



# Alameda Labor Council, AFL-CIO

## Local Election Questionnaire 2018

### November General Election

### Mayor

**Thank you for responding to this Candidate Questionnaire from the  
Alameda Labor Council, AFL-CIO.**

In Alameda County, more than 100,000 working families have a voice on the job through over 125 local unions. Prior to each election cycle, union members meet in Central Labor and Building Trades Councils to interview candidates and determine which candidates support working families' issues and merit labor's endorsement.

Your responses to the questions here will be used to make endorsement decisions at the local level, and will be used to demonstrate the difference between candidates in communications to union members. Please be candid, complete, forthright in your responses, and prompt in returning the completed questionnaire.

Completed questionnaires should be signed and **returned by the date specified in your invitation letter to:**

Liz Ortega, Executive Secretary Treasurer: [liz@alamedalabor.org](mailto:liz@alamedalabor.org) and CC organizer@alamedalabor.org

Alameda Labor Council, AFL-CIO,  
7750 Pardee Lane, Suite 110  
Oakland CA 94621  
Phone: (510) 632-4242

**In addition to completing this questionnaire, we ask all candidates to:**

- **Include as an attachment to your e-mail, a high resolution photo (headshot).**
- **Attach a copy of your resume.**
- **Attached a complete endorsement list.**
- **Bring a signed original of your questionnaire to your interview.**

**Thank you.**

Name: Arun Goel	Office Sought: Dublin Mayor
Home Address: 2838 Southwind Lane	Home City & Zip: Dublin, 94568
E-Mail: <a href="mailto:agoel@arungoel.net">agoel@arungoel.net</a>	Cell Phone: 510-673-0482
Occupation: Civil Engineer/Project Controls Engineer	Employer: MasTec
Work Address: 650 Quinn Avenue, San Jose, CA 95112	Work Phone:
Campaign address: 2838 Southwind Lane	Campaign Phone: 510-673-0482
Campaign ID Number (FPPC): 1406144	Political Party: Democrat
Consultant and/or Campaign Manager: None at this time – Self Managed	Committee Name: Arun Goel for Mayor 2018

### Background

- **Have you failed to vote in any national, state, local or special elections?** Not to my recollection.
- **Which public offices have you held? (Include dates of service)**  
Dublin City Councilmember (December 2016 to present) and Planning Commissioner for the City of Dublin (appointed in Dec 2012 for term commencing Dec 2012 through Dec 2016)
- **Describe your work with union members in previous positions.**  
As a Councilmember and a Planning Commissioner I have had no interaction with union members. However, I have been a past member and Chapter Vice President of Local 21 IFPTE. In my prior job, in a management role, I had members working for me from ESC Local 20 IFPTE and IBEW1245.
- **Briefly describe your work background.**  
Been a design engineer, project manager, project delivery, construction manager, cost and schedule control, and project controls engineer with a proven track record in negotiations, stakeholder buy-in, funding and budget management, development and management of Small Business Development programs, and major capital infrastructure delivery (over \$360B).
- **Briefly describe your educational background.** Masters and Bachelor's degree in Civil Engineering

- **Are you a union member?** Not anymore now in management role. **To which unions have you belonged?** IFPTE Local 21
- **What was your level of participation (steward, officer, member of bargaining team, etc.)?** Officer (Vice President), shop steward, and member of bargaining team.
- **To what fraternal, professional, civic or social organizations do you belong? What is your level of participation?** Currently an HOA board member for over 13 years, previously a president for 3 years (community of 562 homes). Also a key supporter for many organization supporting education for less fortunate and veterans, a few key examples include Yours Humanly and the Sean Brocke Foundation
- **Will you seek higher office?** Unsure at this time.
- **How much money does your campaign expect to fundraise?** How much do you currently have on hand? Plan to raise approximately \$25,000 and currently at \$6500.
- **How will you win?** Using a grassroots approach, with networks already developed, and a brand in the community for providing leadership and advice. Many in the community believe in my vision, process, and policy, as I have proven to have worked for them. There will be a combination use of social media, flyers, door-to-door canvassing, meet & greets, town halls, debates and forums. This will be built upon the success, analytics, and strategies used for the victory in 2016.

### Leadership & Priorities

1. **What are your goals and priorities in elected office? What issues will this election help to shape?**  
Focus on aligning infrastructure and safety to meet the demand of the growing city, while proactively managing the city's anticipated deficit in 2024, and enhancing transparency. This election will shape the ability for a unified community voice to insure development of critical infrastructure that the community needs and wants, (i.e. retail centers, improved roadways, trails, and improved bike networks).
2. **How will you achieve these objectives? Please describe how you have worked with unions in the past to meet goals.**  
In my first 90 days in office I will be focused on the creation of 4 committees/advisory groups that will be directly reporting to me with subject matter expertise. In addition, I will work on developing consensus with the community and developers for a common goal through productive negotiations where a solution for a unified win is achieved and also seeking funds from funding agencies that currently have earmarks for capital project gaps
3. **What public administration or leadership experience do you have? Please explain the programs you have developed and implemented for the benefit of the public.**  
Served a Councilmember since December 2016 and a Planning Commissioner from 2012 to 2016. While working at the Alameda County Transportation Commission (Alameda CTC) I helped develop and administer the Safe Routes to School Program and the BikeMobile Program, expanding its offers,

becoming sustainable and serving kids to educate them on walking, biking, and using transit. I also helped deliver several highway projects, including the operation and maintenance of the Express Lanes in Alameda County till August of 2015. In addition, worked on the committee for transportation improvement that helped pass Measure BB in 2014.

4. **What do you think are the three (3) largest challenges facing the city today and how will you solve them?**
  - a. Housing outpacing infrastructure – need to slow the aggressive development in the city to insure smart growth, insuring the population is well served with necessary amenities (i.e. schools, retail infrastructure, and roads/trails/paths)
  - b. Traffic Congestion – implement technology to better coordinate traffic circulation, address setback requirements leaving options for the future, and provide an enhance biking network
  - c. Contracting practices and transparency – develop better contracting practices and procedures to insure transparency, best value, and technical expertise more aligned with other jurisdictions in Alameda County
  
5. **What distinguishes your goals and priorities from other candidates’?**

The key element that distinguishes my goals and priorities is that I have the expertise of implementation of these very elements and a proven track record to deliver quickly, which will be utilized for setting policy and providing direction to City staff.
  
6. **How would you ensure that less affluent areas of the city receive the same level of services as more affluent areas?**

As implemented at Alameda CTC there would need to be a formula established to insure geographic distribution which will be based on existing roadway infrastructure, existing capital investments, current population, along with a priority matrix.
  
7. **What do you think the three (3) main issues or concerns are impacting voters in your district and how would you address them?**
  - a. Housing – too much housing growth occurring too quickly not aligned with existing infrastructure, slow the pace of zoning conversions and insure smart growth with aligned updated city vision
  - b. Schools – insufficient school infrastructure where demand exists. Develop a more aligned city vision with collaboration with the School District
  - c. Traffic Congestion – as indicated above use technology and utilize funding from agencies that have funds earmarked for the transportation corridor like Dublin Blvd

#### Right to Organize

8. **Please describe the actions you have taken to support workers’ right to organize locally.**

As of current, I have not taken action to support workers’ right to organize locally, however I have expertise as a result of being a Chapter Officer of Local 21 IFPTE where we expanded classifications for incorporation.
  
9. **If elected, how will you help workers who desire to form a union?**

Outside of my place of employment, I will be able to work with Union Business Managers to insure potential workers understand the key benefits and strength of unions.

10. **Do you support Minimum & Living Wage campaigns and other such efforts in other cities?**

***Would you support a similar effort in your city?***

*Yes, since the cost of Living in adjacent areas develops a constraint for obtaining necessary talent along with impacting the economic growth of the city.*

11. **Do you support the right of Home Care workers to organize and fight for better wages in the city and county? What public actions would you take to support your position?**

Yes, I would help them again understand the benefits of unionization and point them in the direction of unions like SEIU that are well organized and understand the specific needs of union employees in similar classifications.

12. Please check which actions you would be willing to undertake:

- ✓ Sign a letter of support to workers and the public
- ✓ Personally speak to an employer about remaining neutral during an organizing drive
- Speak at a public forum on the right to organize
- ✓ Refuse to patronize an employer who conducts an antiunion campaign
- ✓ Pass an ordinance or support an initiative supporting worker rights and living wages
- ✓ Support legislative action to prevent taxpayer funds from being used against workers during organizing campaigns
- ✓ Assist workers in obtaining a first contract

Public Worker Issues

13. **Should union members be involved in the budget process? What steps will you take to ensure their meaningful participation?**

Union members should be allowed to participate by providing feedback to develop necessary awareness of critical decisions of budgets that may impact workforce and level of service, however they would not be considered a decision maker, stakeholder, nor have a vote as a result of being a direct conflict in the decision making process. I will make sure to insure that union members are provided sufficient notice to participate in the public forums and workshops.

14. **What role should the City Council play in labor issues? How can the council support workers?**

At the City of Dublin many safety union contracts are not part of the City's jurisdiction, but rather the County's.

15. **What is your assessment of the involvement of the City Council in the most recent contract negotiations?**

During my tenure on Council I am unaware of which union contracts the City of Dublin council participates in.

16. **With regard to the above negotiations, what lessons are there to be learned for the next round? What would you do differently?** N/A
17. **In future negotiations, what role would you play to avoid reaching impasse?** N/A
18. **Which form of union security do you support for public employees: union shop, open shop, agency shop, modified agency shop? Explain why.**  
I support Union Shop primarily as the strength in numbers helps to deliver the promise of protecting all union members for a common vision, however if union members are open to slight flexibility to provide membership an option then a Modified Union Shop is an option.
19. **Do public employees have the right to strike? Would you vote for an injunction against a strike?**  
Yes public employees should have the right to strike as long as there is no significant impact to the public. Support for an injunction against a strike will be evaluated on a case by case basis, due to potential impacts to the public which could have significant adverse impacts.
20. **Many retirees can no longer afford to stay in the communities they served for many years. Describe the steps you would take to ensure that long-term city employees have adequate pension benefits.**  
This is a situation, as a prior government employee, that even I was faced upon. I believe the pension reform direction needs to be re-evaluated in combination with the compensation packages.
21. **Will you consult with the impacted unions if there are attempts to put “pension reform” on the ballot or change the current pension system for city employees?**  
Yes, many don’t realize the benefits the union membership provides to long-term sustainability for operational benefits of jurisdictions.
22. **As an elected official, the Brown Act allows you to be accessible to workers and their representatives on work-related issues, including the negotiation process. What steps will you take to be accessible to workers and their representatives, and if needed, act as a facilitator when negotiations reach impasse?**  
I would make myself accessible to understand the issues and concerns by both parties (except my current place of employment and unions I deal with as a manager)
23. **Do you support the use of electronic monitoring devices to record employees’ actions?**  
No, this is an invasion of privacy in my opinion. If such action needed to occur, then management would need to follow-up and track employee’s actions relative to expectation physically.
24. **Will you consult with union representatives before contracting with a law firm or consultant to manage the jurisdiction’s labor relations?**  
No as this should be an unbiased decision for the function of leading to a fair outcome.

25. **As a City Councilmember, how would you encourage building owners, (who control the building service economy), to provide livable wages and benefits to the janitors and security officers who service their buildings?**  
 Uncertain at this time if the buildings are privately owner, potentially evaluate an incentive program for building owners to offset costs incurred with the city. This would need to be evaluated based on the budgetary constraints with the city.
26. **How would you ensure that all buildings owned by the city and leased to private entities use unionized janitors and security officers?**  
 This can be an inclusion in the lease agreement terms.
27. **How would you ensure that only responsible contractors are used for services overseen by the city?**  
 Develop a contracting procedure that is updated annually with submission to an RFP/RFQ or seek updated information annually with a regular bidding interval (every 2 years, 3 years or 5 years).

Economic Development & Quality Services

28. **Describe your position on contracting out (“privatization”) of public services. What actions have you taken to oppose it?**  
 I am opposed to contracting out of public services as it does not serve the citizens efficiently in the long-term, as longevity and efficiency of operational requirements would be diminished with staffing churn and lack of commitment. Currently I have not taken actions to oppose it.
29. **Prequalification and Responsible Contractor Requirements protect taxpayers, communities and workers by ensuring the private corporations profiting from public resources act responsibly. *Prequalification* means that contractors are screened for performance record, prior violations, bonding and insurance, CalOSHA citations, financial health, participation in apprenticeship programs, mechanic's liens, etc., prior to bidding. *Responsible contractor requirements* mean that bidders demonstrate the capacity to complete the contract successfully and in compliance with applicable laws (including protection for worker rights.) Do you support prequalification and responsible contractor requirements?**  
 Absolutely without a doubt, this also evens the competitive field for Unions to compete for services.
30. **While the Alameda Labor Council welcomes new development to the urban areas of Alameda County, many union members are concerned that working families will be shut out of benefits from new development and related public investment.**
- I. **How will you ensure affordable housing is built along with new market rate housing?**  
 Insure ratios are maintained and delivered as part of new developments.
  - II. **How will you ensure an open and transparent approvals process that includes assessments of the social and economic impacts of development?**  
 This should be included as part of the approval process that is provided to the Planning Commission and City Council.

- III. **Do you support Community Impact Reports that describe project impacts on communities, small businesses, and local jobs?**  
Absolutely, this is critical for Smart Growth elements to insure sustainable city economics.

31. **Describe your position on Costa Hawkins. Do you support its repeal?**  
Currently, based my cursory understanding of Costa Hawkins I am supporting of it and uncertain on the repeal requirements that would have impacts on the City of Dublin. I am very open to a fair unbiased discussion to better understand it, prior to any decisions being made.
32. **When government approves franchises or awards contracts to private corporations, what rights should be protected for workers and what benefits should be returned to the public?**  
In general, franchises and private corporations should be required to provide the essential rights for workers (wage and benefits).
33. **Project Labor Agreements, also known as PLAs, assure labor peace, local employment, and better quality in public works projects. PLAs join contractors, subcontractors, builders and developers together with unions to negotiate an agreement for the life of the project. Wage rates, work rules and working conditions are specified under a PLA.**  
**Would you work to ensure that PLAs are used for public construction projects? Why or why not?**  
Yes, as a result of government funds the projects should meet unionized project requirements, even if this impacts non-unionized firms from bidding. The benefits of PLA's out way the negatives for instance talent acquisition and meeting project demands.

#### Tax Policy and Essential Services

34. **Big-box retailers like Wal-Mart pay minimal wages and deny benefits to more than 60 percent of their employees. They are passing the costs of health care on to public health systems. At the same time, many cities offer tax/fee breaks to new stores to compete for sales tax revenue. Describe the actions you would take to promote good jobs with benefits.**  
Evaluation of the economic model, benefits to the city, and impacts to the employment workforce need to occur when approval of projects are determined, which should be included as part of the overall approval process of a project.
35. **Working people, students, seniors and low-income communities rely on public transportation for access to education, medical care and work opportunities. What are your transit priorities and how would you meet them?**  
Sufficient funding for transit should be made available, for instance I was a volunteer to Measure BB (2014), which provided dedicated funding stream specific to this very issue.
36. **Prop 13's cap on property taxes gives an advantage to commercial property owners over individual homeowners because commercial properties often turn over less frequently. Do you support a split roll for commercial property to alleviate the burden on individual taxpayers? Explain why.**

I currently don't support a split roll as retail/commercial properties are directly impacted by the online economy, by implementing these changes it would negatively impact the businesses and city's economy.

37. **In a difficult budget year, how would you prioritize raising taxes and cutting public services?**  
This would largely be dependent of the services impacted (i.e. no room to decrease fire and safety), the level of impact and advance strategy to socialize the necessity with the public.

#### Health Care

38. **Would you support or oppose efforts to cap the amount hospitals can charge the uninsured for medical services?**  
Support.
39. **Do you feel that all City residents should have access to healthcare services regardless of immigration status?**  
City residents should be provided and have access to healthcare services (green card and citizens).
40. **Will you consult with the impacted union before contracting out workers compensation carriers?**  
I am open to the conversation.

#### Principles

41. **Have you ever crossed a picket line?**  
No
42. **Are there circumstances under which you would cross a picket line?**  
Place of employment and where my management duties require, however I would try to avoid.
43. **What steps would you take to support a boycott, when sanctioned by a Central Labor Council, California Labor Federation or AFL-CIO? Will your campaign refuse to use restaurants, hotels, or other public accommodations on the boycott list (available at [www.calaborfed.org](http://www.calaborfed.org))?**  
We will try to accommodate, but would need to be provided deeper clarity to insure this can be accommodated.
44. **If endorsed, will you carry the union endorsement on your mail and materials?**  
Yes.
45. **Will you consult with the Alameda Labor Council prior to making appointments to boards and commissions?**  
Yes.

46. **Will you consult with the Alameda Labor Council prior to making endorsements of other candidates?**  
Yes, except for endorsement currently in place these will be need to be evaluated.

Candidate Pledge

**All Workers Deserve a Real Right to Organize.**

Each year, over 23,000 workers in the US are fired or punished for trying to organize a union. That is why we ask elected officials who believe in the right to organize to stand with workers when they are struggling to join a union or bargain a fair contract.

Union membership built the American middle class. Unions give workers a voice on the job and provide economic stability for millions of working families.

The California Labor Federation asks you, as a candidate and elected official, to be more than a vote for Labor. We ask you to be a champion of the right of workers to join a union and bargain collectively. Whether writing a letter of support for an organizing campaign or calling employers directly to urge neutrality, we ask you to join us in this effort to win a real right to organize.

***As a candidate and elected official I hereby pledge to actively and publicly:***

1. Offer my support and encouragement to workers who are organizing a union or fighting to win a fair first contract.
2. Advocate with employers for a fair and fast process for demonstrating majority support for unionization, including neutrality and majority sign-up, and settling a first contract.
3. Support workers who have been unfairly fired or harassed for unionization by attending meetings or delegations with employers engaged in illegal activity against their workers.
4. Honor union boycotts of employers who violate the right to organize or refuse to bargain in good faith.
5. Express to workers why you support the labor movement and how a union can help them.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*I attest that these answers represent my actions and beliefs, are now part of my public record, and may be used by the Alameda Labor Council to keep union members informed about important issues.*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Print Name \_\_\_\_\_

*If completed electronically, please provide us with a signed copy via fax or at your interview.*