

National Union of Healthcare Workers Questionnaire for 2018 Municipal Questionnaire

To help NUHW assess your candidacy for city office, we ask you to complete this questionnaire.

BACKGROUND

Name:	Candidate for:
Home Address:	Personal Phone and E-mail:
Current Occupation:	Employer:
Work Address:	Work Phone:
Campaign Address:	Campaign Phone:
Campaign Website:	Campaign E-mail:
Campaign Consultants:	Campaign Contact Name :
Campaign FPPC Number:	Political Party:

1. Please list any elected or appointed public offices you previously have held.
2. Please list any key volunteer organizational leadership roles you have played.
3. Briefly describe your educational background and prior work experience.
4. Are you currently a union member? To which if any unions have you belonged? If you have been a union member, were you an officer, steward, bargaining committee member or activist?
5. What significant endorsements have you received from organizations and individuals?
6. How much money have you raised to date? How much do you aim to raise? Did you qualify for public funding?
7. Have you conducted a poll? If yes, please provide relevant information from the findings.
8. Beyond our public endorsement, what specific support are you seeking from NUHW?

OVERVIEW

1. Why are you a candidate for this office and why are you seeking NUHW's endorsement?
2. Briefly describe what will be your top legislative priorities and issue areas of focus if elected.
3. What do you believe distinguishes you, over your opponents, as the best candidate for this office?

WORKERS' FREEDOM TO CHOOSE A UNION

Workers are regularly denied the freedom to choose a union due to intimidation, harassment, and other forms of coercion by their employers, and sometimes even by labor organizations. Legal remedies for such violations of workers' rights are far too little, far too late, with the result that these violations are legion and workers' organizing efforts are squashed more often than not.

4. Would you urge employers to respect workers' freedom to choose a union by:
 - a) remaining neutral on the question of unionization and recognizing a union as their employees' collective bargaining representative when presented with a petition demonstrating its support from a majority of the employees (frequently referred to as "card check neutrality"); or
 - b) agreeing to a code of conduct for a fast and fair union election that prohibits both the employer and the union from disparaging each other's motives; requires them both to make only factually accurate statements when seeking workers' support; provides them both equal physical access and equal time to discuss workers' choice of a union with them; bans inherently coercive kinds of communications, like "captive audience" meetings and one-on-one discussions with supervisors; and establishes a short election period prior to a final and binding secret ballot vote?

Have you ever interceded with employers to urge their adoption of one of these methods for workers to choose a union? If so, describe your experience and what you learned from it.

INDUSTRY STANDARD WAGES, BENEFITS, AND WORKING CONDITIONS

Over the first years of this century, organized hospital workers throughout California established a set of industry standard wages, benefits, and working conditions that brought these caregivers, who are predominantly of women, people of color, and recent immigrants, solidly into the middle class, while also creating a stable and experienced workforce in adequate numbers to protect the well being of acutely ill patients and improve the quality of care they receive. Unfortunately, over the past several years, despite reaping record setting profits, the state's largest hospital employers have used the changes anticipated to result from the Affordable Care Act as an excuse to roll back a number of the most important of these industry standards.

5. In the quickly upcoming round of collective bargaining, will you publicly support NUHW members in their efforts to restore the industry standard wages, benefits, and working conditions that made California's hospital workers among the very best compensated of any in the nation?

Specifically, will you join workers in calling upon employers to restore:

- fully employer paid family health benefits
- defined benefit pensions
- a real voice in staffing levels with the right to arbitrate any disputes
- employment and income security for displaced workers
- a ban on subcontracting;
- scheduling policies that allow workers to live stable lives and maximize full time jobs?

SUPPORTING COMPREHENSIVE CAMPAIGNS

In order to secure the best results for workers, patients, and communities from recalcitrant employers, NUHW members often must wage comprehensive campaigns that build power in multiple venues through multiple means. Such campaigns are undertaken both to help unorganized workers assert their right to choose a union and to compel employers' agreement to industry standards. Elected officials are frequently called upon to play important roles in these efforts.

6. To support comprehensive campaigns aimed at recalcitrant employers, would you be willing to:

- meet with union organizing committee and bargaining committee members;
- sign public letters of support for the union's organizing rights or bargaining proposals;
- place phone calls to and meet with employer representatives on the union's behalf;
- attend negotiations with employers to support and help present the union's position;
- conduct facility walk-throughs to engage both workers and employers on disputed issues;
- participate in town hall meetings to highlight the union's organizing and bargaining campaigns and build support for union proposals in the press and with the public;
- participate in picket lines, marches, rallies, and vigils;
- assist in outreach to community-based organizations and faith based groups?

SINGLE PAYER HEALTHCARE REFORM AND PUBLIC FINANCING FOR HEALTHCARE SERVICES

Obamacare represents a critical step forward in the long struggle to win affordable, quality healthcare for all, but much work remains to be done. Even with the expansion of Medi-Cal to cover the near poor and the availability of significant subsidies to help low and middle income families purchase coverage through the state exchange, millions of working Californians will remain uninsured as the price of coverage remains too dear, especially for those living in high cost areas. Meanwhile, employers who fail to provide affordable, quality health insurance for their employees will face no penalties for the first year and limited penalties thereafter, incentivizing a reduction in employer-sponsored coverage, with the potential for them to pass on even more costs to workers and taxpayers by cutting employees' hours to under thirty (30) per week and offering unattractive plans. By bringing so many more people into a publicly financed, publicly governed system of care, Obamacare sets the stage for us to organize a collective reckoning with the real reform we need and begin a campaign in earnest to enact single payer healthcare reform in California and the nation.

Do you support the establishment of a single payer healthcare system - a publicly financed system of healthcare for all with a uniform standard of coverage that reduces costs by eliminating the profiteering, administrative waste, and marketing expenditures that accompany private insurance? Are you in favor of enacting such a system in California alone (as allowed for under the Affordable Care Act and in Vermont) as well as in pursuing it on the national level?

HOUSING AND AFFORDABILITY

Citizens of California are seeing one of the worst housing crises in recent memory, and working families are struggling more than ever to keep a roof over their heads.

What is your definition of affordable housing? How do you propose to increase the affordable housing stock/inclusionary zoning? What do you propose to do to curb evictions? What actions have you taken so far to help fix the current housing and affordability crisis?

Are you in favor of repealing Costa-Hawkins?