

END OF YEAR REPORT 2019

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;
- ▶ 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 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.

APALA'S 2019 VISION



Shifting power to working people:

APALA is vigilant to the fact that corporations and employers have too much power, therefore we must shift power to workers. We are also vigilant to the fact that many of our federal labor laws include carve outs for workers in industries that are mainly black, brown and immigrant. Knowing this, APALA believes that we are not liberated until the most marginalized of us are. We believe that ALL workers deserve safety, agency, and secure livelihoods.

Keeping families together:

We believe that families belong together. We believe that families, this includes moms and dads, grandparents, aunts and uncles, children, and chosen family, are the foundation to robust and healthy communities. Therefore we condemn the Administration's efforts to deport immigrants,

limit visas and pathways to citizenship, increase barriers to immigration, and the cruel practice of separating families.

Uplifting AAPI women and LGBTQ workers:

AAPI women are on the forefront of labor organizing, including domestic workers, nail salon workers and hotel workers, and yet they face rampant workplace harassment, attacks on their bodies, and a wage gap. LGBTQ working people challenge us to unlearn harmful ideas around hetero-patriarchy that impact how we navigate gender, identity, and relationships and yet more than half of LGBTQ people live in a state that does not have laws protecting them from discrimination. APALA recognizes the invaluable contributions of women and LGBTQ workers and know that the labor movement must forefront their work.



Dispelling the model minority myth and building cross-racial coalitions:

APALA is committed to dispelling the model minority myth by uplifting poor and working class AAPs who are often erased and challenging those in our communities who lean on anti-blackness and worker exploitation to advance. Dispelling the model minority myth allows us to build cross-racial coalitions for a more powerful labor movement. For these reasons, we are committed to defending affirmative action and public education.

Advancing a just climate transition:

APALA knows that working people, like all people and beings, need clean air, water, and soil. We also know that it is poor and working class communities and communities of color that are first to experience the consequences of climate change, therefore the transition to climate practices must begin with these folks. This includes Native and Indigenous communities who have fought for the land for centuries. We believe that a just transition prioritizes access to good health, housing, and stability for working people.



15TH BIENNIAL CONVENTION



APALA's 15th Biennial Convention, Rights Under Attack: Rising Up! Fighting Back!, took place at Harrah's Las Vegas in Nevada from August 8th to August 11th. As members of the largest national organization for AAPI workers, close to **500 attendees shared their vision, debated, and voted to determine the priorities and course of action APALA will take on to improve the lives of AAPI workers and working families** in our communities over the next two years and beyond.

“On the heels of our largest field program yet in Nevada and just six months out from the Nevada caucus, it has been grounding to host our Convention here, where AAPIs are increasingly becoming a powerful force in the electorate, in organized labor, and in the economy. With the passage of 22 progressive resolutions, we are asserting AAPI workers’ commitment to advancing the labor movement toward a future that is more inclusive of immigrants, women, LGBTQ folks, poor and working class people, and young workers. It is a pivotal moment for us to collectively build a progressive AAPI agenda where all of our communities are reflected and our Convention was a powerful one step toward that.”

— Monica Thammarath, APALA National President and NEA appointee

This year's convention saw the largest number of monolingual workers join in workshops, caucuses, plenaries, and in crafting resolutions signaling the growth of organizing efforts in newer immigrant communities. Attendees voted on a resolution to work towards language justice for APALA members through offering robust interpretation and translations.



International guests from Japan, Malaysia, Cambodia, and Hong Kong attended to build international solidarity. Just months after Convention, APALA members planned the first international delegation to visit Okinawa and Tokyo.

Convention highlights included keynote speeches from Nevada Governor Steve Sisolak, SEIU Local 1107 Executive Director Grace Vergara, Assemblyman for Nevada's 6th District William McCurdy II, AFL-CIO Executive Vice President Tefere Gebre, Congresswoman Dina Titus for Nevada's 1st District, AFA-CWA International President Sara Nelson, Political Director of the National Domestic Workers Alliance (NDWA) and Executive Director of Care in Action Jess Morales Rocketto.

APALA also launched the Tam Tran Freedom Fighter award at this year's Convention, given to an APALA member who is leading efforts to build bridges between the labor movement and other movements for social justice. Tam Tran was a pioneering undocumented activist in the immigrant youth movement.

The 2019 Tam Tran Freedom Fighter award was given to Gregory Cendana, President and Co-Founder of Can't Stop! Won't Stop! Consulting, APALA DC Chapter member, and former APALA Executive Director.

In line with APALA's tradition of taking action at convention, over 300 convention attendees showed up with the Culinary Workers Union to picket Palms Casino Resort in solidarity with the workers who are fighting to win their first contract but Palms is refusing to negotiate with them.



Convention delegates elected a diverse group of AAPI workers and labor leaders to lead the organization through 2021. Monica Thammarath from the National Education Association was re-elected to the APALA National President. The other officers elected were: Kim Geron from the California Faculty Association (CFA), Service Employees International Union (SEIU) as 1st Vice President; Michael Yee from the International Brotherhood of Electrical Workers (IBEW) Local 3 as 2nd Vice President; Jillian Matundan from the American Federation of State, County and Municipal Employees (AFSCME) as Treasurer; and Tracy Lai from the American Federation of Teachers (AFT) Local 1789 as Secretary. Jigme Ugen from SEIU and APALA Minnesota Chapter is the first Tibetan refugee elected to the APALA National Executive Board.



APALA delegates voted to pass 22 historic resolutions to advocate and support bold progressive policies and programs, such as:

- ▶ *A Green New Deal, which would prioritize high quality health care, affordable and safe housing, economic security, and access to clean water and air for working people*
- ▶ *Medicare for All to improve health care access and affordability for all people, regardless of immigration status*
- ▶ *Protecting sexual and reproductive health care as it comes under attack by the administration*
- ▶ *Strengthening program and outreach to ensure AAPI communities get counted in the 2020 Census.*
- ▶ *Continued dedication to international solidarity with workers in Asian countries who are fighting labor and human rights violations*
- ▶ *Commitment to building power and community with Native Hawaiians and Pacific Islanders to protect Mauna Kea in opposition to the construction of a telescope that would desecrate sacred cultural lands in Hawaii*
- ▶ *Strengthening the leadership pipeline and cultivating young, diverse workers into the labor movement*
- ▶ *Ensure all APALA spaces and chapters are safe spaces, free from discrimination and harassment*

Full list of resolutions can be found at apalaconvention.org.



STATE OF AANHPI WORKERS REPORT

Untapped Power: The Strength of Asian American, Native Hawaiian, and Pacific Islander Working People

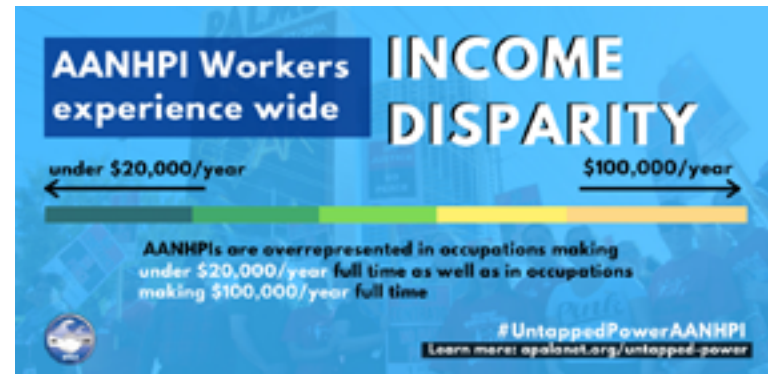


This year, APALA launched Untapped Power: The Strength of Asian American, Native Hawaiian, and Pacific Islander Working People, a long overdue state of AANHPI workers report. This publication dispels the model minority myth by enumerating who we are, what issues we face, and what policymakers, the labor movement, and advocates and organizers can do to harness AANHPI worker power.

The report was launched online and at a congressional briefing on November 4th, 2019 where Abeer Javed, a United Airlines catering worker with UNITE HERE Local 23, Karen Chen, Executive Director of the Chinese Progressive Association Boston, Judy Conti, Government Affairs Director of the National Employment Law Project, and Lane Windham, Associate Director of the Kalmanovitz Initiative for Labor and the Working joined us for a panel discussion.

Staffers representing CAPAC members Rep. Judy Chu, Rep. Katherine Clark, Rep. Bonnie Watson-Coleman, Rep. TJ Cox, Rep. Pramila Jayapal, Rep. Barbara Lee, and Rep. Michael F. Q. San Nicolas; international union staffers representing AFSCME, BRS, IBEW, NEA, and UNITE HERE; and advocates representing the Alliance for Justice, Coalition for Labor Union Women, Japanese Americans Citizens League, National Asian Pacific American Women's Forum, National Coalition For Asian Pacific American Community Development, National Domestic Workers Alliance, and Pride At Work joined us.

APALA’s Executive Director, Alvina Yeh, stated, In our work and for this report we centered low-wage workers because they are the most vulnerable to the power dynamics between employer and employee. In an economy that is rigged against workers, we have to shift the burden away from workers and power away from bosses. All workers stand to gain from shifting these power dynamics. AANHPIs are the fastest growing working age population and a recent poll shows that our community supports a vision for a progressive economy. Tapping into the strength of Asian American, Native Hawaiian, and Pacific Islander working people is integral to the future of work and the labor movement.



FIGHTING ANTI-WORKER ATTACKS



In the face of the Administration's pro-corporate leadership, APALA has doubled down with labor and community partners to fight alongside workers.

In solidarity with AFGE and other workers during the Government Shutdown:

APALA joined thousands of working people rallying in the streets of Washington, D.C., to send a clear message to the president and Congress to stop the shutdown and let federal government employees get to work. APALA chapters joined thousands more at rallies across the country.

In solidarity with UTLA Educators to win for Public Schools:

APALA Los Angeles worked with unions and community groups to put together and disseminate translated materials, adopt schools, and host rallies to ensure AAPI parents were plugged into the strike. We are also proud to have UTLA Secretary and Bargaining Chair Arlene Inouye on APALA's National Executive Board -- she organized our communities and pushed hard at the bargaining table. In an inspiring interview with *Jacobin Magazine*, Arlene shares, "It's just an amazing feeling to see a sea of red of educators feeling so happy, feeling so empowered. After years of being beaten down, LA teachers are now able to feel proud about who we are and what we do."

In solidarity with Oakland Unified School District Educators:

Our National President and appointee from the National Education Association, Monica Thammarath, worked on the community engagement and outreach team and supported the picket at Lincoln Elementary in Oakland Chinatown. APALA Alameda chapter members supported the picket at Castlemont High School in East Oakland. These multilingual and multicultural volunteers were integral in bringing on AAPI families into the movement through in-language outreach, translated materials, and in-language chants and speeches.

In solidarity with UNITE HERE airline catering workers:

APALA staff and chapters across the nation showed up for UNITE HERE airline catering workers in their efforts to win a living wage and decent health insurance. We joined them for both their July 22nd week of mobilization and Thanksgiving Day strike. The Thanksgiving strike occurred at airports across the country, APALA members supported the picket at JFK, SeaTac, DCA, and HOU.

In solidarity with UAW General Motors workers:

APALA staff supported the picket at the plant in Whitefield, Maryland where workers expressed their frustration with how GM has undermined their contracts. Many members of the Michigan chapter were part and partial to the UAW strike. Many members, including Tam Vu Truong of UAW Local 167 in Grand Rapids, were striking workers. Others were involved in the process to review the bargaining agreement.



In solidarity with CTU and SEIU Chicago Public School educators and staff:

APALA Illinois' chapter president and several chapter members are CTU and SEIU Chicago Public School workers, therefore the chapter played an integral role in the workers reaching a fair agreement. Kenzo Shibata, president of APALA Illinois, was on the CTU bargaining team, and APALA Illinois members, including chapter Vice President Casey Sweeney and former chapter President, Arathi Jayaram, showed up at the picket line in solidarity with the striking workers.

We know that with increasing attacks on our communities, we need to organize diverse actions, including issue education and policy advocacy:

Educating our AAPI community on challenging corporate greed at the 2019 Advancing Justice Conference:

APALA staff Kristina Romines and Michelle Loo facilitated an interactive workshop on challenging corporate greed and building wealth in our communities. Participants shared what values around wealth our communities hold and ultimately how it speaks to our needs as poor and working class people. We uplifted campaigns that successfully fought for resources that our communities need, such as accessible and affordable transportation and well-funded schools.

Uplifting issues AAPI women workers face at the National Asian Pacific American Women's Forum "Power Up" Conference:

Program Manager Kristina Romines and DC chapter member Nalisha Mehta presented a workshop on Economic Justice in the Workplace at the National Asian Pacific American Women's Forum "Power Up" Conference on September 22 in Washington, D.C. The workshop previewed data specific to women workers from APALA's forthcoming report on the state of AAPI workers, highlighted how AAPI women are leading the labor movement's most significant victories, and shared strategies around unionizing and collective bargaining in participants' workplaces.



Educating and connecting with advocates on how to build AAPI worker power at the 2019 National Employment Law Project Conference:

This conference is a two-day invitation-only strategy conference that connects policy discussions to the real change we need to bring about for working people. APALA Nevada chapter President, Grace Vergara-Mactal, spoke on “A Bold Agenda for Workers in the Trump Era” panel and Program Manager, Kristina Romines, left with concrete tools, ideas, and relationships to carry on the fight for AAPI workers.

Urging Congress to pass the PRO Act, Public Service Freedom to Negotiate Act, and BE HEARD Act:

These are bills that APALA has identified to effectively uplift AAPI working people by increasing their workplace protections against harassment and protecting their right to organize. After the launch of APALA’s report, Untapped Power, staff met with Congressional Asian Pacific American Caucus members to educate on how these acts would impact AAPI workers and to urge them to pass these legislations.



PROTECTING IMMIGRANTS & COMMUNITIES OF COLOR



Under the Trump Administration's racist and anti-immigrant agenda, APALA has had to creatively organize with community and labor partners to keep immigrant families together, increase pathways to citizenship, fight against attacks on affirmative action and other educational opportunities for our communities, and protect sacred Native Hawaiian land.

Protecting Southeast Asian refugees from deportations:

With the quiet but rampant deportation of our Southeast Asian community members, APALA has partnered with the Southeast Asia Resource Action Center (SEARAC) and the Asian Prisoner Support Committee (APSC) to mobilize around this issue in multiple ways. APALA plugged into the National Week of Action to End Southeast Asian Deportations, co-sponsored the New Way Forward Act

which would fix loopholes in the 1996 immigration act that allow for the swift deportation of Southeast Asian refugees, uplifted the issue to labor civil rights partners at the 2019 AFL-CIO Martin Luther King Jr. Civil and Human Rights Conference, and wrote letters to governors asking for pardons for individuals



Rallying to keep our DACA and TPS siblings here:

APALA has put pressure on policymakers and the administration to create pathways for our DACA and TPS siblings to stay in the U.S. by organizing our members to show up at rallies across the nation. The most notable being the Home is Here March where DACA and TPS fighters marched 230 miles in 18 days from New York City to Washington, DC. APALA staff and DC chapter joined the closing rally in front of the Supreme Court, where the first arguments on the Trump Administration's unlawful attempt to terminate DACA were heard.

Fighting against attacks on affirmative action:

Following the Harvard affirmative action case, where the courts sided with justice by not ending affirmative action at Harvard, Edward Blum and his group Student for Fair Admissions (SFFA) are suing the University of North Carolina at Chapel Hill (UNC) to end their race-conscious admissions process. APALA alongside Asian Americans Advancing Justice and over 60 other Asian American groups and 25 professors, with Fox Rothschild LLP filed an amicus brief in support of race-conscious holistic admissions at UNC.



Securing resources for Asian American, Native Hawaiian, and Pacific Islander Serving Institutions:

Nearly half of AAPI students are enrolled in Asian American, Native Hawaiian, Pacific Islander Serving Institutions (AANAPISI) which are critical to the retention, graduation, and language access of low-income AAPI students. APALA joined our partners across the nation to secure funding for these institutions that are critical for AAPI working families. We participated in a week of action to uplift the need and co-sponsored the FUTURE Act, a bill that would secure funding.

Demanding safety and opportunities through calling for drivers licenses for all:

During the 2019 Advancing Justice Conference, APALA supported and participated in an action at the Georgia State Capitol to demand drivers licenses for all. As one of the largest AAPI contingencies to storm the Georgia State Capitol, we asserted that access to drivers licenses for our undocumented communities, trans communities, and others is crucial for their safety and livelihood.



Opposing the Administration's harmful public charge rule:

Building off the momentum our Chapters lead in 2018 to drive comments to the public charge rule, APALA staff and our National Executive Board Member, Luisa Blue, worked within the One Nation Commission to continue building a strong opposition. During the week of June 10th, the One Nation commission organized convenings and actions to uplift the issue. In partnership with advocates

and organizers from across the nation, we made 40 to 50 hill visits to talk to our members of Congress on how this ruling would harm our immigrant and AAPI communities. We also showed up for a powerful press conference at the Capitol organized by the Quad Caucus (Black, Hispanic, Asian Pacific American, and Progressive Congressional Caucuses).

Defending family-based immigration by advocating for the Reuniting Families Act:

Families are the cornerstone of our communities and the most fundamental institution of our society. In AAPI communities, we know this because many of us reunited with our children, parents, grandparents, siblings and other family members through family sponsorships. The Reuniting Families Act would reduce family immigration visa backlogs and promote humane and timely reunification of immigrant families. With the Value Our Families coalition, APALA's Civic Engagement Manager, Vivian Chang, organized a fly-in and lobby day to urge members of Congress to co-sponsor the Reuniting Families Act. Over 60 people from across the nation flew into Washington, DC and were trained to lobby. We scheduled over 120 hill meetings for these newly trained advocates. Impacted community members, faith leaders, and supporting organizations and individuals were able to make their voices heard and were able to bring these skills and conversations back to their districts during the August recess and beyond.



Protecting sacred Native Hawaiian Land, Maunakea:

At APALA's 15th Biennial Convention, APALA's membership passed a resolution to protect Maunakea and condemn the construction of the Thirty Meter Telescope (TMT) and amplifying APALA's support for Native Hawaiians' peaceful and nonviolent actions to protect the Mauna. APALA penned letters to Governor Ige, Mayor Kim, University of Hawaii President Lassner, and representatives of the TMT encouraging the consideration of alternative locations for the project that do not violate the sovereignty of Native Hawaiians, and urging the state to de-escalate the conflict. APALA National Executive Board President Monica Thammarath joined APALA Hawaii chapter to meet with KAHEA, the Hawaiian-Environmental Alliance, to strategize APALA's support. Since then, we have taken part in several mobilizations.



GROWING THE LABOR MOVEMENT



Organizing Institute: St. Paul, Minnesota

Minnesota Chapter teamed up with us to host an Organizing Institute at the Minnesota AFL-CIO in St. Paul for over 20 AAPI workers. The training focuses on teaching the fundamentals of union organizing, with specific attention to our communities' unique labor history, issues, and needs. There was also an in-language organizing component in Tibetan, the first time ever that it was represented. Attendees left with skills and action steps to organize their co-workers and beyond. Special thanks to our AAPI teaching fellows from partner unions who took time out their weekends to coach the participants (Education Minnesota, Hmong Americans for Justice, Minneapolis Regional Labor Federation, Release MN8, and SEIU Healthcare Minnesota)



Commitment To Global Solidarity: Okinawa, Japan

In October of 2019, APALA organized our first delegation to Okinawa, Japan to learn how we can be in solidarity around the environmental and humanitarian crisis caused by the construction of a new U.S. military base in Okinawa. The military occupies 20% of the island and is wreaking havoc on the community, creating environmental damage on nearby coral reefs and danger for local residents. For years, local community members, including many of their elders, have been protesting daily, demanding to stop the military takeover of this island.

The APALA Delegation flew to Okinawa to meet with working people and labor leaders to learn about their communities, and witness the danger of living in proximity to military bases. The Delegation included APALA Board President and DC Chapter member Monica Thammarath, New York Chapter member and APALA founding member

Alex Hing, Los Angeles Chapter member and APALA founding member Kent Wong, APALA Board Secretary and Seattle Chapter member Tracy Lai, and APALA Board First Vice President and Alameda Chapter member Kim Geron. Together, they presented a workshop at Okinawa University to help them start Okinawa's first labor center. Just weeks after the APALA delegation returned, they organized APALA chapters to take action in solidarity. In November of 2019, APALA New York Chapter and APALA DC Chapter were happy to host the Okinawan Parliament as they visited the U.S. to spread awareness and to urge Congress to stop military construction.

HARNESSING POLITICAL POWER

This year we launched a pilot program of Organizing and Civic Engagement Fellows, embedded in community to build power in and strengthen AAPI economic justice movements. We also revamped the chapter subgrant program, making sure to invest capacity for outreach, electoral organizing, citizenship drives, and chapter-building.

Building Local Capacity - Organizing Fellows

We placed three fellows at community or labor organizations in Philadelphia, PA, Boston, MA, and Houston, TX. Each fellow coordinated civic engagement work around a variety of priorities--for example, Winnie Chen, the Boston fellow placed at *Chinese Progressive Association*, supported the translation of contract negotiations for monolingual, Chinese homecare workers. Cantara Ali, the Texas fellow at the *Texas Gulf Coast AFL-CIO*, laid the groundwork for new APALA chapters in Dallas-Fort Worth among the Pacific Islander community, and led a new citizenship program aimed at union members and their families. And finally, Sophie Song, the Philadelphia fellow at *Asian Americans United*, coordinated a canvassing and phonebanking program to reach thousands of AAPI voters around the city's primary and general elections.



Getting Our Communities Counted - 2020 Census

APALA is leading Census coordination among our membership and across multi-racial movements. We co-chaired the NCAPA Civic Engagement Committee, creating the national AAPI Census strategy and shaping it into a critical locus of resources and coordination. Our work so far has included an #AAPI2020 Census social media campaign, a holiday toolkit of Census dinner table talking points, and an AAPI Census Pledge. APALA is also co-leading the national Get-Out-The-Count (GOTC) Field Working Group, creating a shared campaign calendar and identifying gaps in field resources for local partners. In addition to national coordination, we are equipping our chapters with training, tools, and materials to get out the count in local communities. We disseminated resources including: fact sheets, a template outreach plan, Census buttons, and postcards, all available at www.apalanet.org/Census.

With our partners leading the effort, we successfully blocked the citizenship question, but the fight is far from over. Nationally, regionally, and locally, APALA and our chapters are showing up to get AAPI communities counted through Census summits and workshops at venues like APALA's biennial convention and the National Immigrant Integration Conference. During APALA's convention, we trained members on relational organizing tools and plain-language talking points to make the Census meaningful for workers. Chapters have also taken the initiative to join local Census coalitions: Seattle Chapter has joined Census Alliance, Texas Chapter has joined Houston in Action, Massachusetts Chapter has joined Mass Census Equity Fund, and our Pittsburgh Chapter and Philadelphia fellow have joined Keystone Counts.



Expanding Our Electoral Power

APALA celebrated National Voter Registration Day 2019 by ramping up our voter registration efforts across the country. We contributed to a national effort that broke records for voter registrations on a single day and reached more than 400,000 people collectively. Massachusetts, Inland Empire, and the Philadelphia pre-chapter coordinated voter registration drives and GOTV campaigns that not only achieved electoral success, but also amplified the political voice of AAPI communities.

We brought the voice of labor and economic justice to spaces focused on AAPI electoral politics. APALA President Monica Thammarath spoke on two panels about civic engagement capacity-building from a labor lens, as well as

AAPI women running for office. Civic Engagement Manager Vivian Chang and Board Member Luisa Blue addressed multiple audiences about the need for AAPI-led partisan campaigns to mobilize AAPI voters on progressive causes. We partnered with the AFL-CIO constituency group LCLAA to train Latinx union members on Census outreach and collaborate to build cross-racial political power. APALA also integrated economic justice and workers' rights policies into the NCAPA 2020 Platform, which will be released in February 2020 to advance a national AAPI agenda for the upcoming elections.



SHAPING THE NARRATIVE

APALA contributes a pro-immigrant and pro-worker narrative on the national scope. As a result of our communications outreach, APALA is seeing our narratives and messaging around workers and social justice permeating into the general public. Our work has risen to mainstream salience on the national stage: presidential candidates have cited our work and shared it on Twitter. IAPALA's work on elections, Census, and labor education have repeatedly been cited in both AAPI and non-AAPI-exclusive convenings, demonstrating the breakthrough of our messaging into mainstream dialogues

Below please find notable media mentions throughout 2019.



Jacobin Magazine: "After LA's Strike, "Nothing Will Be the Same: An interview with Arlene Inouye"

NBC News: "In Kamala Harris' presidential campaign, Indian Americans want more opportunities to connect"

Metropolitan King County: "Human rights activist Cindy Domingo receives MLK Medal of Distinguished Service"

Reappropriate: "Trump's Asian American Judges Are No Friends to AAPI Community"

People's World: "Asian Pacific American Labor Alliance: Pass the NO BAN Act"

Fight Back! News: "Filipino labor leaders speak in Boston"

Daily Kos: "Advocates deliver 300,000 signatures calling on Congress to pass the Dream and Promise Act"

Open City Magazine: "How Chinese American Women Changed U.S. Labor History"

SF Gate: "Update: Hundreds, Possibly Thousands Rally On Behalf Of Migrants"

Asian Journal: "Asian Pacific American Labor Alliance to join Culinary Union in Palms Casino protest"

Inquirer.net: "Asian American labor coalition slams attacks on union and HR activists in PH"

The Ritz Herald: "National Voter Registration Day Shatters Record for off-year with an estimated 400,000 voters registered"

International Examiner: "County Council, Port, School Board candidates speak to the community at 7th annual API Candidates Forum"

The American Bazaar: "'Policy makers must support pro-immigrant policies and pathways to citizenship': New APALA report"

East Wind E Zine: "If Governments Won't Make Peace, The People Will!"

Popular Resistance: "Okinawan People Oppose U.S. Military Base Expansion"

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:

The 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 and APALA Program Manager Kristina Romines was elected to be the co-chair of the NCAPA Economic Justice Committee.

In 2019, APALA founded and co-chaired the Civic Engagement Committee, which is leading the national AAPI Census strategy and has become a critical locus for resources and coordination.

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. APALA's Civic Engagement Manager, Vivian Chang, serves as the Grassroots Field Director for the coalition.

AAPIs Beyond Bars is a coalition of union and community based organizations committed to exposing and stopping the school-to-prison-to-deportation pipeline.

One Nation AAPI is a coalition of health care providers, advocates, and activists who are working towards stopping the Trump Administration's Public Charge Rule.

Get Out The Count (GOTC) is a national coalition of civil rights organizations promoting a fair and accurate count in the 2020 Census. We are co-leading the GOTC Field Working Group alongside the Leadership Conference on Civil and Human Rights (LCCHR) and State Voices. National



staff and chapters are a part of GOTC's States Count Action Network. We successfully helped to defeat the Census citizenship question with the Census Task Force.

Count All Kids is a national campaign dedicated to ensuring the most undercounted population, children under 5, are counted in the Census.

Somos Más is a multiracial coalition focused on increasing voter participation by communities of color. is a multiracial coalition focused on increasing voter participation by communities of color.

Protecting Immigrant Families is a coalition of over 100 organizations who work to develop innovative advocacy strategies, distribute educational resources, and keep allies informed of all the current and potential policies that impact immigrant families

The Leadership Conference on Civil & Human Rights was founded in 1950 as the federal lobbying arm of the civil rights movement. Today it is comprised of over 200 national organizations working together on census, education, employment, fair courts, fair housing and lending, hate crimes, health care, immigration, justice reform, media and telecommunications, and voting rights. APALA is active in the census and employment task forces.



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. The 2017-2019 board had their last NEB meeting in Washington, DC on June 20th to 21st. We welcomed the 2019-2021 board at our 15th Biennial Convention in Las Vegas, Nevada on August 11th and they had their first NEB meeting and retreat in Orange County, California on December 15th to 18th.

Washington, DC Board Meeting

Washington, DC Chapter hosted our June 2019 APALA National Executive Board (NEB) meeting in Washington, DC, from June 20th to 21st, at AFSCME's Headquarters. We were honored to have AFSCME President Lee Saunders and Secretary-Treasurer Elissa McBride address our board members about continuing the hard fight for working people. Board members discussed the planning of the 15th Biennial Convention, learned about California's Child Care Campaign from Assistant Executive Director of UDW

AFSCME Local 3930 and APALA's NEB 2nd Vice President, Johanna Puno Hester, and weighed in on our immigrant and worker campaigns. Director of the Mayor's Office on Asian and Pacific Islander Affairs (MOAPIA), Ben de Guzman, rounded out the meeting by speaking about their work addressing AAPI issues in the District, which includes a robust census outreach plan. Special thanks to AFSCME for hosting the meeting!

In conjunction with the meeting, the APALA National Staff and DC Chapter organized a Community and Labor Reception on June 19, 2019 at the Beacon Rooftop Sky Bar. Tefere Gebre Executive Vice President of the AFL-CIO shared special remarks.

Orange County, CA Board Meeting

The Orange County chapter of APALA hosted the December 2019 National Executive Board (NEB) meeting and strategic retreat in Orange County, CA from December 16th to 18th at UFCW Local 324. Board members and staff were able to discuss and get in alignment on APALA's values, vision, and strategic priorities for the future. Special thanks to UFCW Local 324 for hosting the meeting and Bill Pritchett for facilitating our retreat! APALA National staff and the standing committees of the NEB are excited to roll out and engage members in our strategic vision for AAPI workers.

Prior to the meeting, the APALA National Staff and Orange County Chapter organized a Community and Labor Reception on December 15, 2019. Mayor of Costa Mesa, Katrina Foley, and several members of the local City Council joined us to share remarks on how they are building worker power with AAPIs in Orange County.



CHAPTER UPDATES

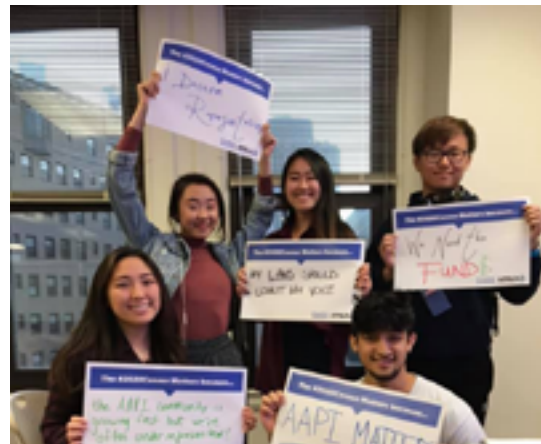
The crux of APALA's organizing happens on the grounds through chapters nationwide. APALA is excited to be working more closely in these areas to grow power for AAPI union members and workers.

Welcoming a New Chapter: Pittsburgh

Pittsburgh-area labor activists founded an APALA chapter in Western Pennsylvania earlier this year. They have built partnerships with a number of community groups, including Justice at Work, Restaurant Opportunities Center, Thomas Merton Center, and the Pennsylvania Immigration and Citizenship Coalition. They began the year by hosting three know your rights sessions to educate community members about immigrants' and workers' rights. For Asian Pacific American Heritage Month, Pittsburgh Chapter teamed up with several community and labor partners to put on an event where community members learned about unions and the 2020 Census over good food, music, and art performances. Since then, the Chapter has ramped up its outreach for the 2020 Census by partnering with student associations at the University of Pittsburgh to host workshops on how the Census builds AAPI power.

Alameda

Alameda Chapter started the year by hosting their 7th annual Lunar New Year celebration. Over 110 people attended the Year of the Pig celebration where they honored five AAPI leaders including newly elected local Asian American women elected leaders, Nikki Fortunato Bas of Oakland's City Council District 2, Sheng Thao of Oakland's City Council District 4, Cynthia Napoli-Abella Reiss of Peralta Community College Trustee, as well as two rank and file leaders, Tina Diep of SEIU 1021, and Jason Gumataotao of the International Brotherhood of Electrical Workers, Local 595. The funds raised were used to support young people to attend APALA's 15th Biennial Convention, support civic engagement efforts, and build partnerships with local community organizations. The chapter has also been actively supporting local workers in their campaigns. In the Spring, the chapter



supported the New Haven Teachers Association (NHTA) in their historic strike. The NHTA strike was led by APALA Alameda Chapter leader and NHTA President, Joe Angeles. Fellow chapter members joined the teachers at the Itliong-Vera Cruz Middle school in an effort to change the name of this school to honor Pilipino farmworkers. In September, the chapter supported California Nurses Association workers at the Alameda and San Leandro Hospitals during their strike. Throughout this year, they have also spoken out against xenophobia and racism by organizing a vigil with over 700 attendees calling to close detention camps and co-sponsoring an event to support Dr. Rahab Abdulhadi, a professor who has been under attack for speaking about the plight of Palestinians.

Hawaii

Hawaii Chapter hosted a gathering with the Hawaii State Teachers' Union and other local unions and trades to connect Native Hawaiian workers in solidarity with Ku Kia`i Mauna.

Illinois

With the Chapter President and several chapter members being CTU and SEIU Chicago Public School workers, the chapter played an integral role in supporting the Chicago Public School educators to reach an agreement after weeks of striking. Kenzo Shibata, President of APALA Illinois, was on the CTU bargaining team, and APALA Illinois members, including chapter Vice President Casey Sweeney and former chapter President, Arathi Jayaram, showed up at the picket line in solidarity with the striking workers.

Inland Empire

Inland Empire Chapter members spent the year celebrating AAPI community, showing up for workers, and increasing civic engagement in their locality. In May, the chapter hosted an event for Asian American and Pacific Islander Heritage month where members came together over food, a movie, and open discussions. In September and October, the chapter registered folks to vote on National Voter Registration Day, canvassed in Palm Springs to get folks out to a ballot party, and phone banked for city council candidates. Inland Empire chapter members also supported several worker campaigns including the California Nurses Association (CNA) demanding fair contracts



at the Palms Desert Medical Regional Center, and SEIU 2015 home care workers fighting for better healthcare coverage from San Bernardino County.

Los Angeles

Los Angeles Chapter focused on developing leaders, supporting workers, and engaging the community. Over the summer, the chapter partnered with community groups to host two trainings, one on tenant organizing and another on developing young AAPI organizers to join progressive and left movements. Throughout the year the chapter has showed up to support worker campaigns, including the UTLA educators strike, Freehand Hotel hotel workers strike, Koreatown Immigrant Workers Alliance's (KIWA) efforts to organize workers in Koreatown, and Advancing Justice-LA workers fight for respect and dignity in the workplace. Lastly, the chapter plugged into community events such as partnering with the 35th Los Angeles Asian Pacific Film Festival to present three films. LA Chapter President Lisa Lei spoke at the Power to the People: 50 years of Bridging Research and Community conference on building union power

Massachusetts

Massachusetts Chapter was honored at the Chinese Progressive Association Lunar New Year Banquet with the "Bring Your Own Chair" award for their cross industry collaboration to become a transformative force in the local labor movement. The chapter involves members from the International Brotherhood of Electrical Workers (IBEW), Boston Teachers Union (BTU), 1199 Service Employees International Union (SEIU), and Union and Needletrades, Industrial, and Textile Employees and Hotel Employees and Restaurant Employees (UNITE HERE) Local 26. Together, they have effectively won several worker campaigns in 2019. The chapter worked with CPA to hold a rally at Happy Lamb Hot Pot restaurant to fight wage theft, where the workers successfully negotiated a settlement. They also showed up at the picket in solidarity when Stop and Shop workers went on strike, marking one of the largest private sector strikes in recent history. In the last few months of 2019, they proudly supported UNITE HERE Local 26 Battery Wharf workers when they went on strike. Aside from worker campaigns, the chapter is also committed to securing resources for working families. They were part of the efforts to pass the Student Opportunity Act, a landmark bill that supplies an additional 1.5 billion dollars to the Massachusetts public education system. Ongoing are the chapter's efforts to uplift the 2020



Census by putting up posters in Chinatown to remind the community to get counted as well as recruiting leaders in the community to become census workers.

Michigan

Many members of the Michigan chapter were part and partial to the historic UAW strike in 2019. Many members, including Tam Vu Truong of UAW Local 167 in Grand Rapids, were striking workers. Other APALA members showed up to picket in solidarity. Others were involved in the process to review the agreement.

Minnesota

Minnesota chapter has built a stronger chapter by gathering community, training emerging leaders, and sharing the work they have done with the broader movement. In May, the chapter hosted a reception celebrating Asian Pacific American Heritage Month, during which they uplifted the work of AAPIs in Minnesota. Minnesota House of Representative Samantha Vang joined as a keynote speaker. In July, Minnesota Chapter teamed up with us to host an Organizing Institute in Minneapolis for over 20 AAPI workers. Attendees left with skills and action steps to organize their co-workers and beyond. At one of the largest conferences for AAPI advocates, the Advancing Justice Conference, chapter member Monica Chum spoke on a panel about the rise of deportations of Southeast Asian refugees. She spoke about the devastating impact of having family members and neighbors being taken away from their communities and the ways the chapter has worked with Release MN 8 to successfully fight off deportations.

Nevada

Continuing their incredible work in 2018 to turn out AAPI voters in historical numbers, Nevada Chapter registered folks to vote at their local grocery stores on National Voter Registration Day. They even got a surprise visit from Assemblyman William McCurdy II from Nevada's 6th district. Chapter leaders Gloria Caoile and Grace Vergara-Mactal spoke at different conferences on the chapter's role in turning out AAPI voters, especially AAPI women, including a panel at the National Employment Law Project's conference and the Coalition for Labor Union Women's conference. The chapter finished out the year kicking off their 2020 Census education program.



New Jersey

New Jersey Chapter has focused on ensuring their communities are counted in the 2020 Census by spreading the word in staff trainings and outreach to local communities.

New York

New York Chapter has participated in community events and supported worker campaigns throughout 2019. In May, they conducted community outreach by participating in the Coalition of Asian Pacific Americans' Festival in Manhattan's Chinatown. They talked to community members about APALA's work and how they can get engaged in the upcoming census and elections. The chapter also marched in the Climate Strike and in New York City's Labor Day Parade and supported UNITE HERE airline catering workers striking at JFK airport. Chapter members Gemma De Leon Lopresti and Maf Misbah Uddin were honored by New York State Comptroller, Thomas DiNapoli, for their contributions to the AAPI community in New York City. Maf Misbah Uddin is a National Executive Board member and Gemma De Leon Lopresti is a former National Executive Board member.

Sacramento

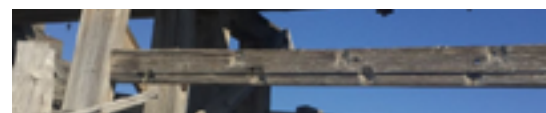
Sacramento Chapter participated in the 2010 May Day march and rally at SEIU Local 2015.

San Diego

In March, San Diego Chapter co-hosted an event with Salamat Migrante and the San Diego Imperial County CLC to host an exchange with Kilusan Mayo Uno (KMU), a trade union from the Philippines. In June, San Diego chapter hosted an Awards Night Dinner to celebrate labor leaders in the San Diego region and beyond. They honored Sue Ko Lee, UDWA/AFSCME Local 3930, SEIU Local 221 and the San Diego Building and Construction Trade Council.

San Francisco

2019 is the 150th anniversary of the completion of the Transcontinental Railway. San Francisco Chapter honored the contributions of the Chinese railroad workers whose work on the Transcontinental railway was overlooked for years. In February, they teamed up with members of the Alamo School, CAAGE, Redefine, SEIU 1021, TACT to march in the annual



San Francisco Chinese New Year Parade wearing custom made period costumes, complete with a fisherman's bamboo hat. They carried several enlarged historical photographs with bamboo poles, which were outlawed in San Francisco to drive the Chinese out. In May, they traveled to Salt Lake City, Utah for a national celebration of the historic event. They also hosted a screening of a short documentary, Canton Army, accompanied with dinner and a discussion panel. In 2019, the chapter also marched in the Climate Strike, hosted an educational event at City Hall for Filipinx History Month, and marched in the annual Parol Lantern Festival and Parade.

Seattle

Seattle Chapter kicked off the year by hosting a successful 20th Annual Banquet & fundraising dinner by bringing together workers, labor unions and community to highlight workers' and their victories. The 2019 theme was "Our Power, Our People: Reimagining Justice" because AAPI workers are at the forefront of recreating and redefining labor activism and what justice means to workers. They continued this visioning during their Asian Pacific American Heritage Month event, "Building out Asian Pacific Power," where they partnered with SEIU Local 1199 and UNITE HERE Local 8 to host a panel on AAPIs currently organizing worker campaigns. The chapter has supported SEIU health care workers at a rally for patient safety and UNITE HERE airline catering workers on strike at the SeaTac airport. They have also organized around other issues that impact AAPI working people including turning folks out for the 2020 elections and Census by attending the Norman Y. Mineta Leadership Institute, supporting LGBTQ workers by marching in Seattle's annual Pride Parade, pushing for ordinances that would protect hotel workers by testifying in front of City Council, and fighting for diversity in education by speaking out against a ballot initiative to repeal affirmative action. In the last few months of 2019, the chapter participated in a community conversation on Justice, Democracy, and Organizing with the Poor People's Campaign



Texas

Texas Chapter increased their civic engagement efforts and capacity. In addition to having an APALA Civic Engagement Fellow join their team at the Texas Gulf Coast Area Labor Federation, they are partnering with the Texas AFL-CIO to hire a full-time fellow to help with their civic engagement efforts. This past year, the chapter has registered voters on National Voter Registration Day, tabled at Voto Latino's Power Summit in downtown Austin, and hosted a town hall featuring local congresspeople and labor organizers in Houston.

Washington, DC

DC Chapter hosted several community events to uplift AAPI labor leaders. In May, they hosted a stop on the National Book Tour of *Journey for Justice: The Life of Larry Itliong*. The event included performances and a Q&A with the book's co-author and Bridge and Delta publisher, Gayle Romasanta, from Stockton, California. In honor of Asian Pacific American History Month, APALA President Monica Thammaraath, DC Chapter President and APALA Executive Board Member, Jillian Matundan, and DC Chapter member and associate general counsel of the Laborers' International Union of North America (LIUNA), Lisa Pau, were invited to speak at the AFSCME Headquarters on a panel discussion moderated by DC Chapter member and AFSCME associate general counsel, Dawn Lee. The discussion centered around Asian Pacific American participation in the labor movement, how to fight the stereotypes that divide us, how to overcome the institutional barriers that get in the way of organizing such a diverse group of workers, and ultimately how unions can best engage with this rapidly growing workforce. The chapter continued its efforts with global solidarity by declaring their support for workers going on strike and protesting for fair wages and good employment practices in the Philippines at a rally calling out the suppression of labor leaders and workers in the Philippines. Lastly, the members marched in the Climate Strike and canvassed for Virginia Delegate, Kathy Tran, for the November elections.



LIFETIME WARRIORS

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

| | | |
|---------------------|------------------------|-------------------|
| Rosie Abriam | Calvin Gee | Alana Moy |
| Mary Anne Ahtye | Ying Gee | Jeffrey M. Moy* |
| Mary Au | Kim Geron | Lonway Moy |
| Willard Beck | Tarn Goelling | Steven Moy |
| Linda Bennett | Yves G Gomes | Michael Mulgrew |
| Daniel Blinkoff* | James Hardy | Elsie Myers |
| Luisa Blue | Johanna Puno Hester | Karen Nakatani |
| Rob Bonta | Tichakorn Hill | Patty Ng* |
| Tim Bressler | Alex Hing | Van S. Nguyen |
| Brady Calma | Jenny Ho | Ahmed Shakir |
| Josie Camacho | General Holiefield | Darren Shiroma |
| David Carpio | Arlene Inouye | Maria Somma |
| Maria M Castaneda | Emmelle Israel | Anna Stuart |
| Gregory A Cendana | Theodore H. Jacobsen | Zahid Syed |
| Roy Chavadiyil* | Norwood Jewell | Kenneth Tang |
| Dolores Clemente* | Nancy Adams Johnson | Mark Taylor |
| May Y. Chen | Jammi Juarez | Norman Ten |
| Donna Y. Chin* | Virdell King | Monica Thammarath |
| Helen T. Chin | Tracy A Lai | Marian Thom |
| Olivia Chow* | Joyce Yee Lau* | Tamlyn Tomita* |
| Richard Chu | Anne Lee | Maf Misbah Uddin |
| Lila Chui | Brandon Leung | Jigme Ugen* |
| Troy Davis | Sabrina Yowchyi Liu | Kent Wong |
| John Delloro | Gemma de Leon Lopresti | Lai K. Wong |
| Henry Y. Eng | Delrico Loyd | Michael Yee |
| Virginia Eng | Francine Ly* | Wendell Yee |
| Christopher Erikson | Jillian J.P. Matundan | Alvina Yeh |
| Matthew Finucane* | Keith Mickens | Mazie Yeh* |
| Miguel Foster | Barbara E. Miller | |

*Indicates new Lifetime Warrior in 2019-2021

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| Atley Chock, OPEIU Local 2 | Darlene Lombos, Community Labor United, Greater Boston Labor Council |
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| Sandra Engle, UAW | Amy Shih, APWU |
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| Stan Kiino, AFA-CWA Local 29011 | |

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| Jillian Matundan, AFSCME, Treasurer | |
| Carmen Berkley, Dancing Hearts Consulting | |
| Anna Fink, Amalgamated Foundation | |

NATIONAL STAFF AND INTERNS

Thank you to all the staff and interns who contributed to APALA in 2019.

Alvina Yeh, Executive Director

Vivian Chang, Civic Engagement Manager

Kristina Romines, Program Manager

Michelle Loo, Program Coordinator

Sara Greiner, Operations Coordinator

Cantara Ali, Organizing and Civic Engagement Fellow

Winnie Chen, Organizing and Civic Engagement Fellow

Sophie Song, Organizing and Civic Engagement Fellow

Marian Manapsal, Strategic Communications Consultant

Darren De Leon, Dream Summer Fellow

Jung Jun Cho, OCA National Intern

Rebecca Hu, WILL Empower Apprentice

Hana Pak, Operations and Programs Associate



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