

# COPE QUESTIONNAIRE 2018



**CALIFORNIA LABOR FEDERATION**



***State Assembly***  
***State Senate***

### California Labor Federation's 2018 COPE Questionnaire.

The California Labor Federation represents over 2 million working men and women and 2,100 affiliated unions in California. Your questionnaire will be used by our members and leaders to make endorsement decisions at the state and local level, and to demonstrate the differences between candidates in member communications. Please return promptly to your Labor Council.

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Name:  Office Sought:

Home Address:

Occupation and Employer:

Work Address and Phone:

Campaign Address and Phone:

Political Consultant and Campaign ID Number:

E-Mail:  Political Party:

#### A. Overview

1. Briefly describe your background, work history, education, and prior public service.
2. Have you failed to vote in any elections in the past five years? If so, why?
3. Please describe your membership, work or experience with labor unions.
4. Have you ever been endorsed by a labor union?
5. What will be your process for making endorsements of other candidates? Are you willing to consult with Labor on those endorsements?
6. Would you be willing to meet regularly with the labor council and labor unions during the campaign and after being elected?
7. As an elected official, the Brown Act allows you to be accessible to workers and their representatives on work-related issues, including the collective bargaining process. What steps will you take to be accessible to workers and their representatives, and if need be, to act as a facilitator when negotiations reach an impasse?

**B. Fighting for the Freedom to Join a Union and Protecting Collective Bargaining**

Every day, workers are denied the freedom to join a union and bargain together for good wages, benefits and safe working conditions. Employers frequently intimidate, harass, and threaten workers who try to form a union. We will never rebuild the middle class unless workers have a real right to organize.

*Please indicate support or opposition and explain:*

1. Support efforts to make it easier for workers to join a union through employer neutrality agreements, majority signup or other processes that allow workers to organize free from fear or intimidation.
2. Require that all tribal-state compacts provide enforceable labor protections since many workers' rights are not enforceable on tribal land.
3. Expand union protections for public sector workers who may soon be working under "right to work" rules.
4. Ban any group of workers from engaging in any form of collective action, including the right to strike.

**C. Promoting Good Jobs and Challenging Inequality**

Our state faces a crisis of income inequality with far too many jobs paying poverty wages. One-third of all Californians are now on Medi-Cal, which means far too many working people earn wages so low that public benefits are necessary to survive.

*Please indicate support or opposition and explain:*

1. Expand on existing laws to require contractors that get public funding or public benefits to pay prevailing wage.
2. Ask developers and public entities to use project labor/community benefit agreements. Have you ever voted for or against these and why?
3. Require companies receiving state tax incentives to meet labor standards.
4. Make it easier to crack down on companies that misclassify workers as independent contractors.
5. Strengthen joint employer laws which help prevent wage theft.

6. Prohibit employers from requiring that workers sign away basic rights with mandatory arbitration agreements.
7. Require employers to provide two-weeks' notice of work schedules and pay a premium for last minute changes to alleviate hardships on families.
8. Restrict the ability of local governments to contract out public services, which often costs more than retaining jobs, without standards, accountability or public oversight.
9. Regulate the expansion of automation and technology that replaces workers.
10. Prohibit the use of public funds for automation that eliminates jobs.

#### **D. Fighting for a Fair Economy**

It is time for greater corporate accountability and for companies to pay their fair share to maintain an adequate social safety net.

***Please indicate support or opposition and explain:***

1. Privatize retirement benefits, including public pensions and Social Security benefits.
2. Allow family child care providers the right to join together to collectively address matters that affect their business.
3. Oppose international trade agreements that do not adequately protect workers' rights.
4. Increase employer contributions to the unemployment insurance (UI) trust fund to prevent our fund from becoming insolvent and bring benefits to laid off workers up to date.
5. Require app-based businesses to comply with the same laws and regulations applicable to their competitors in similar industry sectors, including the right of workers to organize.
6. Lower vote thresholds for raising new revenue at the state and local level to a majority vote.
7. Defend education, public safety and other essential services by both protecting existing revenue streams and exploring new ones.
8. Reassess commercial properties to market value annually.

9. Expand public programs to support workers who lose their jobs due to automation.
10. Create a new tax on automation that eliminate jobs to benefit displaced workers.

**E. Expanding Access to Health Care and Safer Workplaces**

Health care costs continue to rise and workers are paying a greater share of these costs than ever before. Relentless attacks at the federal level have introduced great uncertainty, raising costs and threatening coverage for all Californians.

*Please indicate support or opposition and explain:*

1. Provide quality, affordable health care for every Californian through a universal health care system.
2. Contain health care costs by regulating the prices charged by hospitals, doctors, drug companies and insurers.
3. Require that major employers that fail to provide affordable health benefits, leaving workers to rely on Medi-Cal, pay a penalty to offset the cost of health care for their workers.
4. Support the In-House Supportive Services (IHSS) program to allow the elderly and disabled to be cared for in their homes, where possible by family members, rather than forced into nursing homes.
5. Preserve the nurse-patient ratios to protect patient care.
6. Eliminate unnecessary, expensive and time-consuming steps from the worker health and safety rulemaking process.
7. Defend workers' compensation benefits for all occupational injuries and illnesses, including repetitive strain injuries such as carpal tunnel syndrome and tendinitis.

**F. Investing in Education and Workforce Development**

We cannot rebuild our economy until we fully invest in public education, from early childhood to continuing adult education. To bring good, high-road jobs to California we need a skilled and trained workforce and world-class educational system.

*Please indicate support or opposition and explain:*

1. Protect union apprenticeship programs and labor-management training partnerships.

2. Eliminate teacher tenure or weaken due process rights.
3. Prohibit for-profit companies from running charter schools.
4. Require charter schools to provide the same workers' rights, student protections, and community accountability as all other public schools.

**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: \_\_\_\_\_