

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

CANDIDATE QUESTIONNAIRE

Background

Full Name ___ Teresa O'Neill

For what district are you a candidate? ___ Santa Clara City Council District #4 _____

Home Address ___ 2822 Sycamore Way, Santa Clara, CA 95051-5642 _____

Cell Phone ___ 408-219-9624 _____ Home/Alternate Phone _____

Exact Campaign Committee Name ___ O'Neill for Santa Clara City Council 2020 _____

Fair Political Practices Committee I.D.

Number ___ Pending _____

Personal Email

Address ___ teresa.oneillsc@gmail.com _____

Website ___ www.teresaoneill.org _____

What is your registered Party Preference as indicated on your voter registration? ___ Democrat _____

Campaign Treasurer Pending _____

Committee Address ___ 2822 Sycamore Way, Santa Clara, CA 95051-5642 _____

Campaign

Email ___ Oneill4SCD42020@gmail.com _____

Campaign

Website ___ www.teresaoneill.org _____

Campaign Manager Name ___ Pending _____

Campaign Manager Email ___ Pending _____

Campaign Manager Phone ___ Pending _____

Campaign Consultant Name ___ not applicable _____

Campaign Consultant Email ___ not applicable

Campaign Consultant Phone ___ not applicable _____

Pollster ___ not applicable _____

LEADERSHIP

Why are you running for this position?

I am a native of Santa Clara County and have lived in the city of Santa Clara most of my life. I care deeply about our community and everyone who is a part of it. I believe I have the ability, experience, independence, and courage to continue to make Santa Clara a better place to live, work, and play. While we have made great strides in improving our governance, I still have work to do on the priority areas I established when I was first elected: strengthen City finances, build stronger partnerships in our city, promote better government, and grow strong, healthy neighborhoods.

What distinguishes you from the other candidates?

I have a much stronger combination of leadership experience in government, non-profit organizations, and private enterprise, including having served as a Santa Clara Planning Commissioner and a Trustee on the Santa Clara Unified School District Board of Education, in addition to my current service as a Santa Clara Council member. I have made difficult decisions in good times and bad times, always keeping in mind how those decisions impact the lives of people and the future of our community.

If elected to office what will be among your top legislative priorities? Specify goals. Continue to improve governance and oversight of major City-owned assets to make sure they are contributing as much as possible to improving quality of life for Santa Clara residents. Strengthen our sustainability program throughout all aspects of city government to make a more meaningful contribution to fighting climate change and to increase our resilience for surviving the changes that are already happening. Create an overarching strategy so that all city programs and initiatives are looked at the lens of how will this improve the quality of life for Santa Clara residents.

ENDORSEMENTS

What groups/organizations, including business groups or PACs, have or will endorse you? COPE is the first organization I have heard from during this campaign cycle.

What groups/organizations have or may oppose you? None directly so far but I expect opposition from outside entities that have or have had contracts to operate City of Santa Clara facilities or functions.

What prominent individuals will support you (elected officials, financial supporters, community leaders, etc.)? I am just starting to get endorsements, but Mayor Lisa Gillmor, Valley Water Director Richard Santos, and SCUSD Trustee Mark Richardson have endorsed me thus far. I expect to get endorsements from many community members and local elected officials.

What prominent individuals will oppose you? Perhaps executives of those entities that have had difficulties in complying with their contracts with the City of Santa Clara.

MONEY

How much money did the winning and losing candidate in the last election for the office for which you are a candidate spend? Winning (me)-- \$21,089 Losing-- \$39,066 (Rafah) and \$7068

(Park)

What is the most money you have raised for yourself in a past election? \$24,375

How much money do you project you will raise to win this election? \$25,000 (the fundraising cap)

How much of your personal money are you planning to contribute to your campaign? Up to \$5,000

VOTERS

How many votes will it take to win this election? Approximately 4,000—will depend on how many candidates there are in the race. With the implementation of six districts, votes needed to win obviously are much lower than in previous elections

How will you communicate with all of these voters? In the past, I have walked many precincts with volunteers, done 2 mailers, distributed lawn signs, had neighborhood gatherings, and used some social media. With the landscape still somewhat unknown with Covid-19, we may need to change strategy as people may not want to open their door or come to in-person gatherings. Probably will increase the use of social media, internet ads, and internet-based meetings with voters.

What is the most votes you have ever received? 19,634

Who do you consider your constituent voters? Women, Democrats, environmentalists, K12 education supporters, good government advocates

Have you failed to vote in any elections in the past five years? If so, why? I registered to vote on my 18th birthday and have elected in every election since then.

Please attach two letters of endorsement from community members. *Sent separately.*

STANDARD OF LIVING FOR WORKING FAMILIES

1. (a) Do you support the contracting out of public services?
Yes _____ No X Why? Except for some construction or highly technical services that may be best provided by private firms for public works or that are only needed for a limited time, I prefer that local governments directly manage the employees providing services to the public to better control working conditions and the quality of the service or product provided.
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 x No _____ Why? Public agencies shouldn't be leading the leveling-down of everyone's wages.

2. (a) Do you support prevailing wage?
Yes x No _____ Why? Government employees or those working on government contracts should be paid a wage comparable to other workers in the area for similar work.

(b) Would you support the implementation of a Labor Compliance Program (LCP) to enforce the payment of prevailing wages in your county?
Yes x No _____ Why? My understanding is that LCPs have to be established in legislation and approved by the Department of Industrial Relations. Perhaps there could be a way to have an existing County department be allowed to do the monitoring.

3. Do you support prohibiting employers from making workers sign away basic rights with mandatory arbitration agreements?
Yes X No _____ Why? In my admittedly limited experience, pre-established agreements to use arbitration usually benefit the party who requested the arbitration agreement. Most workers won't have much knowledge of how the arbitration will actually work or enough legal or contractual expertise to navigate effectively through the process.

4. Do you support requiring employers to provide predictable work schedules and give employees adequate notice of schedule changes?
Yes x No _____ Why? Having irregular work schedules has proven to wreak havoc in a number areas of employees' lives, particularly if the employee is also trying to attend school, has another job, has obligations for child or elder care, or has challenges with transportation. Having one piece of your schedule be variable can destroy it.

5. Do you support the unanimous California Supreme Court decision in *Dynamex* to give employment status to millions of misclassified workers?

Yes No Why? There has been a growing trend over the last 40 years to increase the numbers of contractors in many industries. While some contractor employees may receive a higher hourly rate, they usually don't receive benefits and may have their hourly rate reduced significantly to have a third party manage their contract. Contract employees tend to have less employment security. However, I do think that AB5 does need to have some additional fine tuning for some categories, such as performing and visual artists, most of whom go from engagement to engagement.

WORKERS' RIGHTS

6. Do you support a policy that would require city/district contractors to reach a labor peace agreement with unions that seek to organize their workers?
Yes No Why? I believe that all workers should have the right to pursue union organization, including allowing union representatives the same access to employees that management representatives have.
7. Do you support a worker retention policy for your city/district that prohibits firing cafeteria, hospitality, janitorial and security workers without cause for at least 90 days after a large company replaces the current contractor?
Yes No Why? The City of Santa Clara enacted a worker retention ordinance about 3 years ago. The ordinance has been successfully used during changes in contractors at Levi's Stadium and the Santa Clara Convention Center.
8. Do you support a living wage policy for your city/district and its contractors?
Yes No Why? Before we take additional steps on mandating wage changes, I want to evaluate the impacts of the changes we have made to minimum wage, which is currently \$15.40 in Santa Clara, particularly during this Covid-19 recession with its associated high unemployment
9. Do you support the use of card check agreements as a way for workers to decide on choosing a union?
Yes No Why? My preference is that management and unions agree to follow the process in the National Labor Relations Act and have fair and open elections. If management is blocking elections and the NLRB is not enforcing the law, then the use of card check is an acceptable alternative.
10. 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? Similar to the above answer, I prefer that we have the Federal and State governments enforce existing law to provide fair organizing opportunities. If a government agency is involved in a construction project or is awarding a contract, requirements can be put into development or franchise agreements.
11. 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 x _____ Why? I believe that ultimately, elected officials need to be responsible for making decision on behalf of the voters, not a third party. I support using a range of dispute resolution processes, but if the dispute resolution is not successful, the elected officials are the ones empowered by the voters to make decisions on their behalf.

12. Do you support agency shop for public workers?
Yes x _____ No _____ Why? If a majority of public employees in a jurisdiction have voted to have union representation, then the union should represent all employees in negotiations. It is not realistic or practical to think that non-union employees won't receive the wage and benefit package that the union has negotiated on behalf of its members.
13. 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 x _____ No _____ Why? Having the most qualified bidders on public works projects helps ensure that that resulting project will be higher quality, that works will be treated fairly, and that cost and completion requirements will be met. This is being a good steward of public funds.
14. Would you respect AFL-CIO sanctioned boycotts?
Yes _____ X No _____ Why? This is a "it depends" situation. I would have to know the specifics of the boycott.
15. Should California become a "right to work" state?
Yes _____ No X _____ Why? Similar to #12, if a union has been approved by a majority of the workers in an employee unit, it is very difficult to manage non-union member employees.
16. Should companies be liable or responsible for the treatment of the workers of the companies they contract with?
Yes x _____ No _____ Why? It is in the best interests of the company to ensure fairness and good treatment for all the employees who help the company be successful. Companies can have standards in their supply chain agreements to ensure that their contractors comply. In those situations, contractors can assume liability.

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) <u>X</u> _____ | _____ | Walk picket lines |
| b) <u>X</u> _____ | _____ | Mediate with employers |
| c) <u>X</u> _____ | _____ | Write letters of support |
| d) <u>X</u> _____ | _____ | Fight for proper enforcement of current labor law |

e) _____ Speak at rallies

f) Other, please explain. When I was a school board member in 2005, then-Governor Schwarzenegger had called a special election that included a measure that was not favorable to Santa Clara's AFT affiliate and UTSC. I believe I was the only board member who wrote a letter of support, spoke before the Santa Clara City Council to attempt to get their support to vote against the ballot measures, did precinct walking, and made phone calls.

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) Increased availability of personal protection equipment

b) Adequate funding for enforcement of regulations

c) Increase penalties/fines for those who violate health/safety regulations

d) _____ Other, please explain:

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

Yes No _____ Why? Unless the picket line is not sanctioned and is endangering public safety.

21. Have you ever crossed a union picket line?

Yes _____ No If yes, please elaborate.

City Employees

22. (a) Do you agree that your city/district is having recruitment and retention issues with staff?

Yes No _____ Why? The Bay Area is a very expensive place to live and some employees leave to move to lower cost-of-living regions. Also, the workforce pool is getting smaller, and we compete with other public agencies and the private sector to get employees. Employees move back and forth between agencies. But I would guess that Santa Clara has less issues than other jurisdictions.

(b) If so, how do you plan to address recruitment and retention issues to make your city/district a place where qualified candidates choose to work? We have been giving good salary increases and are improving benefits. I am very proud that we have instituted a "working scholars" program where employees can apply for admittance to a distance-learning program where they can earn a college degree where Santa Clara is paying the tuition charges. Employees are speaking very highly of the

program.

23. Have you ever voted to impose a contract or supported imposing a contract?
Yes _____ No X Why? This has never been an issue during my time as an elected official.
24. If elected, would you vote to impose a contract on government employees?
Yes X No _____ Why? Only as an absolute last resort when all other means to reach agreement with essential employees have failed and the public's safety is at risk.

Consultation

25. Will you:
- a) x Consult with the Labor Council when considering endorsement of local candidates and measures. Comment: When appropriate. I make myself available to a wide variety of people who wish to talk with me.
 - b) x Call for and welcome input from COPE on relevant policy matters
Comment: Again, I am very open to discussion to anyone who requests to meet with me.
 - c) x Expand traditional relations through joint development of legislative proposals
Comment: When appropriate.
 - d) x Ensure opportunity for direct access independent of staff
 - e) x Work to appoint qualified union members to boards & commissions
Comment: I want to appoint qualified people, whether they are union members or not. In reality, union membership has never come up during the appointment process in my experience. I frequently encourage community members I meet to apply for committees and commissions.
 - f) x Meet with City employees to discuss issues, including during negotiations
Comment: When appropriate. I have taken calls and meetings with bargaining unit members and have met with a couple of employee groups membership meetings. Most of those discussions were more about the budget process than their specific MOU.

ECONOMIC DEVELOPMENT and PUBLIC POLICY

26. If elected to office, which of the following will you support?
(Indicate your preference by marking an X on the appropriate line)
- a) x Require companies to make commitments to provide good jobs, career mobility opportunities, and outreach to low-income neighborhoods.
Comment: I support these concepts, and we encourage companies to be good members of the community, but we are limited in what we can compel them to do if we aren't contracting with them.
 - b) x State, county and city contracts or tax abatements should not go to businesses with records of environmental and/or labor law violations.
 - c) x Corporations with more than three unabated OSHA violations are excluded from bidding on or receiving public dollars. Comment:

Depends on the type and extent of the violations, but I support strong enforcement of health and safety regulations.

- d) Require that economic development plans be integrated with housing plans so that job growth and housing opportunities are considered at the same time. Comment: we are addressing this through the use of a number of specific plans that include housing and commercial within the scope of the plan.
- e) _____ Prohibiting the development or expansion of “Supercenter” or “Big Box” stores. Comment: this hasn’t been effective in Santa Clara in the past and I don’t see as an issue with the changes in retail.

Which would be your top three priorities: 1. Accelerate the progress of the Related Santa Clara project, which will be a source of general fund monies for Santa Clara, good construction jobs, on-going employment, and a driver for nearby housing development. 2. Complete our many specific plans so that we can expedite development of well-thought-out, integrated projects, 3. Work with SCUSD, Mission College, and Santa Clara University along with our employers to develop more comprehensive on-going workforce development programs that actually are effective.

Health Policy

- 27. 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 X No _____ Why? Comment: Undecided on single-payer as the next step, as I think change will have to be incremental. But I support universal access to health coverage.
- 28. 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 X No _____ Why? Generally, I do not support binding arbitration but would need more specific information, but the other mechanisms I support.
- 29. Do you support access of women to comprehensive reproductive services, including the right to choose abortion services, in every health care delivery system?
Yes X No _____ Why? I have my personal concerns with abortion, but I believe that access to reproductive health care should be available to everyone.
- 30. Do you support reducing or diminishing in any way essential elements of the safety net, including Social Security, Medicare, and Medicaid?
Yes _____ No X Why? Having large segments of our population be financially insecure and with compromised health because of lack of access to medical care undermines our entire country, especially our freedoms and security.
- 31. What are you doing in your city/district to provide safe access for medical cannabis patients? While Santa Clara doesn’t have any medical cannabis outlets, I have not heard

- of any complaints from residents about being able to access medical cannabis.
32. Do you support paid parental leave for workers?
 Yes No Why? We have to come up with a plan for the nature and amount of leave that should be provided, and then figure out how we pay for it. If we don't start supporting parents better, they will stop having any children, which completely undermines our community.
33. Would you support a citywide ordinance to provide paid sick days for workers?
 Yes No Why? As we are currently seeing, there are many consequences from compelling people to come to work when they are sick. Most of the workers who aren't receiving sick leave are in the restaurant sector. We have to educate our residents that we will all have to pay more for eating out (and in other small businesses) so that their employees can have a better and fairer standard of living.

Affordable Housing

34. 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? Santa Clara is already doing this in our specific plans and we have adopted an inclusionary housing ordinance. We have to provide more housing closer to jobs for all the categories of workers, not just the most highly paid. It is not sustainable to expect people to spend hours a day commuting to their jobs.
35. Do you support rent control with annual rent increases that track CPI?
 Yes No Why? I generally don't support rent control, as I think it usually works against really solving the problem. I am open to considering some limits on annual increases.
36. Do you support increasing funding for affordable housing? If so, how do you plan to address the issue when elected? Yes, I support more funding for affordable housing. Santa Clara is getting some funding from our inclusionary housing ordinance's in-lieu fees. We are also looking at all the property the city owns to see where we might be able to build. We also look for properties that we may be able to afford to buy. For example, when we decided to move a fire station, we put out an RFP to redevelop the site with affordable housing. A few years ago, we bought a derelict motel on El Camino Real and have that property in our queue to be developed for affordable housing. Affordable housing financing is one of the most complicated issues in government. With interest rates so low, I think we should look at making the use of bonds or certificates of participation easier. Also, we can look at making more and larger tax credits available as well as seeing what zoning and general plan changes could be made to facilitate more affordable housing development. And if we can get more supply in the market, I do believe prices will moderate somewhat.

The Budget

37. If faced with budget shortfalls at the city/district, which of the following strategies would you use to address the problem? Please rank them in order of priority.
- (a) 2 Raise revenues
 - (b) 4 Reduce staffing levels
 - (c) 3 Furlough workers
 - (d) 5 Reduce wages and benefits of employees
 - (e) 7 Lay off workers
 - (f) 6 Institute rollbacks in benefits, like pensions or healthcare
 - (g) 1 Other: Process and system improvements to make delivery of services more efficient
38. What measures do you support to improve state and local government budgets? Please rank them in order of priority.
- (a) 4 Raise "sin" taxes like tobacco or alcohol taxes
 - (b) 1 Closure of tax loopholes such as the oil severance allowance
 - (c) 2 Flex available federal funding for local projects
 - (d) 6 Change Prop. 13 requirements for businesses
 - (e) 5 Reduce the threshold for parcel taxes and other revenue measures to 55% or a simple majority
 - (f) 3 Expand the sales tax to apply to services
 - (g) 7 Implement split roll for property taxes
 - (h) Other:

Transportation

39. What can the city /district do to support public transit operations? The City can make sure that their General and specific plans support transit-oriented communities that will facilitate the use of public transit. The City must assess transportation impact fees and actually collect them and include transit improvements in improvements to be funded. Depending on the scope of development proposals, cities can use Multi-Modal Plans and Transportation Demand Management programs to support the development and use of public transit.

Retirement

40. Would you support legislation or an initiative to reduce defined benefit pensions?
Yes No x Why? I believe employees should have adequate pension plans, but we need to ensure that they will be there when the employees need them. Largely because of concerns I raised, Santa Clara established a pension trust fund that we have contributed monies to during the last few years to take additional steps to begin to address the level of unfunded liabilities. We will have to all strategize to determine how we will address the funding issues that will be part of the legacy of Covid-19.

41. 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? With the income inequality in the U.S., Social Security is the only retirement income for many people. We definitely should remove the cap on taxed income. I have read that much of the funding issues with Social Security can be mitigated with the removal of the cap. However, we do need to have ongoing actuarial monitoring to determine retirement ages, as life expectancies are about 25 years longer than when 65 years of age was chosen as the primary retirement age.

Public Safety and Immigration

42. 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? It is the just and practical thing for this country to do. Immigrants are a valuable part of our community and an essential part of our workforce. Immigrants allow the U.S. economy to grow, particularly in a time when we have a decreasing birthrate and an aging population. One of the things that has made the United States unique is that the country has been built on immigrants coming from around the world over centuries.
43. 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? Immigrants tend to commit crimes at much lower rates than longer term residents. They work at many essential jobs. Our police resources are increasingly limited and we need to focus their efforts at people and activities that truly put the community at risk.
44. 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? Our public safety programs need to focus on those people who are causing the real threats to the community and not divert local

resources. This does not mean we don't pursue violent and serious offenders. But my fear is that programs like SCOMM undermine our programs such as community policing and our work to involve the community in protecting vulnerable residents.

Land Use

45. 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? I was on Santa Clara's General Plan steering committee and we included a health and safety approach as one of our main strategies. We have much work ahead of us, but have made progress on rethinking our parks and playgrounds to include all the principles of healthy play, adding more parks, establishing our first community garden, updating our bicycle plan and completing our first pedestrian plan. We partner with the Healthy Kids Foundation and SCUSD to enhance the health and well-being of our school children. Santa Clara worked hard to keep the Kaiser-Permanente Medical Center in Santa Clara, and fought to convince KP to keep an emergency room open to serve Santa Clara. If we aren't healthy, then our quality of life diminishes tremendously.
46. 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? I can't see my ever supporting putting a charter school on City land because we have so many needs for land. Also, as a former school district trustee I have seen the issues caused by many charter schools, including one in my own community.

LOCAL ISSUES AND INITIATIVES

47. There has been discussion of changing San Jose's charter to a strong mayor model. Such a move would take power away from the 10 elected council members representing San Jose's diverse geographic districts and shift it to the Mayor's office. This would include, but not be limited to, authority over senior city staff hiring and firing decisions and veto power over council decisions. Do you support a strong mayor model for San Jose?
Yes No Why? As I am not a resident of San Jose and don't foresee becoming one, I really don't have an opinion on this issue. The voters of San Jose can look at cities such as Oakland and San Francisco and decide what might be best for the future of San Jose.
48. Do you support including workforce standards in all projects built that receive a public subsidy?
Yes No Why? Publicly funded projects should exemplify the highest standards that we want all projects to embody. We have a substantial body of safety and worker protection standards that we need to be sure are being enforced and also have a

discussion on what else may be needed.

49. California is now 41st in per pupil school funding. Do you support increasing funding for public education above the minimum set by Proposition 98? What will you do to help increase state and local funding for public schools? Do you support the Schools and Communities first campaign to roll back prop 13 for businesses to close the property tax loophole (funding for schools and local public services)?

Yes No Why? Proposition 98 was meant to be a floor for public school funding. Unfortunately, in most years, it has become the ceiling. We may be facing several more years of reductions in Prop 98 funds, and the great shell game that is school financing in California. We do need to look at closing the loophole in Prop 13 that has allowed many commercial properties from being reassessed when, in reality, there has been a change of ownership. I haven't had a chance to read all the provision of the Schools and Communities First campaign. Under California's original state constitution, the first purpose for taxes was to fund public education. We need to get back to that focus, which probably requires assessing which other state programs can be reduced or eliminated. Certainly there is money to be saved in the Department of Corrections and Rehabilitation by focusing on the latter.

50. The COVID-19 pandemic has created a surge in unemployment, making it impossible for many families to pay rent. The County of Santa Clara has banned evictions so families who cannot pay rent are not evicted. Do you support a rent pause where renters would not have to repay rent after the crisis?

Yes X No Why? This is an "it depends" situation. Santa Clara has adopted an eviction moratorium and is putting a lot of our available funds into rent assistance and small business grants. If we are going to "pause" on rent payments, then we have to look at how we compensate property owners, particularly the small owners who are paying mortgages on their property or may be depending on rent for their basic living expenses. I am receiving correspondence not only from renters, but from those property owners who are also very fearful for their future. We need a solution for both.

51. Many essential workers, including healthcare and childcare providers, are forced to work without the personal protection equipment needed (PPE) to keep them safe. If elected, what steps would you take to make PPE more readily available for all essential employees? In Santa Clara, we have been re-establishing our reserves of PPE and are distributing masks and gloves that have been donated in the community. We can see if there is sufficient language in our fire department inspections to cover requirements to show adequate PPE supplies. More importantly, we can work to make sure that County and State inspectors are ensuring that healthcare and childcare providers are supplying PPE to their employees and have adequate supplies in reserve.

52. As construction in the County begins, it is imperative to keep workers safe and healthy. Workers who do not have healthcare have a greater likelihood of working even if they do not feel well. Do you support allowing only job sites that provide healthcare to all workers to reopen?

Yes X No Why? Not sure about this as not sure what the scope of this. I

need more details as to if and how this would be enforced. Perhaps there are incentives that could be given to employers who provide healthcare coverage. I certainly support universal healthcare coverage, particularly for workers in at-risk categories.

CANDIDATE PRIORITIES FOR WORKING FAMILIES

53. 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.
1. Not necessarily a policy change, but during the coming years of unknown financial challenges, examine all financial decisions for their impact on provision of direct services to working families in Santa Clara. Having robust and reliable police, fire, EMS, water and sewer, electric, library, parks, and street maintenance at some of the lowest taxes and fees in the region is very important to working families.
 2. In conjunction with the implementation of a new Climate Action Plan and the transition to new traffic mitigation measures, prioritize the development of alternative transportation solutions to provide faster, cleaner, and healthier commutes and travel around Santa Clara. Working families pay a higher percentage of their incomes in sales and gasoline taxes thus they will benefit from more transportation alternatives, including more effective transit.
 3. With our in-process Zoning Code update and pending General Plan phase review, remove impediments to the development of thoughtful, well-planned complete communities that include affordable housing.

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



SIGNATURE

May 25, 2020

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 be 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.

iam#1101af1-cio/pb