the forefront of issues and priorities:

- **National Council for Asian Pacific Americans (NCAPA)** is a coalition of 34 national AAPI organizations around the country, of which APALA is a founding member. We are excited to report that in 2018, APALA Executive Director Alvina Yeh was elected to be the co-chair of NCAPA, APALA Program Manager Kristina Romines was elected to be the co-chair of the NCAPA Economic Justice Committee, and APALA Civic Engagement Manager Vivian Change was elected to co-chair the newly created Civic Engagement Committee.
- **Labor Coalition for Community Action (LCCA)** is the coalition of the six AFL-CIO constituency groups to promote the full participation of women, LGBTQ, and people of color workers in the union movement and ensure unions hear and respond to the concerns of the communities they represent.
- **Value our Families** is the national coalition working to reunite and keep families together, defend family immigration, and protect family unity.
- **AAPIs Beyond Bars** is a coalition of union and community based organizations committed to exposing and stopping the school-to-prison-to-deportation pipeline.

GOVERNANCE

APALA's National Executive Board (NEB) is the governing body of the organizing, convening twice a year to oversee the direction and the financial health of the organization.

NEW YORK BOARD MEETING

The New York chapter hosted the APALA NEB Meeting in New York, on May 15th to 16th, at the IBEW Educational Cultural Center. Board members honored the passing of former board member, Gigi Toledo (SEIU-UHW), heard from Long Island Labor Federation Executive Director, Roger Clayman, on their new model for building broader and more active participation, planned for the upcoming 2018 midterm elections, and more. Special thank you to IBEW Local 3 for being amazing hosts!

SAN DIEGO BOARD MEETING

The San Diego chapter hosted the APALA NEB Meeting in National City, California on December 8th to 10th at the San Diego Building and Construction Trades Council. Board members discussed the planning of the 15th Biennial Convention, heard about the UTLA strike from our own board member and UTLA bargaining chair, Arlene Inouye, and reflected on our midterm election civic engagement efforts. Prior to the meeting, APALA San Diego hosted a Community and Labor Reception, where attendees heard from local labor, community, and government leaders. On the second day of the board meeting, coinciding with International Human Rights Day, the APALA NEB and staff traveled to the border in San Diego to join the "Love Knows No Border" action, which called for the protection of migrants seeking refuge and sanctuary and rejects the militarization of border communities. Special thanks to the San Diego Building and Construction Trades Council for hosting us!

CHAPTER UPDATES

ALAMEDA

Alameda Chapter recognized that among the AAPI community, there are significant language barriers that make it hard to participate in the electoral process. So, during the Fall 2018 midterm election, the Chapter worked diligently to mobilize AAPI workers. APALA members did voter outreach via phone banking, door-to-door and texting to reach union households. In addition, the chapter created a civic engagement project to mobilize turnout for Vietnamese households in District two near Oakland's Chinatown and San Antonio communities. They reached

out in-language with a team of six organizers to turnout Vietnamese voters. Members also worked with their community partner, Asian Pacific Environmental Network (APEN) for Chinese language voter materials. Alameda chapter partnered with an AAPI coalition to organize a successful tri-lingual community forum in Oakland's Chinatown on the Oakland City Council and Mayoral races - 300 people came out to the event. The chapter also participated in the AAPI Campaign School, and hosted a Lunar New Year Celebration in early Spring 2018 that honored labor and community leaders. They also helped to organize a successful retirement event for APALA National Executive Board member, Josie Camacho, who was the first Pacific Islander who headed the Alameda Labor Council, and recently retired as Executive Secretary Treasurer for the Alameda Labor Council after several years.



ILLINOIS

Recognizing that many of their community members were hurting from the violence towards Rohingya muslims in Myanmar (Burma), Illinois Chapter organized a successful benefit for the Rohingya Center of Chicago. It was a night full of culture, community, friends, and family. In 2018, they also partnered with the National Alliance for Filipino Concerns (NAFCON), National Nurses United (NNU), and Jobs with Justice, to invite Kilusang Mayo Uno's (KMU) chairperson Elmer Labor to talk about the struggle for justice in the Philippines. KMU is an independent labor center in the Philippines.



INLAND EMPIRE

The Inland Empire participated in APALA's civic engagement efforts. Their program made **190 voter contacts through door-knocking, 200 contacts through phone banking, and recruited 25 volunteers.** They engaged on a hyper-local level with the Palms Springs district mapping process to protect AAPI representation.



LOS ANGELES

Los Angeles Chapter started 2018 hosting a Lunar New Year Meeting, participating in the Los Angeles Worker Congress press conference to denounce Trump's visit to California, and putting on a special performance of the play "Tam Tran goes to Washington" during Asian Pacific American History Month to raise money for undocumented youth in Los Angeles. The chapter ended the year supporting the UTLA teachers strike, which won a better future for public school students, parents, and educators in LA and across the country. **They marched, distributed language appropriate materials, and supported their member and APALA National Executive Board Member, Arlene Inouye, as she helped lead the UTLA strike.**



MASSACHUSETTS

Massachusetts chapter supported UNITE HERE Local 26 Marriott hotel workers during their strike in 2018. Over 7,700 Marriott hotel workers went on strike at eight hotels across the country and were able to reach contract agreements in December, marking the end of the largest hotel workers strike in modern American history. **In Boston, the Massachusetts chapter joined the picket line and protested the Chinese American Alliance, who crossed the picket line and continued to host their conference at the striking hotel.** Massachusetts Chapter also supported SEIU 1199 Medical Resource workers in their contract fight. They held three gatherings to talk about the importance of fighting the right wing narrative and increasing cross-sector solidarity amongst API workers.



MICHIGAN

Michigan Chapter engaged their members to participate in immigration rallies, community fundraisers, and their local Labor Day Parade. During the midterm elections, the chapter door knocked for Gretchen Whitmer who ran for governor and won, Stephanie Chang who ran for Senate and won, and Rashida Tlaib who ran for a seat in the House of Representatives and won. They also encouraged their members to attend town halls and get involved with the state legislature. They have been working to build relationships with the Arab community by partnering with the Arab Community Center for Economic and Social Services (ACCESS).



MINNESOTA

APALA Minnesota partnered with SEIU-API and Asian American Organizing Project (AAOP) to create Minnesota's first civic engagement workshop specially designed for AAPI union and community members. 75 people attended the one-day event. APALA Minnesota was also one of the co-organizers for the #FreeOurFuture rally against the separation of families and caging of children. Over 10,000 people were at this rally. They also participated in several actions this year, including actions against the deportation of Southeast Asians organized by Release MN8, and rallies in response to the Janus supreme court case that were organized with AFL-CIO. Members led workshops at the NEA-APIC annual convention and turned out voters through social media and voter registration.



NEVADA

Nevada Chapter dedicated much of their time and resources to getting AAPIs in Nevada to participate in the midterm elections. With the support of their Civic Engagement Fellow, Vivian Chang, they sought to register new voters and engage folks in the state's progressive candidates and ballot initiatives. **The chapter made many local news headlines for making unprecedented progress in turning out AAPI voters who were crucial in the midterm elections.**



NEW YORK

New York Chapter kicked off the year with a Holiday Party in January and engaged their members in numerous community events throughout the year. Some of the most notable engagements include the Workers People Day of Action, a climate gathering in Manhattan, Kidney Foundation Walk in New York City, AARP tax preparation day in Chinatown, 10th Annual APA Advocacy Day Rally, and an immigration rally in Chinatown. They also door knocked in Queens and Staten Island to get out the vote for the midterm elections.

ORANGE COUNTY

2018 was a busy year for APALA Orange County (OC) Chapter. **Partnering with Orange County Labor Federation, United Domestic Workers (UDW), and AFSCME Local 3930, the OC Chapter actively worked to shape the political landscape of Orange County through the midterm elections.** OC chapter supported local candidates, and state and local measures. They successfully won four Congressional Districts. This past year, the chapter stood in solidarity for respect and dignity at the workplace with the following local fights: National Union of Healthcare Workers (NUHW), AFSCME 2076, United Domestic Workers Local 3930, AFSCME 3299 and Unite HERE Local 11.



SACRAMENTO

APALA Sacramento spent 2018 partnering with the state and local groups to examine the state of AAPI workers. They first participated in the Filipino Policy Summit examining how the attack on unions by the Janus Case can adversely affect the AAPI community. They were also part of an API Policy Summit at the California State Capitol examining the equity gap among different AAPI communities. In 2018, they also became active participants in their local Cesar Chavez march and Martin Luther King Jr. march. Sacramento chapter also showed up for protests demanding an end to family separation.



SAN DIEGO

The San Diego Chapter continued its campaign on the accessibility of affordable housing and increasing homelessness in the city, highlighting the plight of low-income families of PQ Village who were in the process of eviction. **The Chapter assisted in organizing, mobilizing, and campaigning with the affected residents, many of them Filipinos, to increase public awareness on the issue, and pressure the city government to take a serious look at the plight of the affected community, and the issue of affordable housing and homelessness in general.** San Diego Chapter attended the AAPI Campaign School to continue building their organizing skills. In the Fall, they shifted their efforts into civic engagement work and supporting UNITE HERE hotel workers.



For the midterm elections, they phone banked and canvassed to get out the vote and to gain support for California's rent control bill. In support of the hotel workers in San Diego, they organized members to join the picket line. APALA San Diego continued to fight for the rights of immigrant communities through participation in the San Diego Immigrant Rights Consortium (SDIRC) for pro-immigrant legislation. They rounded out the year by hosting the APALA NEB Meeting in National City and participating in the Love Has No Borders action at the San Diego, Tijuana border to call attention to the violence done against refugees at the border.

SAN FRANCISCO

Like many other chapters, San Francisco started their year by participating in the AAPI Campaign School. During San Francisco's annual Lantern Parade, they participated and highlighted the theme "Building Ties: Labor and Community Together." During Asian Pacific American History Month, they hosted several events, including featuring "The Long Ride" documentary that followed the 2003 Immigrant Workers Freedom Ride, and hosting a panel with the film producer, director, and freedom rider participants. **That summer, the chapter joined the annual Pistahan Parade in San Francisco, during which they highlighted a boycott against Asia's multinational corporation, NutriAsia, for union busting and violent attacks on striking workers in the Philippines.** Continuing their solidarity with workers in the Philippines, they co-hosted a reception with the President of Kilusang Mayo Uno (May First Movement), a militant labor federation in the Philippines. Back home in San Francisco, they supported workers by joining UNITE HERE Local 2 Marriott hotel workers at the St. Francis Hotel picket lines. They also teamed up with the South of Market, San Francisco Anti-Eviction Campaign against gentrification and participated in Global Warming Actions both in the West Bay and East Bay. The Chapter ended the year phone banking for the midterm elections.





SEATTLE

Seattle Chapter began their year by hiring a fellow, Amy Leong, to help out with the chapter's activities. They hosted their biggest annual banquet ever in terms of attendees and funds raised. They also continued their civic engagement work with voter registration and get out the vote for labor and AAPI-friendly initiatives and candidates. In 2018, they successfully got more engaged with their county and state labor councils. **Seattle APALA is now represented on the executive board of the Washington State Labor Council by Ligaya Domingo and Amy Leong is a delegate for MLK Labor.** Throughout the year, they also showed up for UNITE HERE Marriott workers in their locality, showed solidarity for UFCW's New Seasons Market Campaign, and more.

SOUTH BAY AREA

South Bay Chapter spent the year supporting SEIU 521 APALA Caucus on their work with labor and community partners to defend workers and immigrants in California. SEIU 2015 (home care workers) members were also integral in their work throughout the year. In July, they participated in several actions against Palantir, a startup in the Bay that began providing data to Immigration and Customs Enforcement (ICE) and the Department of Homeland Security (DHS). For the midterm elections, South Bay Chapter with SEIU 521 APALA Caucus and SEIU 2015 members joined the AAPI Justice Coalition in Santa Clara to push progressive ballot initiatives and candidates. In October, they mobilized young voters and hosted workshops on voter education during their community's Filipino History Month event. With over 100 in attendance, they taught folks about public charge, Filipino labor history, and more via spoken word, games, video clips, song, dance, and more. South Bay Chapter hopes to continue working in collaboration and strengthening their partnerships.



TEXAS

Texas Chapter is energized to have two United catering operations workers join the chapter. They spent the last year successfully organizing their co-workers to join Unite Here Local 23! Abeer Javid and Katherine Fitial have plans to take this energy and connect with AAPI workers in Houston and expand the APALA Texas Chapter. Abeer shared, "I felt empowered being a part of the organizing efforts and I want to spread this to my co-workers. I want my co-workers to feel how I feel right now - that they have a right to speak up!" They hosted our very first Emerging Leaders Training and we are grateful for their hospitality!

WASHINGTON, DC

Washington DC Chapter has spent much of the year educating their members, building the leadership capacity of workers, and engaging their community during the midterm elections. **Leading up to the Organizing Institute they hosted in August, they held monthly Worker Wednesday meetings to educate their members on their workers rights.** The Organizing Institute (OI) they hosted trained over 30 workers to participate in the labor movement. After the OI, they got straight to work to increase voter engagement among AAPIs for the midterm election. In partnership with New Virginia Majority and with the help of their Civic Engagement Fellow, Pele Le, they canvassed, phone banked, and registered voters for progressive issues and candidates. The chapter also expanded awareness of international labor struggles by conducting activities featuring a leading human rights activist from Thailand, palm oil sector workers from Indonesia and Malaysia, and hotel sector workers from Cambodia.



LIFETIME WARRIORS

Thank you to our Lifetime Warrior for their unending commitment to AAPI workers and communities!

Rosie Abriam*
Mary Anne Ahtye
Mary Au
Willard Beck
Linda Bennett
Luisa Blue
Rob Bonta
Tim Bressler
Brady Calma
Josie Camacho
David Carpio
Maria M Castaneda
Gregory A Cendana
May Y. Chen
Helen T. Chin
Richard Chu
Lila Chui
Troy Davis
John Delloro

Henry Y. Eng
Virginia Eng
Christopher Erikson
Miguel Foster
Calvin Gee
Ying Gee
Kim Geron
Tarn Goelling
Yves G Gomes
James Hardy
Johanna Puno Hester
Tichakorn Hill
Alex Hing
Jenny Ho
General Holiefield
Arlene Inouye
Emmelle Israel*
Theodore H. Jacobsen
Norwood Jewel

Nancy Adams Johnson
Jammi Juarez
Virdell King
Tracy A Lai
Anne Lee
Brandon Leung
Sabrina Yowchyi Liu
Gemma de Leon Lopresti
Delrico Loyd
Jillian J.P. Matundan
Keith Mickens
Barbara E. Miller
Alana Moy
Jeffrey Moy*
Lonway Moy
Steven Moy
Michael Mulgrew*
Elsie Myers
Karen Nakatani*

Van S. Nguyen
Ahmed Shakir
Darren Shiroma
Maria Somma
Anna Stuart
Zahid Syed
Kenneth Tang
Mark Taylor
Norman Ten
Monica Thammarath
Marian Thom
Maf Misbah Uddin
Kent Wong
Lai K. Wong*
Michael Yee
Wendell Yee
Alvina Yeh

*Indicates new Lifetime Warrior in 2018-2019

GIGI TOLEDO ALWAYS TO BE REMEMBERED

In 2018, former National Executive Board Member and active member of our Los Angeles Chapter and SEIU-UHW, Gigi Toledo, passed away.

Gigi was a staunch supporter of all workers, constantly organizing for a variety of causes — enrolling hundreds of Californians in the Affordable Care Act, advocating for dialysis reform, organizing non-union workers to join the union, pushing for immigrant rights, and calling out when she saw injustice no matter how small.

We vow to continue her legacy of fighting for immigrants and workers. In memory of Gigi, we aspire to do our work with more joy and laughter. Gigi worked at Kaiser Permanente for 16 years as a Business Service Representative and is survived by her two children and husband.



STAFF TRANSITIONS

WELCOMING KRISTINA ROMINES, VIVIAN CHANG, AND MICHELLE LOO



KRISTINA ROMINES, PROGRAM MANAGER

Hired as APALA's Program Manager, Kristina is tasked with overseeing the development, planning, and execution of APALA's campaigns and programs. Prior to joining APALA, Kristina coordinated the field operations of several national women's organizations and, utilizing an intersectional framework, campaigned on a wide range of progressive issues. Originally from Hawaii, Kristina is hapa Filipina. She grew up on a number of military bases and began her political career organizing in Virginia. Since joining APALA in June, Kristina has successfully hosted an Organizing Institute in partnership with the DC chapter, launched our very first Emerging Leaders Training, and became the co-chair for the National Council for Asian Pacific Americans (NCAPA) Economic Justice Committee. She plans to spend 2019 growing and building the capacity of our chapters.



VIVIAN CHANG, CIVIC ENGAGEMENT MANAGER

Vivian is APALA's new Civic Engagement Manager. She previously worked in federal science policy, as well as served two years as an AmeriCorps VISTA in Philadelphia, Pa., and Moline, Ill. She is dedicated to advancing social and economic justice informed by the collective power of communities, and to improving physical environments. Throughout her time at Carnegie Mellon and Princeton University, she dedicated time to cultivating AAPI community and building solidarity across communities of color. Vivian is a native of Columbus, Ohio, sprouting from dual Taiwanese and Buckeye traditions. Her new role builds on her recent leadership of APALA's field program in Nevada, coordinating and mobilizing AAPI communities for record voter turnout. In 2019, Vivian will lead APALA's effort on Census 2020, civic engagement, and citizenship.



MICHELLE LOO, PROGRAM COORDINATOR

Michelle has been hired as the Program Coordinator, tasked to support Kristina with chapter development and to take lead on APALA's communications efforts. Raised by Chinese Malaysian immigrants in New York City and Philadelphia, Michelle is passionate about building the capacity of communities most impacted by systemic oppression. During their time at Barnard College, Michelle organized to make campus a safer space for students of color, first generation students, LGBTQ students, and low-income students. Following that - they worked with housing organizers and homeless advocates as a Congressional Emerson Hunger Fellow. Since joining APALA in September, Michelle has supported the development of the Emerging Leaders Training and taken the lead on drafting call to actions and press statements on issues impacting AAPI workers. For 2019, they will be supporting Kristina in ensuring the growth of chapters, and developing and implementing a strategic communications plan to support our worker and immigrant rights campaigns, and civic engagement work.

APALA NATIONAL EXECUTIVE BOARD

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Jessica Tang, AFT
Mark Taylor, UAW
Gigi Toledo, SEIU-UH*
Grace Vergara, SEIU
Maf Misbah Uddin, AFSCME
Kent Wong, AFT

**These board members left in 2018.*

IAPALA BOARD OF DIRECTORS

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Anna Fink, Amalgamated Bank
Deepa Iyer, Center for Social Inclusion
Carmen Perez, Women's March
Carrie Pugh, NEA

NATIONAL STAFF & INTERNS

Thank you to all the staff and interns who contributed to APALA in 2018.

Alvina Yeh, *Executive Director*
Kristina Romines, *Program Manager*
Michelle Loo, *Program Coordinator*
Hana Jeong Pak, *Operations and Programs Associate*
Marian Manapsal, *Communications Consultant*
Vivian Chang, *Nevada Civic Engagement Fellow*
Pele Le, *DC Civic Engagement Fellow*
William Chiang, *former Director of Policy and Membership*
Hoyan Mephokee, *Intern*
Sam Xu, *Intern*

