

# MEMORANDUM

TO: APALA Members

FROM: APALA Resolutions Committee

DATE: August 16, 2015

SUBJECT: Resolutions Passed at APALA 13<sup>th</sup> Biennial Convention

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The following resolutions were submitted and passed by the Asian Pacific American Labor Alliance (APALA) Delegates at the APALA 13<sup>th</sup> Biennial Convention, which took place from August 13<sup>th</sup> – 16<sup>th</sup>, 2015 in San Diego, California.

The APALA Resolutions Committee included:

- Committee Co-Chairs:
  - Kim Geron, CFA/SEIU/NEA, APALA Alameda Chapter
  - Monica Thammarath, NEA, APALA Washington DC Chapter
- Committee Members:
  - Alex Hing, UNITE-HERE Local 7, APALA New York Chapter
  - Teresa Idris, IFPTE, APALA Washington DC Chapter
  - Nam Le, UFCW Local 770, APALA Los Angeles Chapter
  - Maf Misbah Uddin, AFSCME DC 37, APALA New York Chapter

For more information, please contact Kim Geron ([kgeron@calfac.org](mailto:kgeron@calfac.org)) or Monica Thammarath ([mthammarath@nea.org](mailto:mthammarath@nea.org)).

#	Title	Submitted By
1	Call for an Endorsement by APALA of the Teachers' Code for Ethnical International Recruitment and Employment Practices	Helen Chin, UFT, APALA New York
2	Resolution Denouncing American Apparel for Racial Discrimination	Daz Lamparas, APALA San Francisco Norm Ten, APALA San Francisco Vivian Zalvidea Araullo, APALA San Francisco
3	In Support of Fair Labor Standards for California In-Home Supportive Services (IHSS) Workers	Johanna Hester, APALA National President
4	Resolution in Support of Naming "Itliong-Vera Cruz Middle School"	Joe Ku'e Angeles, APALA Alameda, New Haven Pilipino American Society for Education PASE Founder Josie Camacho, APALA National 1st Vice-President Kim Geron, APALA Alameda President

		Victor Uno, APALA Alameda, IBEW International
5	Stop the Trans-Pacific Partnership	Mina Itabashi, APALA DC, Public Citizen Global Trade Watch
6	APALA Resolution on Affirmative Action	Kent Wong, CFT Vice President, APALA Los Angeles
7	APALA Opposes Deportation, Supports Immigrant Worker and Student Rights and Immigration Reform	Kent Wong, CFT Vice President, APALA Los Angeles
8	APALA Resolution Supporting Medicare for All	Josie Camacho, APALA 1st VP, APALA Alameda Kim Geron, APALA Alameda President
9	Resolution on Human Rights and Climate Change	Michael Yee, IBEW Local 3 Uyen Le, IBEW Local 11 Micah Mitrosky, IBEW Local 569 Jamie Juarez, IBEW Local 1245
10	Resolution Supporting Affordable Housing and Good Jobs	Michael Yee, IBEW Local 3 Uyen Le, IBEW Local 11 Micah Mitrosky, IBEW Local 569 Jamie Juarez, IBEW Local 1245
11	AAPIs Behind Bars: Exposing the School to Prison to Deportation Pipeline Support SB 261 (Hancock California)	Josie Camacho, APALA Alameda Executive Board, APALA National 1st Vice-President Kim Geron, APALA Alameda President, APALA National Executive Board Victor Uno, APALA Alameda Executive Board Johanna Hester, APALA National President Monica Thammarath, APALA National 2nd Vice-President
12	APALA Supports Organizing Adjunct Faculty	Kim Geron, APALA National Executive Board Member, APALA Alameda President Tracy Lai, APALA National Secretary, APALA Seattle Co-President
13	Working Together and Winning Together	Maf Misbah Uddin, ASAAL Founder and President, APALA National Executive Board Member, AFSCME Local 1407 President, DC 37 Treasurer Ahmed Shakir, ASAAL Treasurer, AFSCME Local 375 Secretary, APALA National Executive Board Member Jed Matalon, ASAAL Corresponding Secretary, APALA Member, AFSCME Local 1407 Vice President Marilyn Ballie, AFSCME Local 1407 Treasurer M. Anas Uddin, Director of Youth Advocacy, ASAAL; APALA New York

14	Workforce Development	Susan Li, APALA Los Angeles President
15	Support UNITE HERE Local 30 Wyndham Hotel Workers' Demands for a Fair Contract	Alex Hing, UNITE-HERE Local 6, APALA New York
16	Fresh Drinking Water for Everyone	Alex Hing, UNITE-HERE Local 6, APALA New York
17	Stop the Perpetual War	Alex Hing, UNITE-HERE Local 6, APALA New York
18	The Sharing Economy is Really Unregulated Capitalism in the 21st Century	Alex Hing, UNITE-HERE Local 6, APALA New York
19	Resolution to Support the Movement for Black Lives	Ray Jose, APALA DC Yves Gomes, APALA DC Mina Itabashi, APALA DC
20	Fight Wage Theft!	Michael Yee, IBEW Local 3 Uyen Le, IBEW Local 11 Micah Mitrosky, IBEW Local 569 Jamie Juarez, IBEW Local 1245

**(1) CALL FOR AN ENDORSEMENT BY APALA OF THE TEACHERS' CODE FOR ETHICAL INTERNATIONAL RECRUITMENT AND EMPLOYMENT PRACTICES**

WHEREAS, thousands of international teachers work in public schools on visas, contributing meaningfully to the education of public school students across the country; and

WHEREAS, the employment-contingent visa system and the industry dynamics lead to an information asymmetry and power imbalance that disempowers international teachers; and

WHEREAS, hiring school districts sometimes lack the expertise on immigration matters or appropriate oversight capabilities to ensure that they are complying with the law; and

WHEREAS, recruiters sometimes have incentives to place teachers without regard to transparency or fairness; and

WHEREAS, international teachers often lack an understanding of their rights under U.S. labor and immigration law; and

WHEREAS, the U.S. government has not yet addressed the problems that arise from the placement of international teachers through appropriate legislation; and

WHEREAS, the American Federation of Teachers (AFT) and the National Education Association (NEA) have both endorsed this voluntary effort to raise awareness of and promote ethical, fair, and transparent recruitment and employment practices;

THEREFORE BE IT RESOLVED, that the Asian Pacific American Labor Alliance (APALA) formally endorses the Teachers' Code for Ethical Recruitment and Employment Practices; and

BE IT FINALLY RESOLVED, APALA will work with members affiliated with locals to promote awareness of the Code and support endorsement by other stakeholders.

Submitted by: Helen Chin, UFT, APALA New York Chapter

## **(2) Denunciation of American Apparel for Racial Discrimination**

WHEREAS, American Apparel is a multi-million designer clothing company with its headquarters in La Mirada, California, employing many immigrant workers, including Filipinos and other Asian Americans; and

WHEREAS, American Apparel's founder and former Chief Executive Officer, Dov Charney, who was ousted a year ago is currently in a legal fight with the company, and in court documents released by the Company, Mr. Charney is alleged to have sexually exploited women employees, verbally abused workers by calling Filipinos "pigs... with faces in the trough," and told workers that he ran his company like former Dictator Marcos of the Philippines; and

WHEREAS, the new Chief Executive Officer, Ms. Paula Schneider learned about Mr. Charney's abusive behavior and racial discrimination but has not to our knowledge done anything to address the impact of the company's past history on the working conditions of the workers; or to sensitize supervisory and management levels to treating its Asian American or other immigrant workers in a culturally competent manner; and

WHEREAS, several Filipino Community leaders contacted Ms. Schneider and demanded a formal written apology from the Company, but it was rejected, citing a restraining order placed upon them by the former CEO; and

WHEREAS, Filipino workers, both current and former, have not had an opportunity to discuss in their plight with a reliable outside expert on labor in a culturally competent manner;

THEREFORE BE IT RESOLVED that APALA shall support American Apparel workers and call for a boycott of American Apparel products; and

BE IT FURTHER RESOLVED that APALA shall ask for support from the AFL-CIO for any future mass actions to pressure the Company to sit down and dialogue with APALA leaders; and

BE IT FINALLY RESOLVED that APALA write an official letter to the Company denouncing the derogatory comments made by the former CEO Dov Charney toward the Filipino workers and demand a written apology from current CEO Ms. Paula Schneider.

Submitted by:

- Daz Lamparas, APALA San Francisco Chapter
- Norm Ten, APALA San Francisco Chapter
- Vivian Zalvidea Araullo, APALA San Francisco Chapter

### **(3) In Support of Fair Labor Standards for California In-Home Supportive Services (IHSS) Workers**

WHEREAS, homecare workers are discriminated against and excluded from the basic labor standards and wage protections such as overtime pay and a minimum wage guaranteed by the Fair Labor Standards Act (FLSA); and

WHEREAS, IHSS homecare workers are predominantly immigrant women of color and earn, on average, \$10 an hour and are in addition are denied paid time off for vacation, holidays, and sick leave and do not receive any retirement benefits; and

WHEREAS, in 2013, the Obama Administration, recognizing that homecare workers are equal to other workers, issued new regulations that extend FLSA protections, such as overtime pay, to these workers; and

WHEREAS, in 2014, the California Legislature approved and Governor Brown signed Senate Bill 855, which authorized the right of IHSS workers to payment for overtime, wait time, and travel time beginning January 1, 2015; and

WHEREAS, in December 2014, a federal lawsuit by private for-profit homecare agencies temporarily stopped the new Department of Labor rules extending FLSA protections for homecare workers from going into effect; and

WHEREAS, the Brown Administration responded to this ruling by halting implementation of SB 855 in the last hours of 2014; and

WHEREAS, nothing in the federal injunction prohibits California from implementing SB 855; and

WHEREAS, the Brown Administration's refusal to implement SB 855 is tantamount to a broken promise to IHSS workers, the majority of whom live at or below the poverty level while providing essential services to our state's seniors and people with disabilities; and

WHEREAS, funds to pay overtime wages for IHSS providers are already allocated in the FY 2014-2015 and FY 2015-16 budgets; and

WHEREAS, Senate Bill 855 expressly prohibits the State from spending the allocated funds outside of the IHSS program; and

WHEREAS, while California has a multibillion-dollar budget surplus, homecare workers are being forced to work without these fundamental rights;

THEREFORE BE IT RESOLVED that APALA urges the State of California to support all homecare workers in receiving fair wages, working conditions, and equality under the law; and

BE IT FURTHER RESOLVED that APALA supports the government of the state of California in moving forward with implementing overtime pay and other labor protections for IHSS workers without compromising or reducing any hours of support for IHSS consumers; and

BE IT FINALLY RESOLVED that APALA advocates that the state of California ensures that in circumstances in which a relative provides IHSS support to two or more family members, or in which a person receives waiver personal care services in addition to IHSS, these consumers continue to get the all services they need from their homecare worker of choice.

Submitted by: Johanna Puno Hester, APALA National President

#### **(4) In Support of Naming "Itliong- Vera Cruz Middle School"**

WHEREAS, the state of California is one of the biggest agriculture industry-based states in the United States, with historical significance in the improvement of civil and labor rights for farm workers; and

WHEREAS, the improvements of work conditions and increases in civil liberties for these were led by two Filipino-American civil rights and trade union leaders, Larry Itliong and Philip Vera Cruz, who represent the significant Filipino-American contribution to the establishment of labor practices that gave farm workers the ability to earn a livable wage, to gain respect, and ultimately to enrich their lives; and

WHEREAS, these contributions are now required to be included in California public education through the passing of AB 123 by Assembly member Rob Bonta, which states that the work and contributions of Larry Itliong and Philip Vera Cruz must be included in California school curriculum; and

WHEREAS, the New Haven Unified School District located in the City of Union City has a significant population of Filipinos (17%) and mirrors the demographic of the state of California, and will serve to be an ideal location for the historical site of the first public school named for two Filipino-American civil and labor rights leaders, Larry Itliong and Philip Vera Cruz, whose activities and accomplishments enriched the communities like Union City throughout California and the U.S.; and

WHEREAS, naming a school for these two leaders will further recognize the importance of the impact of labor unions and the influence of unions on improving the way of life for all, and will celebrate and honor the ideal of community improvement by collaboration of unions as Itliong-Vera Cruz Middle School and Cesar Chavez Middle School in Union City representative of the two unions (AWOC Agricultural Workers Organizing Committee AWOC and National Farm Workers Association NFWA) that joined together for the betterment of all;

THEREFORE BE IT RESOLVED that APALA recognizes and supports the actions of the Itliong-Vera Cruz Naming Coalition (IVCNC) to name a middle school for Larry Itliong and Philip Vera Cruz to be known as "Itliong-Vera Cruz Middle School"; and

BE IT FURTHER RESOLVED that Alameda APALA will work closely with the Itliong-Vera Cruz Naming Coalition to honor, recognize, and stand for the historical significance of Larry Itliong and Philip Vera Cruz; and

BE IT FURTHER RESOLVED that APALA joins the IVCNC comprised of the New Haven Pilipino American Society for Education (NH PASE), the Alameda Labor Council AFL-CIO, IBEW 595, IBEW International, Filipino Advocates for Justice (FAJ), Supervisor Richard Valle, Assembly member Bonta, Assembly member Quirk, other elected officials and community members and organizations that recognize the significance of this naming effort; and

BE IT FINALLY RESOLVED that APALA shall inform all affiliates and members about the Itliong-Vera Cruz Middle School as the first public school honoring Filipino American labor leaders, and shall assist in the raising of monies necessary to implement the naming of the Itliong-Vera Cruz Middle School.

Submitted by:

- Joe Ku'e Angeles, APALA Alameda member & Founder, New Haven Pilipino American Society for Education PASE
- Josie Camacho, APALA 1<sup>st</sup> Vice-President
- Kim Geron, APALA Alameda County Chapter President
- Victor Uno, APALA Alameda Board Member & IBEW International

## **(5) Stop the Trans-Pacific Partnership (TPP)**

WHEREAS, current U.S. trade policy has significant global and domestic influence not only on traditional trade issues like tariffs and quotas, but also on worker's rights, wages, the environment, consumer safety, financial regulations, investor rights and more; and

WHEREAS, over the 20 years of its existence, the North American Free Trade Agreement (NAFTA) has led to increased corporate profits at the expense of working families and increased protection of foreign investors but decreased protections of workers and the environment as well as a net loss of one million U.S. jobs in the first 10 years; and

WHEREAS, NAFTA-style trade agreements have also lowered U.S. wages, and according to the U.S. Bureau of Labor Statistics, two out of every three displaced manufacturing workers who were rehired in 2012 experienced a wage reduction, most of them taking a pay cut of greater than 20 percent; and

WHEREAS, the increased export of subsidized U.S. corn under NAFTA destroyed the livelihoods of more than one million Mexican campesino farmers and about 1.4 million additional Mexican workers whose livelihoods depended on agriculture; and

WHEREAS, desperate migration of those displaced from Mexico's rural economy pushed down wages in Mexico's border maquiladora factory zone and contributed to a doubling of Mexican immigration to the U.S. following NAFTA's implementation; and

WHEREAS, the Trans-Pacific Partnership (TPP) currently under negotiation follows the NAFTA model and further threatens the rights of workers in a global race to the bottom by resulting in the offshoring of more jobs, suppression of wages, and exacerbation of income inequality; and

WHEREAS, the TPP would give corporations more power to move production and operation across borders in search of lower costs and higher profits, pitting U.S. workers against workers such as those in Vietnam whose average 2014 minimum wage was less than 60 cents an hour; and

WHEREAS, although the Obama administration claims that Vietnam's labor conditions will improve under the TPP, the Colombian Free Trade Agreement, which also came with the same claim, has not prevented unionists from being assassinated or threatened with death; and

WHEREAS, the TPP would also undermine social security, food safety, the environment, internet freedom, access to affordable medicines, Medicare and Medicaid programs and more; and

WHEREAS, instead of protecting working families and our environment, the TPP would give more power to corporations through the Investor-State Dispute Settlement (ISDS), modeled after NAFTA-style trade pacts, under which over \$440 million taxpayer dollars have already been paid to corporations by governments for domestic health, environmental, consumer protection laws, and so on.; and

WHEREAS, the TPP has been negotiated behind closed doors for over five years, and while the public and press cannot see the TPP text and Congress only has limited access, almost 600 official corporate "trade advisors" can not only access but influence the TPP negotiations; and

WHEREAS, a united front of Wall Street, corporate lobbyists, the White House and Republican Leadership passed Fast Track legislation, also known as Trade Promotion Authority, which further undermines democracy and transparency by undermining Congress' constitutional right and responsibility to make sure trade agreements reflect the needs and priorities of their constituents:

THEREFORE BE IT RESOLVED that the Asian Pacific American Labor Alliance (APALA) urge Members of Congress to vote against the TPP; and

BE IT FURTHER RESOLVED that APALA use all appropriate means to advocate against the passage of TPP.

Submitted by: Mina Itabashi, APALA DC Board Member, Public Citizen Global Trade Watch Field Organizer

## **(6) APALA Resolution on Affirmative Action**

WHEREAS, many institutions of higher education have a long history of institutional racism and of overt policies of racial discrimination that have harmed people of color within our society; and

WHEREAS, Affirmative Action policies were established in order to help correct historical racial discrimination and to promote racial inclusion; and

WHEREAS, for generations higher education institutions promoted exclusionary admissions policies that prevented fair participation from African Americans, Latinos, Asian Americans and Pacific Islanders, Native Americans, and women, and a major reason that there has been a change in the racial and gender composition in higher education institutions is due to Affirmative Action; and

WHEREAS, the United States still has a long way to go in addressing racial justice in the education system. There are huge disparities in the K-12 public education system, where large numbers of racial minorities face substandard, underfunded schools, with alarmingly high drop-out rates. Standardized tests which are largely used by higher education institutions for admissions decisions have been also proven to have racially discriminatory impact; and

WHEREAS, racial barriers still exist within communities of color, including African Americans, Latinos, and Asian and Pacific Islander groups. In the employment arena, Affirmative Action policies have opened up opportunities for Asian Pacific Americans in the workforce, and have challenged unfair racially discriminatory practices that have harmed Asian Pacific Americans in hiring and promotion; and

WHEREAS, while some anti-Affirmative Action advocates within the API community take the fallacious and divisive position that African Americans and Latinos who enter higher education through Affirmative Action are taking positions that would otherwise go to Asian Americans; in fact, Affirmative Action takes into account racial and economic barriers that have limited opportunities for students of color, and rejects the notion that test scores and grades should be the sole determinant of admissions; and

WHEREAS, Affirmative Action allows for race and ethnicity to be considered in admissions decisions among fully qualified candidates and helps balance the effects of the “legacy” programs of many private universities that provide special admissions privileges for sons and daughters of alumni that re-enforce racial and class disparity; and

WHEREAS, APALA believes that the Asian Pacific American community should not be used as a divisive force by conservative, anti-Affirmative Action forces who oppose racial justice and racial inclusion, and that Asian Pacific Americans should stand in solidarity with African Americans, Latinos, and Native Americans in defending and expanding Affirmative Action;

THEREFORE BE IT RESOLVED that APALA support Affirmative Action and racial inclusion in higher education and in the workplace; and

BE IT FURTHER RESOLVED that APALA opposes attempts by conservative forces to fund and promote anti-Affirmative Action and racially divisive advocates within the Asian Pacific American community; and

BE IT FINALLY RESOLVED that APALA supports multiracial coalitions to defend Affirmative Action and racial justice, and to put an end to institutional racism.

Submitted by: Kent Wong, California Federation of Teachers Vice President

**(7) APALA Opposes Deportation, Supports Immigrant Worker and Student Rights and Immigration Reform**

WHEREAS, the United States is a land of immigrants, but the current deportation policies have caused tremendous harm and suffering to immigrant families and immigrant communities that contribute in vast and meaningful ways contributing to our society; and

WHEREAS, under the current presidential administration, there have been more than two million deportations, more than any other administration in U.S. history; and

WHEREAS, Congress has repeatedly failed to act to resolve the immigration crisis, has blocked executive branch and other attempts at reform, and has only perpetuated the criminalization of immigrants and their communities; and

WHEREAS, the current debate in the 2016 Presidential elections reflects strong anti-immigrant, racist hysteria that is obstructing progress on immigration reform;

THEREFORE, BE IT RESOLVED that the Asian Pacific American Labor Alliance, AFL-CIO, condemns the continuing policies of deportation that are tearing apart our families and our communities, including many API families; and

BE IT FURTHER RESOLVED that APALA work to support and enact a moratorium on deportations; an end to criminalization of immigrants and their families; comprehensive immigration reform that provides a pathway to citizenship for more than 11 million undocumented immigrants; passage of the federal Dream Act, and access to higher education for undocumented immigrant students; and

BE IT FINALLY RESOLVED that APALA work towards building a broad-based movement for immigrant rights, support for the immigrant youth movement, and active mobilization of the labor movement and API community in the 2016 election cycle to advance a pro-immigrant rights agenda.

Submitted by: Kent Wong, California Federation of Teachers Vice President

**(8) APALA Resolution Supporting Medicare for All**

WHEREAS, Medicare is the nation’s largest and most successful health insurance system serving the health needs of almost 50 million older and disabled Americans, including many Asian Americans and Pacific Islanders; and

WHEREAS, Medicare has been the most financially efficient health care system in the United States with administrative costs averaging only 2 percent of program outlays; and

WHEREAS, Congressman Ryan’s budget proposal attacks Medicare, proposes raising eligibility to age 67, and turn Medicare into a voucher program in the future; and

WHEREAS, the Ryan Budget proposals would dramatically increase retiree health costs for Unions and City and County governments; and

WHEREAS, July 30, 2015 marked the 50<sup>th</sup> anniversary of the signing of the Medicare Act;

THEREFORE, BE IT RESOLVED that APALA supports Medicare for all and the national campaign that celebrates the success of the Medicare program; and

BE IT FURTHER RESOLVED that APALA chapters will join their statewide Medicare for All coalitions where they exist; and

BE IT FURTHER RESOLVED that APALA will educate and mobilize its members to “Protect, Improve, and Expand Medicare (P.I.E.)”, as part of the fight for universal healthcare; and

BE IT FINALLY RESOLVED that APALA will stand with working families to fight for the National Campaign for Medicare for All.

Submitted by:

- Josie Camacho, APALA National 1<sup>st</sup> VP & Alameda Executive Board
- Kim Geron, President APALA Alameda Chapter

## **(9) Climate Change and Its Impact on Human Rights**

WHEREAS, APALA is guided by the Charter of the United Nations, reaffirming the Universal Declaration of Human Rights, reaffirming the United Nations Framework Convention on climate change; and

WHEREAS, stated in the above-mentioned Convention, the global nature of climate change calls for the widest possible cooperation by all labor, Immigrant, and human rights organizations through their social, political, and economic actions; and

WHEREAS, global warming and climate change have become dangerous and potentially catastrophic and disastrous both for the people in America and the world; and

WHEREAS, this dangerous situation is causing unthinkable poverty, hunger, diseases, violence, and massive human migration; and

WHEREAS, the adverse effects of climate change have a range of direct and indirect implications, including the right to life, food, health, housing, water and sanitation, and development, and are sure to destroy human societies, agriculture, industries, and other ways of life especially for the poor and underprivileged if climate change remains unchecked; and

WHEREAS, presidential and Congressional elections will take place in the U.S. in 2016;

THEREFORE, BE IT RESOLVED that APALA work with other human rights, immigrant rights, environmental groups and labor organizations, to put pressure on the U.S. government and on and presidential and Congressional candidates to comply with all national and international climate change treaties, to be a part of the Kyoto protocol, and to support global climate, human rights, and trade union organizations in order to reduce global warming to a scientifically-proven, sustainable level.

Submitted by:

- Michael Yee, IBEW Local 3
- Uyen Le, IBEW Local 11
- Micah Mitrosky, IBEW Local 569
- Jamie Juarez, IBEW Local 1245

## **(10) Resolution Supporting Affordable Housing And Good Jobs**

WHEREAS, income inequality in this country continues to grow; and

WHEREAS, many in Asian Pacific Islander communities, people of color and those already living in poverty are impacted disproportionately; and

WHEREAS, this imbalance is further compounded by a lack of quality affordable housing that can provide safe and stable shelter for these families; and

WHEREAS, government tax abatement programs currently allow wealthy developers to benefit from billions of dollars in tax breaks without requiring them to pay a living wage or create middle-class jobs in the process; and

WHEREAS, these developers are currently enjoying tax breaks to build luxury housing, without any requirements to provide adequate affordable housing; and

WHEREAS, these programs are costing billions of taxpayer dollars each year and not delivering an adequate return on that investment; and

WHEREAS, if allowed to continue as is, these programs will drive down wages in the construction industry and lower the standard of living for all workers; and

WHEREAS, apprenticeship programs of the unionized building trades have a proven track record of providing a pathway into the middle-class; and

WHEREAS, if these municipalities are going to provide tax breaks to developers, then those benefiting from the tax breaks have a civic responsibility and moral obligation to provide good jobs in return; and

WHEREAS, creating middle-class jobs benefits the country by providing working men and women with the means to support local businesses and by generating tax revenue to support the vital and quality public services that all citizens expect and deserve;

THEREFORE BE IT RESOLVED, that the Asian Pacific American Labor Alliance, AFL-CIO demand prevailing wages be required for all workers on public affordable housing projects and taxpayer subsidized luxury housing; and that our elected officials take meaningful action to address affordable housing and income inequality; helping uplift the men and women who provide services in the buildings, the men and women who construct affordable housing and the communities that they live or work in.

Submitted by:

- Michael Yee, IBEW Local 3
- Uyen Le, IBEW Local 11
- Micah Mitrosky, IBEW Local 569
- Jamie Juarez, IBEW Local 1245

**(11) AAPIs Behind Bars: Exposing the School to Prison to Deportation Pipeline Support SB 261**

WHEREAS, the experiences of Asian American and Pacific Islanders in the criminal justice system are often overlooked or dismissed; and

WHEREAS, the API rates of incarceration quadrupled between 2000 and 2010, with alarming increases in the Southeast Asian and Pacific Islander communities that already have significantly high rates of arrest and incarceration; and

WHEREAS, AAPIs also experience unique challenges, including facing and overcoming cultural stigmas, lack of community awareness and culturally competent resources, racial and gender trauma, and disownership from their families; and

WHEREAS, APALA, National Education Association (NEA), Asian Americans Advancing Justice, Southeast Asian Resource Organizing Committee (SEARAC), and the Asian Prisoner Support Committee (APSC) coordinated the 1<sup>st</sup> of its kind conference to be held inside San Quentin Prison in collaboration with the APSC program R.O.O.T.S. (Restoring Our Original True Selves); and

WHEREAS, during a listening session, AAPI prisoners and formerly incarcerated people told their stories about how they ended up in youth authority correctional facilities, some of them as young as 9 years old; and

WHEREAS, the prosecution of API juveniles as adults and subsequent incarceration enters them into a criminal justice system of punishment and not rehabilitation; and

WHEREAS, the cultural differences, community, and history of immigrant API communities are often significant factors with API offenders; and

WHEREAS, California Senate Bill 260 (Hancock) created a very successful Youth Offender Parole Hearing process that has provided hope to inmates who committed crimes when they were juveniles; and

WHEREAS, the existing Youth Offender Parole process makes a young person accountable for the crimes they committed by requiring him or her to serve a lengthy prison sentence, only providing him or her with an opportunity to work towards rehabilitation and parole after a lengthy sentence of 15 to 25 years in prison; and

WHEREAS, recent scientific evidence on adolescent and young adult development and neurosciences shows that certain areas of the brain, particularly those affecting judgment and decision-making, do not fully develop until the early to mid-20's; and

WHEREAS, California already recognizes the uniqueness of young adults in its Department of Juvenile Justice, which provides some services to young people until age 23; and

WHEREAS, there are many young people in prison who have realized their responsibility for the crime they have committed, are remorseful and should be given a second chance;

THEREFORE, BE IT RESOLVED that all APALA Chapters engage in exposing the school and sexual abuse to prison to deportation pipeline and work with reentry groups like the Asian Prisoner Support Committee

(APSC) to collectively heal our communities as sisters and brothers and people of all genders are released from prison; and

BE IT FURTHER RESOLVED that California APALA Chapters work with our AAPI community partners, Central Labor Councils and local unions to work on the California Legislature to adopt SB 261 by Senator Loni Hancock to extend the existing Youth Offender Parole Process to inmates who committed their crime before age 23.

Submitted by:

- Josie Camacho, APALA Alameda Chapter Executive Board & APALA National 1<sup>st</sup> Vice-President
- Kim Geron, APALA Alameda Chapter President & APALA National Executive Board
- Victor Uno, APALA Alameda Chapter Executive Board
- Johanna Hester, APALA National President
- Monica Thammarath, APALA National 2<sup>nd</sup> Vice-President

## **(12) APALA Supports Organizing Adjunct Faculty**

WHEREAS, in the 1960s, part-time temporary (adjunct) faculty emerged as a way to address the shortage of professors with PhDs, since then there has been a massive growth of the use of contingent faculty throughout the country. Growing from 3.3% of all professors in 1969 to nearly 75% in 2015. There are 1 million contingent faculty in the U.S. today; and

WHEREAS, contingent faculty are part of the working poor with many of them subject to poverty wages, no benefits, and no bargaining power; and

WHEREAS, 22 percent of part-time faculty live below the national poverty line compared to 14.5% of all workers; and

WHEREAS, many contingent faculty are forced to work on several campuses to survive economically which has created a two-tier system of permanent and long term contingent faculty; and

THEREFORE BE IT RESOLVED: that APALA supports efforts to organize adjunct faculty into unions, to raise their salaries and benefits and obtain collective bargaining rights; and

BE IT FURTHER RESOLVED: that APALA supports efforts to turn contingent faculty positions into permanent tenure track positions; and

BE IT FINALLY RESOLVED, that APALA also opposes efforts by colleges and universities to cut hours and work and thereby eliminate contingent faculty's eligibility for health care benefits under the ACA.

Submitted by,

- Kim Geron, APALA National Executive Board, APALA Alameda Chapter President
- Tracy Lai, APALA National Secretary, APALA Seattle Chapter Co-President

### **(13) Working Together to Win Together**

WHEREAS the Asian Pacific American Labor Alliance (APALA) and the Alliance of South Asian American Labor (ASAAL) are both dedicated to the betterment of working families; and

WHEREAS APALA and ASAAL represent the aspirations of Asian working people of the world which comprises more than one half of the world's population; and

WHEREAS APALA and ASAAL both are engaged in organizing the unorganized everywhere no matter what race, religion or ethnicity they belong to, while promoting the labor movement all across America and the world; and

WHEREAS both organizations are deeply committed to civil rights, social justice, economic fairness, and equality for all; and

WHEREAS both organizations are engaged in every possible way to strengthening the organized labor movement across the country; and

WHEREAS both organizations have similar goals, concerns, and aspirations for improving the socio-economic condition of the community in which we live; and

WHEREAS both organizations are involved in campaigning and helping to elect candidates who are sympathetic to labor causes and issues; and

THEREFORE BE IT RESOLVED that we work together in harmony so that we can be stronger, more effective, and more productive in achieving the goals that both organizations believe to be of the utmost importance;

BE IT FURTHER RESOLVED that APALA and ASAAL join forces in sponsoring events, seminars, and workshops across the nation in promoting an Asian American and Pacific Islander agenda while empowering Asians across the country and beyond.

Submitted by:

- Maf Misbah Uddin, ASAAL Founder and President, APALA National Executive Board, AFSMCE DC 37 Treasurer, AFSCME Local 1407 President
- Ahmed Shakir, ASAAL PE Treasurer, AFSCME Local 375 Secretary, APALA National Executive Board
- Jed Matalon, ASAAL Corresponding Secretary, AFSCME Local 1407 Vice President
- Marilyn Ballie, AFSCME Local 1407 Treasurer
- M. Anas Uddin, Director of Youth Advocacy, ASAAL; APALA New York Chapter

#### **(14) APALA Resolution Supporting Workforce Development**

WHEREAS, Asian Americans and Pacific Islanders are a vital part of our economy and are the subjects of a “model minority” myth that creates and perpetuates a perception that our communities have universally overcome adversity to achieve the American dream despite considerable evidence to the contrary; and

WHEREAS, data from the U.S. Census Bureau and other sources show that increasing numbers of Asian Americans and Pacific Islanders are unemployed and poor, lack access to health care, and face language barriers to good jobs and critical services; and

WHEREAS, this data shows that an overwhelming majority of Asian American workers are immigrants: 74% of Asian American and 20% of Native Hawaiian and Pacific Islander workers are foreign-born, and contrary to “model minority” stereotypes, increasing numbers of them are low-wage workers; and

WHEREAS, decades of stagnant wages, declining unionization, and rising household debt across the United States have exacerbated income inequality, and high unemployment and underemployment have persisted in the years following the economic recession; and

WHEREAS, access to high quality education is unequal, particularly for low-income communities, immigrants, and people of color, and education does not necessarily lead into jobs; and

WHEREAS, labor unions have established successful apprenticeship and skill-building retraining programs that provide paid on-the-job training and career pathways; and

WHEREAS, high road economic and workforce development strives for equitable job creation and pathways into careers with wages and benefits capable of sustaining middle-class families, lifting up communities and creating a strong tax base for public infrastructure and services; and

WHEREAS, the proliferation of low wage, short-term, temporary, and informal work furthers income inequality, harming the economy as a whole, and by raising standards and opportunities for workers, we raise standards and opportunities for all; and

WHEREAS, one of the goals of the labor movement is to create high road jobs and develop the workforce to retain those jobs;

THEREFORE BE IT RESOLVED that APALA will work to promote economic opportunities and further economic justice by encouraging high road workforce development through education, training, apprenticeship, and pre-apprenticeship programs that provide career pathways and are inclusive of communities of color, women, immigrants, veterans, formerly incarcerated, and other disadvantaged people; and

BE IT FURTHER RESOLVED that APALA will actively oppose low road economic policies and the growth of short-term, temporary, informal work that does not lead to good union jobs and/or careers and actively support local, state, and federal regulation of short-term, temporary, informal work and the industries that promote it; and

BE IT FURTHER RESOLVED that APALA will actively support efforts to strengthen labor standards and enforcement as well as policies that prioritize effective, equitable, and inclusive workforce development; and

BE IT FINALLY RESOLVED that APALA will invest in partnerships with government, industry, community, and educational institutions to expand and strengthen these efforts.

Submitted by: Susan Li, APALA Los Angeles President

**(15) Support UNITE HERE Local 30 Wyndham Hotel Worker' Demands For a Fair Contract**

WHEREAS, the union members at the Wyndham San Diego Bayside Hotel have long enjoyed the benefits of a union contract that provided for decent wages, working conditions, and health benefits; and

WHEREAS, the owners of the Wyndham are, for the first time, refusing to agree on a renewal of that contract and are instead insisting on an increase in contributions to the health fund by the union workers of the hotel; and

WHEREAS, it is the past practice and responsibility of the employers to fund the health benefit plan as part of their relations with the union and its members; and

WHEREAS, the APALA 13<sup>th</sup> Biennial Convention is taking place at the Wyndham San Diego Bayside Hotel;

THEREFORE BE IT RESOLVED that APALA Convention delegates and other participants show support for the union members who are serving them as guests by demonstrating at noon on Saturday, August 15, 2015 at the front of the hotel and to continue to show them support throughout the duration of the Convention.

Submitted by: Alex Hing, UNITE HERE Local 6, APALA New York

**(16) Fresh Drinking Water for Everyone**

WHEREAS, water is at the center of life on earth; and

WHEREAS, the United Nations reports that in 15 years, at the present rate of consumption, the world's need for water will outstrip its supply by 40%; and

WHEREAS, the reasons for the earth's diminishing water supply are primarily manmade, including global warming and the misuse, mismanagement and privatization of water distribution; in short, for greed and profits sought by the world's wealthiest 1%; and

WHEREAS, the people most affected by water scarcity are in the global South and poor and people of color in the U.S.; and

WHEREAS, the price of water since 2010 has been increasing 41% faster than any other household item in 30 of the largest cities in the U.S. to the extent that in Detroit, a city almost surrounded by fresh water, as many as 25,000 primarily poor and Black people are being threatened by water shut offs because they cannot afford the cost of water; and

WHEREAS, in places such as the Middle East, conflicts over water have replaced the conflict over oil;

THEREFORE BE IT RESOLVED that APALA pay attention to this matter by supporting an end to the privatization of water distribution and advocate for efforts such as modernizing the nation's water and sewage infrastructure by union labor, switching agriculture to less water intensive food crops and ending ethanol production among other people and earth friendly water policies.

Submitted by: Alex Hing, UNITE HERE Local 6, APALA New York

**(17) Stop the Perpetual War**

WHEREAS, 2015 marks the 70<sup>th</sup> anniversary of the U.S. nuclear attacks on Hiroshima and Nagasaki whereupon 250,000 Japanese civilians were needlessly killed; and

WHEREAS, 2015 also marks the 40<sup>th</sup> anniversary of the end of the U.S. War in Vietnam in which approximately 2 million Vietnamese civilians were killed; and

WHEREAS, ever since the Reagan Administration the U.S. has replaced the Cold War with Perpetual War by attempting to resolve conflicts around the world by use of military force resulting in untold numbers of innocent civilian deaths; and

WHEREAS, this Perpetual War has made the world a more dangerous place; and

WHEREAS, the lives and resources wasted in waging war without end could be put to better use in alleviating poverty and building prosperity for all; and

WHEREAS, the Vietnam Anti-War Movement grew to embrace the majority of the American people which resulted in ending that war; and

WHEREAS, in the generations since anti-war sentiment in the U.S. has been wrongfully portrayed as unpatriotic; and

WHEREAS, a national policy of conflict resolution based on compassion, understanding, negotiation, and peace is preferable to war;

THEREFORE BE IT RESOLVED that the Asian Pacific American Labor Alliance, AFL-CIO, reaffirm a founding principle in its Constitution to “promote world peace,” by encouraging its young leaders to oppose the U.S. policy of Perpetual War.

Submitted by: Alex Hing, UNITE HERE Local 6, New York Chapter

**(18) The Sharing Economy is Really Unregulated Capitalism in the 21st Century**

WHEREAS, the internet and the computational power of the silicone chip can be a powerful medium for change; and

WHEREAS, the internet can also be a tool for social control and a source of tremendous profits for the entrepreneurial class; and

WHEREAS, the myths concerning the sharing economy—establishing a community of savvy individual consumers, directly connecting with other individuals in order to solve problems cheaply or to make easy money by providing services—are subterfuges to legitimize the sharing economy; and

WHEREAS, the ridesharing platforms Uber and Lyft and the room rental platform Airbnb are the leading players in the sharing economy valued at \$50 billion and \$25 billion respectively; and

WHEREAS, Uber and Lyft is actually an unregulated taxi service with no background checks for drivers, no automobile safety checks or other responsible oversight leading to accidents and assaults on customers, including rapes; and

WHEREAS, Airbnb is actually an unregulated hotel operation with no fire safety, insurance or other responsible practices and that pays no hotel taxes, effectively removes affordable housing from the market, causes many inconveniences and safety threats to legitimate building tenants; and

WHEREAS, Uber, Lyft, and Airbnb push down wages and along with other sharing economy platforms are destroying traditional industries where organized workers have won hard fought standards for workers;

THEREFORE, BE IT RESOLVED, that APALA stand with the New York Taxi Drivers Alliance, United Taxi Workers of San Diego, AFSCME and UNITE HERE to call on local governments to prohibit Uber, Lyft, and Airbnb from operating.

Submitted by: Alex Hing, UNITE HERE Local 6, APALA New York

### **(19) Resolution to Support the Movement for Black Lives**

WHEREAS, although the United States claims to be a land of equality and opportunity, Black communities are continually under attack through state sanctioned physical violence, economic violence, and psychological violence; and

WHEREAS, Black people continue to be murdered every 28 hours by police and other vigilantes who are too often not held accountable for their actions; and

WHEREAS, there have been 13 known cases of trans women who have been murdered this year, 11 of whom are trans women of color; and

WHEREAS, the prison industrial complex continues to profit from mass incarceration of Black communities and detention of undocumented immigrants including Black immigrants; and

WHEREAS, August 2015 marks the anniversary of the murder of unarmed 18 year old Michael Brown in Ferguson, Missouri, by police officer Darren Wilson who was not indicted; and

WHEREAS, we, as Asians and Pacific Islanders, have often been used as part of a “divide-and-conquer” strategy to uphold white supremacy, especially through the model minority myth that some members of the Asian and Pacific Islander (API) community have embraced and benefited at the expense of Black communities and other marginalized people within the API community; and

WHEREAS, our own struggles for freedom and liberation have been deeply influenced by Black struggles that preceded us; Black communities have paid the price for resisting their own oppression, and in doing so, they have also paved the way for our resistances; and

WHEREAS, we remember that we have always had leaders like Yuri Kochiyama, Grace Lee Boggs, Kartar Dhillon and others in our community who have resisted anti-Black racism and leveraged their relative privilege to stand in struggle with Black communities; and

WHEREAS, many of our communities have faced state repression and capitalist violence in our homelands and many APIs are particularly vulnerable to state violence -- including refugees, those targeted by surveillance and profiling, and those who are undocumented -- and police violence; and

WHEREAS, we recognize that we are targeted differently than Black people and we also recognize the relationship between racist, militarized police forces waging wars on Black people, and imperialist forces waging wars in our homelands;

THEREFORE, BE IT RESOLVED that the Asian Pacific American Labor Alliance (APALA) commits to making racial justice and support for the Movement for Black lives an essential part of its work, engaging all members in discussions addressing anti-Black racism in our own communities and showing up for the Movement for Black lives following the leadership of Black organizers and Black-led organizations; and

BE IT FURTHER RESOLVED that APALA will create resources that outline why it is necessary for API workers and the broader labor movement to support the Movement for Black lives; and

BE IT FURTHER RESOLVED that APALA will actively support the indictment and prosecution of any officers involved in the shooting of Black people and other people of color; and

BE IT FURTHER RESOLVED that APALA will support any lobbying efforts that are being promoted by Black Lives Matter, Ferguson Action, Black Youth Project and other organizations in the Movement for Black Lives as outlined in their current and future demands; and

BE IT FURTHER RESOLVED that APALA will support the de-militarization of the police, continuing a tradition of standing against wars abroad and in the U.S.; and

BE IT FINALLY RESOLVED that APALA will commit to support of the Movement for Black Lives by centering the voices of Black workers and Black people, as a long term coalition and movement building strategy.

Submitted by:

- Ray Jose, APALA DC
- Yves Gomes, APALA DC
- Mina Itabashi, APALA DC

**(20) Fight Wage Theft!**

WHEREAS, a recent national study showed massive violations of wage and hour laws hurting workers, including: 26% of the low-wage workers had been paid less than the minimum wage; 76% of those who worked overtime hours had not received proper overtime pay; 68% had experienced wage theft of some kind; and

WHEREAS, immigrant Asian and Pacific Islander workers are subjected to wage theft and worker abuse in restaurant, construction, retail, and other low-wage businesses; and

WHEREAS, immigrant workers have suffered onerous exploitation due to employer abuse of E-2 Visa, H1-B Visa and other programs, toiling long hours in US industries at hourly wages less than required state and federal wage and hour mandates; and

WHEREAS, workers, community groups, and unions have successfully fought wage theft through concerted and cooperative efforts in API communities in New York, Los Angeles, San Francisco, Oakland and other cities; and

WHEREAS, APALA has played a significant role in holding hearings throughout the nation, where workers have given testimony telling their stories of abuse, struggle, and standing up; and

WHEREAS, campaigns successfully restoring stolen wages to workers and legal actions against employers have resulted in criminal indictments and successful prosecutions against bad employers; and

WHEREAS, workers have been able to join unions to benefit from the protections of the Labor Movement as a result of wage theft campaigns;

THEREFORE BE IT RESOLVED that this 13<sup>th</sup> Biennial Convention of the Asian Pacific American Labor Alliance encourages every chapter and participating unions to Fight Wage Theft by working with community groups and allies to inform workers of state and federal wage laws and employer requirements; working in members' unions to educate and inform on wage theft issues and promote support and solidarity with exploited workers; reaching out to API workers about the benefits of union membership; and continuing organizing efforts that rally labor, community and elected officials to fight wage theft.

Submitted by:

- Michael Yee, IBEW Local 3
- Uyen Le, IBEW Local 11
- Micah Mitrosky, IBEW Local 569
- Jamie Juarez, IBEW Local 1245
- Victor Uno, IBEW Local 595
- Arthur Soohoo, IBEW Local 103