

South Bay AFL-CIO Labor Council  
Committee On Political Education (COPE)

CANDIDATE QUESTIONNAIRE

**Background**

Full Name \_\_\_\_\_

For what district are you a candidate? \_\_\_\_\_

Home Address \_\_\_\_\_

Cell Phone \_\_\_\_\_ Home/Alternate Phone \_\_\_\_\_

Exact Campaign Committee Name \_\_\_\_\_

Fair Political Practices Committee I.D. Number \_\_\_\_\_

Personal Email Address \_\_\_\_\_

Website \_\_\_\_\_

What is your registered Party Preference as indicated on your voter registration? \_\_\_\_\_

Campaign Treasurer \_\_\_\_\_

Committee Address \_\_\_\_\_

Campaign Email \_\_\_\_\_

Campaign Website \_\_\_\_\_

Campaign Manager Name \_\_\_\_\_

Campaign Manager Email \_\_\_\_\_

Campaign Manager Phone \_\_\_\_\_

Campaign Consultant Name \_\_\_\_\_

Campaign Consultant Email \_\_\_\_\_

Campaign Consultant Phone \_\_\_\_\_

Pollster \_\_\_\_\_

Please return your resume with the completed questionnaire.

**LEADERSHIP**

Why are you running for this position?

What distinguishes you from the other candidates?

If elected to office what will be among your top legislative priorities? Specify goals.

**ENDORSEMENTS**

What groups/organizations, including business groups or PACs, have or will endorse you?

What groups/organizations have or may oppose you?

What prominent individuals will support you (elected officials, financial supporters, community leaders, etc.)?

What prominent individuals will oppose you?

**MONEY**

How much money did the winning and losing candidate in the last election for the office for which you are a candidate spend?

What is the most money you have raised for yourself in a past election?

How much money do you project you will raise to win this election?

How much of your personal money are you planning to contribute to your campaign?

**VOTERS**

How many votes will it take to win this election?

How will you communicate with all of these voters?

What is the most votes you have ever received?

Who do you consider your constituent voters?

Have you failed to vote in any elections in the past five years? If so, why?

Please attach two letters of endorsement from community members.

## STANDARD OF LIVING FOR WORKING FAMILIES

1. (a) Do you support the contracting out of public services?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?  
If yes, under what circumstances is contracting out appropriate?
- (b) In the event any work were to be contracted out by a public agency to a private firm, would you support the requirement that contractors bid for the contract based on the prevailing wage and benefit rate?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
- (c) What strategies will you advocate to in-source work, i.e., to return previously outsourced work to the city government?
2. (a) Do you support prevailing wage?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
- (b) Would you support the implementation of a Labor Compliance Program (LCP) to enforce the payment of prevailing wages in your county?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why? If yes, would you lead this action?
3. Do you support requiring tax audits for employers who violate labor laws such as workers' compensation, unemployment insurance and the minimum wage?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
4. Do you support a \$15/hour minimum wage for all workers with indexing?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
5. Do you support prohibiting employers from making workers sign away basic rights with mandatory arbitration agreements?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
6. Do you support requiring employers to provide predictable work schedules and give employees adequate notice of schedule changes?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
7. Do you support protections for workers in the "on demand" economy, including ensuring that they are properly classified as employees?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?

## WORKERS' RIGHTS

4. Do you support the use of card check agreements as a way for workers to decide on choosing a union? Will you publicly support calling for card-check in National Legislation, i.e. The Employee Free Choice Act?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?

5. When public funds become involved in a project (i.e. a hotel), do you support the use of neutrality agreements?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why and how?
6. (a) Do you support final and binding arbitration in collective bargaining and negotiations for public safety employees who do not have the right to strike?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
- (b) Do you believe that the San Jose City Charter provides for a binding arbitration process for public safety employees that is fair for all parties?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
- (c) Do you support final and binding arbitration for grievances for public employees?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
7. Do you support agency shop for public workers?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
8. Do you support the requirement that all employers be bound to the terms and conditions of an AFL-CIO Building Trades Council Project Labor Agreement on construction projects where government funds are involved?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
9. Do you support a pre-qualification policy for construction projects using public funds that limits bidders to firms that meet standards for quality of work and responsible business practices?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
10. What criteria would you use to define a “responsible bidder”?
11. Would you respect AFL-CIO sanctioned boycotts?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
12. Would you oppose a Paycheck Protection act?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
13. Should California become a “right to work” state?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
14. Should companies be liable or responsible for the treatment of the workers of the companies they contract with?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
15. Have you ever voted to impose a contract or supported imposing a contract?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
16. If elected, would you vote to impose a contract on government employees?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?

## BUILDING MEANINGFUL RELATIONSHIPS

17. Given the hostile climate against workers who are engaged in Union activity, would you take the following ACTIONS to support workers who are organizing for a collective bargaining agreement? Please list specific examples where you have already been active. *(Indicate a preference by placing an X on the appropriate line)*

**YES:**

**NO:**

- a) \_\_\_      \_\_\_      Walk picket lines  
b) \_\_\_      \_\_\_      Mediate with employers  
c) \_\_\_      \_\_\_      Write letters of support  
d) \_\_\_      \_\_\_      Fight for proper enforcement of current labor law  
e) \_\_\_      \_\_\_      Hold a press conference  
f) \_\_\_      \_\_\_      Speak at rallies  
g) Other, please explain.

18. Do you support the following legislation that guarantees workers' freedom to choose a union? *(Indicate your preference by marking an X on the appropriate line)*

- a) \_\_\_      Expedited elections to determine union representation  
b) \_\_\_      Labor and Management equal on-site access to employees during organizing campaigns  
c) \_\_\_      Prohibit the use of taxpayer funds to interfere with organizing, i.e. hiring anti-union lawyers and consultants  
d) \_\_\_      Other, please explain:

19. Do you support the following legislation to support workers' health and safety? *(Indicate your preference by marking an X on the appropriate line)*

- a) \_\_\_      Adequate funding for enforcement of regulations  
b) \_\_\_      Increase penalties/fines for those who violate health and safety regulations  
c) \_\_\_      Encourage the use of health and safety committees and training  
d) \_\_\_      Other, please explain:

20. If elected, will you honor (refuse to cross) a union picket line?

Yes \_\_\_      No \_\_\_      Why?

21. Have you ever cross a union picket line?

Yes \_\_\_      No \_\_\_      If yes, please elaborate.

### City Employees

22. What would you do to improve employee moral at the city?

23. (a) Do you agree that the City is having recruitment and retention issues with staff?

Yes \_\_\_      No \_\_\_      Why?

- (b) If so, how do you plan to address recruitment and retention issues to make San Jose a place where qualified candidates choose to work?

### Consultation

24. Will you:
- a)  Consult with the labor council when considering endorsement of local candidates and measures
  - b)  Participate in COPE legislative action committee meetings when called upon
  - c)  Call for and welcome input from COPE on relevant policy matters
  - d)  Expand traditional relations through joint development of legislative proposals
  - e)  Attend policy briefing sessions
  - f)  Ensure opportunity for direct access independent of staff
  - g)  Work to appoint qualified union members to boards & commissions
  - h)  Meet with City employees to discuss issues, including during negotiations

### ECONOMIC DEVELOPMENT and PUBLIC POLICY

25. If elected to office, which of the following will you support?  
*(Indicate your preference by marking an X on the appropriate line)*
- a)  Create a strategic plan with community, business, labor and academic input to help target investments to achieve high quality jobs, career mobility opportunities, and greater economic infrastructure in low-income areas.
  - b)  Require companies to make commitments to provide good jobs, career mobility opportunities, outreach to low-income neighborhoods; to establish long-term presence, and to provide lengthy notice and subsidy rebate if they leave prematurely.
  - c)  State, county and city contracts or tax abatements should not go to businesses with records of environmental and/or labor law violations.
  - d)  Corporations with more than three unabated OSHA violations are excluded from bidding on or receiving public dollars.
  - e)  Require public reporting and hearing processes for community input on large tax incentive packages.
  - f)  Require that economic development plans be integrated with housing plans so that job growth and housing opportunities are considered at the same time.
  - g)  Prohibiting the development or expansion of "Supercenter" or "Big Box" stores.

Which would be your top three priorities: \_\_\_\_\_

### Redevelopment Policy

26. If authority for RDAs is restored, would you support applying a Living Wage policy to the RDA of your city to require firms that receive major RDA service contracts or subsidies to pay a least a Living Wage to their employees and be held accountable for such a commitment?
- Yes  No  Why?

27. If authority for RDAs is restored, would you require that RDA subsidies be targeted towards firms that provide significant numbers of high quality jobs, career mobility and training opportunities, and their jobs accessible to residents of low-income neighborhoods?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?

### **Health Policy**

28. Would you support the ongoing investment of city/county resources in a program to enroll and insure all children throughout Santa Clara County?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
29. Do you support replacing the current healthcare delivery system in California with a “single payer” system and will you publicly support legislation to that end?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
30. Do you support the right of health care workers to utilize collective bargaining, binding arbitration or other work actions to resolve disputes over patient safety and quality of care issues (i.e. staffing)?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
31. Do you support access of women to comprehensive reproductive services, including the right to choose abortion services, in every health care delivery system?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
32. Do you support reducing or diminishing in any way essential elements of the safety net, including Social Security, Medicare, and Medicaid?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
33. What are you doing in your city to provide safe access for medical cannabis patients?
34. Do you support paid parental leave for workers?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
35. Would you support a citywide ordinance to provide paid sick days for workers?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?

### **Affordable Housing**

36. Do you support San Jose enacting a housing impact fee (a fee charged to market-rate housing development) to fund affordable housing?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?
37. Will you support requiring a specific percentage of affordable housing in every major specific plan or area plan in the city with the exception of those covering exclusively non-residential land uses?  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why?

### **The Budget**

38. (a) Can services and programs in the city be preserved at (or returned to) adequate levels without a tax increase?  
Yes\_\_\_\_\_ No\_\_\_\_\_ Why?
- (b) Do you support increasing the San Jose sales tax to fund transportation and public health?  
Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

If no, would you support a sales tax to restore city services?

39. If faced with budget shortfalls at the city, which of the following strategies would you use to address the problem. Please rank them in order of priority.

- (a) \_\_\_ Raise revenues  
 (b) \_\_\_ Reduce staffing levels  
 (c) \_\_\_ Furlough workers  
 (d) \_\_\_ Reduce wages and benefits of employees  
 (e) \_\_\_ Lay off workers  
 (f) \_\_\_ Institute rollbacks in benefits, like pensions or healthcare  
 (g) \_\_\_ Other:

40. (a) As the economy recovers from the Great Recession, what city services will you restore and in what order?

- (b) Are there any steps that you would take to ensure that there is sustainable funding for the city services you will prioritize?

41. What measures do you support to improve state and local government budgets? Please rank them in order of priority.

- (a) \_\_\_ Raise 'sin' taxes like tobacco or alcohol taxes  
 (b) \_\_\_ Closure of tax loopholes such as the oil severance allowance  
 (c) \_\_\_ Flex available federal funding for local projects  
 (d) \_\_\_ Change Prop. 13 requirements for businesses  
 (e) \_\_\_ Tax offshore profits for U.S. corporations where a significant portion of the business or services are located or sold in the U.S.  
 (f) \_\_\_ Change the way gas tax is calculated to reflect changing fuel efficiency standards  
 (g) \_\_\_ Reduce the threshold for parcel taxes and other revenue measures to 55% or a simple majority  
 (h) \_\_\_ Expand the sales tax to apply to services  
 (i) \_\_\_ Implement split roll for property taxes  
 (j) \_\_\_ Other:

### **Transportation**

42. What can the city do to support public transit operations?

43. a) Will you support an adequate budget for the Valley Transportation Authority that permits construction of all of the Measure A projects and adequate

staffing for the expanded bus system promised in Measure A and all rail projects?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

b) Will you support a tax increase to provide these revenues?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

44. Do you support the California High Speed Rail plan for the South Bay?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

45. Do you support the expansion of BART to San Jose?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

46. Will you support a Living Wage Policy at VTA requiring that all contract services including paratransit services must pay a Living Wage and be governed by labor peace and retention policies?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

47. Do you consider public transportation a vital service?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

48. Explain your definition of public transportation and the level of funding you think public transportation should receive?

---

49. What kind of transportation projects should qualify for "green economy" and expanded funding?

---

#### **Retirement**

50. Would you support legislation or an initiative to reduce defined benefit pensions?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

51. Would you support a two tier pension system for City employees?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

52. Do you support preserving, strengthening and protecting Social Security, lifting the cap on earned income that is taxed for Social Security, and maintaining at least the current retirement age and benefits?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

#### **Public Safety and Immigration**

53. Do you support comprehensive immigration reform based on human rights that includes: family unification, protections for workers through enhanced labor and immigration law protections, phasing out temporary worker (guest worker)

programs, rapid legalization, a pathway to citizenship for undocumented immigrants, and ending trade and foreign policies that dislocate people and cause them to migrate?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

54. The International Association of Chiefs of Police has stated that “local police agencies depend on the cooperation of immigrants, legal and illegal, in solving all sorts of crimes and in the maintenance of public order. Without assurances that they will not be subject to an immigration investigation and possible deportation, many immigrants with critical information would not come forward, even when heinous crimes are committed against them or their families.”

Do you support focusing the police departments efforts on deterring crime in your community instead of targeting law-abiding immigrants through partnerships with ICE that make police/sheriffs de facto immigration agents?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

55. With increased attacks on immigrant families through programs such as Secure Communities (SCOMM), a collaboration between ICE and local police departments, the need for local and federal protections for immigrant families is urgent now more than ever. Do you support SCOMM?

Yes\_\_\_ No\_\_\_ Why?

56. Will you advocate for humane policies and protections for undocumented immigrants contained in Santa Clara County’s civil detainer policy?

#### **Land Use**

57. Do you support smart growth strategies for your city?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

58. Do you support incorporating a health chapter into the General Plan (e.g. language that promotes access to healthcare services, access to healthy foods for all neighborhoods, and similar provisions)?

Yes\_\_\_\_\_ No\_\_\_\_\_ Why?

59. Will you support land-use decisions and economic development incentives to encourage retail outlets to provide healthy foods for all people, particularly in low income neighborhoods?

Yes\_\_\_ No\_\_\_ Why?

60. Do you support facilitating the expansion of Charter schools on City land without assessing the impact on traffic and the existing public school system?

Yes\_\_\_ No\_\_\_ Why?

#### **CANDIDATE PRIORITIES FOR WORKING FAMILIES**

61. If elected, what are your three top policy changes that you plan to achieve during your term in office that will benefit working families? Please explain how they will benefit working families.

The undersigned stipulates that the information provided above is their own true and accurate statement and represents the position of their candidacy.

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
DATE

\_\_\_\_\_  
WITNESSED BY

\_\_\_\_\_  
DATE

I agree to use union services as defined under the Labor Council's Union Services Policy during my election campaign and for all personal political activities during my term of office. I further understand I may call upon the Labor Council for information and assistance on this subject during my term of office.

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
DATE

\_\_\_\_\_  
WITNESSED BY

\_\_\_\_\_  
DATE

**POLICY FOR USE OF VENDORS**

1. **Union Vendors:** All affiliated AFL-CIO unions, friends of labor, and endorsed candidates/office holders will be expected to use union vendors when any services are paid and not donated, when union vendors are available as determined by the Central Labor Council.
2. **Boycotted Vendors:** No AFL-CIO union, friend of labor, or C.O.P.E. endorsed candidates/office holders will be given authorization to use a vendor which appears on any authorized AFL-CIO "Do Not Patronize" list. Said boycott listing is to be considered as a perpetual picket of a vendor.
3. **Donated Union Vendor Services:** If union vendors donate any services, the South Bay Labor Council should be informed of such, prior to any utilization of such services.
4. **Donated Non-Union Vendor Services:** All AFL-CIO affiliates, friends of labor, or C.O.P.E. endorsed candidates/office holders are expected to contact the South Bay Labor Council to request permission to use "Labor Donated" non-union vendors. In most instances, requests for exemption must be made no less than thirty (30) days prior to the use of said services. If exemption is warranted, permission may be given only by the Business Manager/ designee of the South Bay Labor Council. Permission will only be given if evidence can be furnished to prove that the labor was in fact donated to the affected party. This provision is not to be interpreted as a requirement to give exemption in all cases nor that any exemption is automatic.
5. **No Mandate To Require Services Not Planned:** Nothing contained in this policy shall be construed as authorizing any union to require the use of a type of vendor service which was otherwise not contemplated by a party.
6. **Penalty Imposed:** Any AFL-CIO union, friend of labor, or C.O.P.E. endorsed candidate/office holder who does not follow the above policies may be subject to action by the Council including but not limited to censure and/or removal of any endorsement.