

San Francisco Labor Council

Board of Supervisors Candidate Questionnaire November 2020 Election

INTRODUCTION

Approximately 100,000 working men and women have a voice on the job through the 150 affiliated unions of the San Francisco Labor Council, AFL-CIO and Building Trades Council, AFL-CIO. These affiliates of the SFLC & SFBCTC are united in their resolve to support those candidates for San Francisco Board of Supervisors who demonstrate their commitment to honor the dignity of every worker and to provide working families the opportunities to pursue their dreams through:

- Their prior record of action and advocacy on behalf of working families;
- Their showing of the breadth and depth of support in their District necessary to win; and
- Their positions on the following issues that form the core of working families agenda for San Francisco

Please be candid, complete, and forthright in your responses, and prompt in returning the completed questionnaire by _____ . Questionnaires can be mailed to the **San Francisco Labor Council, 1188 Franklin Street, Suite 203, San Francisco, CA 94109**, faxed to (415) 440-9297 or emailed to kim@sflaborcouncil.org.

YOUR BACKGROUND

Candidate Name: Connie Chan

Political Party: Democrat

Address: [REDACTED]

Phone(s):

Occupation: District Representative Employer: Assemblymember Pro Tem Kevin Mullin

Work Address:

Work Phone:

Campaign address: [REDACTED]

Phone(s): [REDACTED]

web/email: conniechansf.com

Personal Cell: _____

1. Briefly describe your work background.

My career in the city started as a volunteer interpreter, working with pro bono attorneys for the SF Bar Association's Volunteer Legal Outreach. During this time I also served as a community organizer for SF SAFE and Community Youth Center.

In 2006, I was recruited to be an aide to then-Supervisor Sophie Maxwell, and later served as an aide to then-District Attorney Kamala Harris, working to provide language access and cultural competency in serving monolingual and immigrant communities. In 2016, I served as a legislative aide to Supervisor Aaron Peskin in 2016. Over the past fifteen years, I served in

leadership positions at San Francisco Recreation & Parks and City College of San Francisco, overseeing millions of dollars in capital improvement projects and park bonds projects, and also oversaw the implementation of Free City College.

2. Briefly describe your educational background.

I've had the honor of attending public schools for all of my education — I graduated from Galileo High School and University of California, Davis.

3. Are you, or is anyone from your family, a present or past member of a union? If so, which union? (Please state International and Local, if possible.) What was your level of participation (steward, officer, member of bargaining team, etc.)?

I am a former member of IFPTE, Local 21 since 2006 until 2018 and know firsthand the benefits of collective bargaining.

My longtime partner, Ed, is a San Francisco firefighter and a proud member of Local 798, currently serving as a shop steward for his station.

CAMPAIGN INFORMATION

1. Who are your campaign manager and other key campaign consultant(s) and staff?

My campaign manager is Kelly Groth, and my consultant is Julie Edwards from MJE Strategies. We just recently hired Zaki Shaheen as our Field Director, and Deanne Liu as our Voter Outreach Coordinator (Chinese Speaking). We also have a team of advisors and volunteers who are longtime Richmond community leaders and residents, former and current Board of Supervisors legislative aides, housing and tenant advocates, transportation advocates and small business owners as well as college and graduate students.

2. Campaign ID Number:

FPPC# 1424489

3. How much money have you raised and expect to raise?

To date I have raised \$191,180 in direct contributions and matching public funds. I expect to raise \$350,000.

4. Describe your plans for a field campaign.

Given the COVID-19 pandemic we cannot practice traditional campaign activities like door knocking. Instead, we have a comprehensive field campaign with micro-targeting, focused on lit drops, phone banking, and text banking voters. We have tested out some in-person voter outreach while social distancing at Farmer's Markets and plan to continue that as well. We also plan a robust Get Out The Vote program starting earlier than normal since every voter in San Francisco will receive a vote by mail ballot.

5. Do you have a consultant? Who?

MJE Strategies (Julie Edwards and Michelle Jeung)

CANDIDATE OVERVIEW

1. Briefly describe your priorities if elected.

Progressive policies to protect working class San Franciscans are needed now more than ever in order to recover from the pandemic and recession. We must expand wage-worker protections, make sure our small businesses are prioritized in any business assistance programs, and continue and expand protections for tenants and to keep people housed.

We need to ensure our workers are paid a living wage and have a voice to fight for safer working conditions. We will also need to set up a local wage-worker protection system to help workers who are impacted through job losses or reduction in income, especially during disasters, to apply for benefits provided by our state and federal programs.

The City should invest more deeply in our Small Site Acquisition Program to preserve rent-controlled apartment buildings and prevent tenant evictions. Then, for the long term, the City has to expand funding for first-time home buyer programs for working class families, and develop a supportive system for homeowners and renters on fixed incomes. We must also prevent further tragedy on our streets and pave a pathway to bringing our homeless population off the streets into Single Room-Occupancy (SRO) units and long-term supportive housing, invest in improving the conditions of shelters and SROS, and transition the current housing insecure population to workforce and permanent affordable housing.

It is my priority that every day working San Franciscans have a representative who they can trust to represent their values and needs. Now more than ever, we need to lead reforms for greater transparency and spending accountability both in City Hall and across departments, so San Franciscans can have confidence their government is working for them — not corporate interests.

2. What qualities distinguish you from other candidates for this office?

I have served our City at every level and understand how policy goals at the top are implemented into operational actions for San Francisco residents. A lifelong public servant, I have committed my career to giving back to our City. I've worked as a community organizer advocating for improved public safety, led the legislative effort to clean up polluted neighborhoods and improve neighborhood services and parks, and advocated for policies to strengthen public education and Free City College. I also look forward to using my experience and expertise that the city budget is well spent and streamline city departments to ensure there is no duplicative efforts and no waste.

3. If the San Francisco Labor Council endorses you, will you carry the endorsement on your materials?

Proudly.

GENERAL QUESTIONS

1. Do you support Labor appointees on all City Commissions as a matter of policy?

Yes. I believe our Commission should represent the diversity of our San Francisco communities, including union representation. If appointments to all commissions were split between the Mayor and the Board of Supervisors, we could help ensure this happens.

2. What are the most important issues in your Supervisorial District?

The Richmond District has seen the second highest rates of Ellis Act evictions. As someone who was raised in the rent-controlled apartment that my mom still lives in, keeping our tenants housed stably and preventing displacement is one of my top priorities. I will work to strengthen tenant protections, including fully funding free legal counsel. I will also work to preserve and build 100% affordable housing, expand our small sites acquisition program, and support first-time home buyers.

Small businesses are the backbone of the Richmond's neighborhood. I will help small businesses by streamlining the permit process, providing dedicated assistance to accessing state and federal help, and reforming our tax code to ask large corporations to pay their fair share and ease the burden on our small businesses.

We also must strengthen protections for our workers, including fair wages and safer working conditions. We can do this through improved regulation and oversight but in our nation's history, we know that one of the most effective ways to improve working conditions is to make it easier for workers to form unions. Given how many of our essential workers - grocery clerks, janitorial workers, delivery drivers - are not covered by union protections, it's critically important we empower these voices via unions. If we are asking people to put their health and safety on the line to keep our city running, the least we can do is give them the chance to advocate for themselves.

We also need to invest in public transit so that it is more affordable, cleaner and more reliable. The fact that 40 out of the city's 68 bus lines are under threat of being cut due to the pandemic is unthinkable. A majority of the city's workforce depends on public transit to get to their jobs safely and on time, and a loss of these lines would severely impact our workers.

3. What are the most important issues facing the entire City?

As I outlined above, the top priority facing our city is mitigating and recovering from the COVID pandemic and recession. I've put forward a plan - New Start San Francisco - laying out the steps I believe we must take to support working families and small businesses during this time. <https://www.sfexaminer.com/opinion/opinion-road-map-to-a-new-start-for-san-francisco/>

THE RIGHT TO ORGANIZE

1. Do you support the right of all workers to join a union without interference from employers? **Yes** No (circle) Why?

Yes. Workers should have the right to form or join a union without interference and without intimidation. This is especially critical for workers from immigrant and communities of color

who have always suffered systemic racism in our work environment. With the power that comes from the unity of our unions, we are able to fight against unfair treatment, racism and retaliation at work.

2. Will you support legislation prohibiting contractors receiving public funds, tax breaks, or other government benefits from using taxpayer funds to oppose unionization? **Yes** **No** (circle) Why?

Yes. I would also support finding ways to limit outsourcing and contracts to vendors that will take away workers' protections of public sector wages and benefits. In addition, it also further prevents the pay-to-play culture and corruption that we now see in City Hall.

3. Will you support local legislation allowing workers to gain union representation through a simple "card check recognition" as a condition of approval for projects in which the City maintains a proprietary interest or in which there is some form of public subsidy? **Yes** **No** (circle) How?

Yes. Projects using public dollars should always be performed by union workers.

4. Will you honor **all** picket lines and boycotts sanctioned by the San Francisco Labor Council? **Yes** **No** (circle) Why?

Yes. I will not attend events at locations and will not support businesses that don't support our workers.

5. What actions will you personally take to support workers organizing or fighting for a collective bargaining agreement? (Circle each individually.)

- Attend rallies
- Walk picket lines
- Speak out in support
- Write letters
- Make financial contributions to the workers' struggle
- Participate in boycotts
- Make phone calls

All of the above.

6. Will you be willing to act as an intermediary and to actively promote alternatives to delays and legal maneuvers, which are used to slow down union certification elections? (Such alternatives could include agreements by the employer to remain neutral and recognize the union without an election if a majority of eligible employees sign a union membership card.) If not, why not?

Yes. I will not tolerate intimidation and delay tactics by employers when workers attempt to unionize. I am committed to support and build our labor movement, and will utilize legislative tools to bring employers to the table and negotiate in good faith with our workers.

7. Do you support prevailing wages? Explain briefly.

Yes. Prevailing wages on public projects sets the standard and ensures that all workers receive union wages. In 1965, a CEO earned 20 times more than an average worker, today, in 2020, a CEO earns 278 times more than an average worker. Decades of wage gap brings a significant income divide that we are suffering now. American corporations and businesses have been making profits at the expense and well-being of our workers for far too long. Prevailing wages are a must and we need to do more.

8. Legislation has been introduced and passed by the Board of Supervisors to provide for a Citywide Project Labor Agreement (PLA) to guarantee that all construction trade workers are guaranteed the wages and benefits covered by San Francisco building and constructions trades' collective bargaining agreements. This legislation guarantees that all City contractors must comply with the provisions of the collective bargaining agreements on all projects over \$1,000,000.

Can we count on you to defend this legislation at the stated threshold??

Yes.

9. Do you support "Responsible Contractor" policies that require public agencies to purchase goods and services from employers and companies that pay decent wages and benefits and recognize employees' rights to organize and join unions?

Yes, and public dollars should be spent with unionized companies whenever possible.

10. The Supreme Court has made agency shop in the public sector illegal. The unions representing San Francisco employees met with Mayor Lee before his passing, and he committed that all his managers at every level would be made to understand that the City fully supports the unions representing city employees and will do everything within its power to help unions minimize membership loss as a result of the Janus decision, and to encourage city employees to actively participate in their unions.

Will you lead and help fulfill the City's commitment on this issue?

Yes, I will advocate for space and allotted time available to help enforce labor representatives' right to enter and organize at worksites. We know that nations with large percent of unionized workers are some that much more well-off, by comparison, only 10% of U.S. workers are unionized, whereas 26% in Canada, and 65% in Sweden. This is how we know our social economic system is better when our workers are unionized with living wage, safe work environment and protection.

11. Do you support public sector workers right to strike?

Yes, and I would support all efforts to remove the problematic language in San Francisco's charter which currently prohibits this. We must have the right to strike in our tool box to level the field when we are at the table to bargain.

LAND USE/HOUSING

Land use decisions must be made with a full regard to the rights of workers, including the right to organize and in accord with labor's goals of decent wages and working conditions for workers, healthcare for them and their families, a continuing place to live for them in San Francisco, and comfortable and dignified retirements.

1. The fabric of our city is changing. Affordable housing being maintained and built is the key to keeping San Francisco the vibrant and diverse city that it is. Housing for our seniors, families, LGBTQ, and disability communities must be built. What percentage of affordable housing do you support for development? Explain your definition of affordable housing including AMI percentages.

San Francisco is a better city when it is open to all, not just the wealthy. Often, the discussion about affordable housing veers into who actually gets to deserve to live in San Francisco, like teachers or firefighters like my partner. But affordable housing should about providing a range of housing options that serve to protect and expand the city's true diversity. This is to allow for seniors living on a fixed income, childcare workers that support us all, artists that make our communities vibrant, and so on.

To achieve this vision, I will support and advocate for the preservation and production of 100% affordable housing, focused on low- and middle-income residents. We also need to preserve existing affordable housing as possible, which means we need to preserve current stock of rent-controlled units and place further rent control regulations on units, including below market rate rental units built after 1979. I support a balanced approach to development that prioritizes protections against displacement for vulnerable tenants.

The definition of affordable housing is housing that can be afforded by people at the Area Median Income (AMI) level between 0% (below poverty) up to 130%, (\$160,000 annual income for a household of four) which include very low-income, low-income and middle-income in San Francisco. With this range of AMI, affordable housing can be provided for a senior on a fixed-income, public school teacher, childcare worker or frontline worker. This is why I know we can and must build 100% affordable housing in our new housing development. The requirement of having 20% or less of affordable housing units in market-rate development in San Francisco will not help us in solving the affordability and housing crisis.

2. What have you done in your personal and professional work to prioritize these values in City development?

Most recently, I supported the \$600M affordable housing bond Prop A and Prop E rezoning land for educator and workforce housing in November 2019. In addition, during my time as legislative aide to Supervisor Sophie Maxwell who was Land Use Chair, I worked on numerous housing development projects to fight for more affordable housing especially for low-income

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families, including Bayview Hunters Point Redevelopment, Easternn Neighborhood Planning, Trinity Plaza, to just name a few.

3. AirBnB rentals have been exploited to take much needed affordable housing off the San Francisco market. As it now stands it is virtually impossible to regulate this industry. Legislation has been introduced to limit and regulate the AirBnB rentals to 60 per year.

Can we count on you to be a co-sponsor of this legislation?

As legislative aide to Supervisor Aaron Peskin whose district includes Chinatown, we fought hard against AirBnB displacing residents especially in Chinatown by limiting the duration allowed for short-term rental; requiring business permit and home inspection; monitoring website rental registry. I will be supportive of legislative action that will further limit not only AirBnb short-term rental but corporate/business short-term rental as well.

4. Do you think landlords should disclose Ellis Act evictions to potential home buyers? What about TIC evictions?

Fundamentally, the challenge around the Ellis Act is the fight against speculative investors, and we need to continue to close loopholes and tighten regulations to prevent evictions by speculative investors. Therefore, I support transparency and record disclosure of Ellis Act eviction including Tenants In Common (TIC) evictions for data tracking, allowing policy makers to impose regulations and close loopholes based on data.

IMMIGRATION

San Francisco is a City built and maintained by immigrants and is proud of its status as a Sanctuary City. AB 450, the new Immigrant Worker Protection Act, which among other things, prohibits ICE to enter the private areas of workplaces without a “judicial” warrant.

Representatives of the federal government have threatened arrest of city officials who do not cooperate with federal immigration policy by supporting Sanctuary policies. How do you propose city officials respond and what will you do to further protect San Francisco’s immigrant communities from ICE?

As a first generation immigrant, myself, I understand these issues intimately. San Francisco has always stood proudly with our immigrant communities with some of the strongest sanctuary policies in the nation. I will continue to defend these policies. In addition, we need to continue to fund the services and programs that provide support to our immigrant communities during the pandemic since many of the federal programs are inaccessible to our immigrant communities.

Will you pledge not to contract or do business with companies and corporations that terminate employees due to I-9 audits?

Yes and would consider legislation to codify this commitment.

HEALTHCARE

Every San Franciscan should have access to affordable, quality healthcare. Everyone should be able to get the healthcare they need, when they need it, from a healthcare system that provides quality care that is culturally competent and linguistically appropriate. Every San Franciscan must be able to rely on a strong healthcare safety net that ensures that primary care, hospital care, home care, long-term care and emergency services are affordable and accessible to residents in every neighborhood in the city. These services must have adequate funding so that healthcare workers are able to live in dignity. The Healthy San Francisco program should continue to grow as a key strategy for guaranteeing every resident has access to care.

1. Will you fight to maintain essential healthcare services throughout the City including preserving services at SF General, the pharmacies, and other medical facilities as well as taking a stand against private healthcare corporations so that access to healthcare is equitable to all City residents including low income neighborhoods?

Yes. As a legislative aide to Supervisor Sophie Maxwell, I participated in the implementation efforts of Healthy SF where I learned the benefits of public health care for our residents. As a result, I support a universal healthcare system and specifically a single payer system such as Medicare for All with appropriate transparency and accountability measures to ensure we keep our focus on providing high quality care for every person. As an elected leader, I will bring together subject experts, labor members, and other stakeholders and facilitate a transparent process to identify critical challenges, develop both immediate and long-term policy solutions and implement vetted protocols that will help us make progress in our healthcare system, and to provide patient care that is in the best interest of both patients and workers.

2. Do you support a single payer healthcare system in California?

Yes. The pandemic has further proven that we need immediate healthcare reform. With the privatization of healthcare we have seen less equitable and quality care, people go into lifelong debts, or even lose their life or the lives of their loved ones. I will support legislation that will move us toward a universal health care system. While I understand we may need to take intermediary steps statewide and nationally to establish a single-payer system, it is ultimately the system that will best fulfill our goals of providing health care security to all.

3. Would you support legislation to ensure medical and pharmaceutical rate regulation with full transparency?

Yes.

4. In the Age of Covid, do you support that the City will not contract with any entity that does not provide full family healthcare coverage to its employees?

Yes.

PRIVATIZATION AND CONTRACTING OUT

1. Under what circumstances, if any, would you approve a private contract for work currently performed by City employees?

Under NO circumstance would I support contracting out of current City employees' work.

EDUCATION AND WORKFORCE INVESTMENT

UESF represents 6,000 public school teachers and paraprofessionals working in San Francisco's public schools. We support the growing cooperation between the public schools and City Hall. Support from Prop H, increasing funds from the First Five Commission to our Child Development program, the rainy day funds and the City's Teacher of the Month program are examples of the kinds of programs that we expect members of the Board of Supervisors to support.

1. Do you support school voucher programs?

No.

2. Do you support charter schools?

No.

3. Will you promise not to take any campaign contributions from proponents of charter schools, or other funds that are used to elect charter school candidates?

Yes.

4. Do you support collective bargaining rights for employees at charter schools?

Yes. Although I don't support charter schools, I do support collective bargaining rights for employees at current schools.

5. Childcare is at a premium throughout the city, yet childcare workers are underpaid and given a minimum of respect. What should the City do to expand both the quality and quantity of childcare programs as well as before and after school programs?

I supported measures such as Proposition C on the June 2018 ballot for universal child care and will continue to support for its full funding. The City should continue to defend this voter-approved initiative that will both assist our working families and lift up wages for childcare workers who are predominantly women of color and immigrant women.

6. Will you support legislation and take public action to ensure that safe, inexpensive, and subsidized childcare is available for workers? If not, why not?

Yes.

7. It must be the goal of workforce development programs to produce high-road and self-sufficient jobs. CityBuild is an excellent example of this type of program. Explain the importance that you will give to this issue and how you would work with the Labor Council to continue to develop city policy which ensures trainings in work-related sectors which provide for career ladders and living wages and benefits.

As legislative aide to Supervisor Sophie Maxwell, I worked on the development of CityBuild partnership with the City, City College and unions. This is also why I advocate to fully fund City College so we can expand workforce development programming for workers so they can get work, or advance their career or retool their skills to find work in emerging industries.

From my personal experience, if my mom, a new immigrant to San Francisco almost three decades ago, had not had access to job development education at City College, she would not have been able to raise my brother and I and give us the opportunities we have today. We need to use the CityBuild model and expand it and our local hiring ordinance to other industries. We have so many workforce development programs in City government that fall far short of this model because they do not include paid training opportunities or a pathway to civil service jobs.

8. Many of us consider City College of San Francisco the most essential working class institution in our City, and SF labor, electeds, and voters and residents have fought to defend the college over the last several years. What role do you believe City College can play in achieving your vision of San Francisco?

As I mentioned in the previous question, too many of the City's workforce development programs do not provide a pathway to a permanent career. I believe we can partner these programs with City College and develop a curriculum that will give program participants the skills so that they can qualify for public service positions.

9. Labor accomplished a major victory for working families in 2016 with Prop W and the creation of the Free City program, making community college free (again) for City residents. The program has been highly successful in reducing economic barriers to education, providing new opportunities for personal and career development, and recruiting new and returning students to City College of San Francisco. However, Free City is underfunded and remains a 2-year pilot program. Do you support permanently funding the program, as well as extending it over the summer session, fully funding student stipends for low-income students, and including undocumented students?

Yes, and I would also help to secure a source of revenue to support full funding.

BUDGET

1. Name your top three budget priorities.

In the face of a \$1.7 billion budget deficit, we must prioritize resources to equitably serve working people, small businesses, and vulnerable communities. To support our city's recovery from this pandemic, we need to invest in our public health care system, public schools (K-12 and City College), and key economic and job development opportunities. These strategies are also an important part of creating public safety for our communities.

2. In a City with growing income disparities how will you fight to address social and income inequality?

We need to continue our efforts towards public banking to further invest in small businesses, and expand the Legacy Business program to recognize more longtime anchors of our neighborhoods. Presently, the city is tied to private banking's driver for profits, raising the costs of public projects. A public bank can free us from this, help us divest from harmful fossil fuels, and invest in our community.

As a Supervisor, my job isn't to appease the well-connected but to make the right, tough decisions for those who need their government most. My entire career has centered around connecting everyday San Franciscans from all walks of life to the government and advocate for their needs.

3. San Francisco is well known for its thriving and multi-faceted nonprofit sector that contributes to the city's social, economic and community well being. In San Francisco, over 1000 nonprofit workers are union members. Will you work with both the city and nonprofit unions to ensure that all workers are treated fairly and economic decisions are made that take both sectors into account? Why or why not?

Yes. The City relies on our nonprofit sector to provide so many critical and safety net services. Since the City funds many of these programs, we have a responsibility to ensure that our public dollars support living wages and benefits and workers should be a part of the decisions that affect their livelihood.

4. The Mayor's office and the Board of Supervisors are negotiating the Gross Receipts Tax reform. Conservatives think that the tax should not be raised thereby making the tax a neutral tax. Progressive Supervisors believe that the tax should be increased to pay for things like cleaner streets, homeless services, mental health services, Covid expenses, etc....Which camp do you fall in? and Why?

We need to make the billionaires and corporations making profits because of who we are as a City, and as a community, will pay their fair share contributing to the city services serving the working people and small businesses that need the services and resources the most. I also think we should increase Gross Receipts Tax and implement immediately upon the passage of the measure instead of in phases so that these corporations will be held responsible to help our workers and small businesses to get back on their feet instead of spending the time to find loopholes and evade their tax responsibilities.

5. If the Mayor puts up a Gross Receipts revenue measure for 76 million and the Board of Supervisors puts up another that raises 181 million which measure would you support? And why?

I would support the Board of Supervisors version for the reasons stated in the previous question. Also, American corporations have received \$135 billion tax bail out, and advantage of Paycheck Protection Program, including Verita, corporate landlord in San Francisco. These corporations need to pay their fair share to help our City during our recovery.

AB5

With the passage of AB 5, workers from across the state will be re-classified as employees. Companies such as Uber, Lyft and many others are vowing to fight this. Do you support AB5? If so are you willing to make it part of your campaign platform to support workers in becoming employees and fighting these corporations? If so, please explain why? Will you oppose the state wide ballot measure that Lyft and Uber have placed on the ballot? If yes, why and how? Will you help raise money to fight the initiative?

I absolutely support AB5 and will incorporate it into my campaign platform and plan to campaign against Proposition 22 this Fall. Corporations that have made record profits and siphoned resources from our public transit system should be regulated as any other businesses, particularly in how they treat their workers.

Schools and Communities First:

The public budget has been decimated by Covid 19. The Labor Council will be fighting to pass Schools and Communities First. It will tax corporations and raise millions for local programs such as our public schools, public health programs etc.... This undoes the protections that commercial tax loopholes and provides funding for our communities. Will you support SCF? If so how?

Yes. I am a huge supporter of Schools and Communities First. We have starved our public education and public services for too long by allowing large corporations to underpay their fair share of taxes. Though more tax reform is needed, this measure is definitely a top and immediate solution.

CANDIDATE PLEDGE

SUPPORTING THE RIGHT OF WORKERS TO CHOOSE A UNION

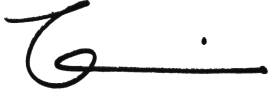
As a candidate and elected official I hereby pledge:

- To publicly support and actively encourage workers who are organizing a union with San Francisco Labor Council affiliates.
- To publicly support and actively encourage the position that workers should be able to freely choose for themselves whether they want to gain a voice on the job by unionizing without the intimidating effects of any employer interference. This includes publicly supporting and encouraging employers to remain neutral on the question of unionization.
- To publicly support and actively encourage the position that no taxpayer money should be spent interfering with the right of workers to freely choose a union.
- To publicly support and actively encourage a fair and fast process for determining worker support for unionization including secret ballot election or card check recognition.
- To publicly support and actively encourage employers to negotiate an agreement with the union within 90 days after the majority of workers express their choice in favor of forming a union.

- To publicly support and actively encourage employers to negotiate good faith collective bargaining agreements with their workers and to abide by the terms of those agreements

SIGNATURE

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

Signature:		Date: June 8, 2020
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