

# **COPE QUESTIONNAIRE 2022**



**CALIFORNIA LABOR FEDERATION**



***State Assembly  
State Senate***

### California Labor Federation's 2022 COPE Questionnaire.

The California Labor Federation represents over 2 million working people 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. Have you ever crossed a picket line? If so, why?
6. What will be your process for making endorsements of other candidates? Are you willing to consult with Labor on those endorsements?
7. Would you be willing to meet regularly with the labor council and labor unions during the campaign and after being elected?

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

Every day, workers are denied their right 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 an enforceable, fair process for workers to organize a union in California tribal casinos.
3. Protect and enhance existing public sector collective bargaining statutes and support new public sector collective bargaining statutes for any public sector employees not covered under existing statutes.
4. Support any group of workers engaging in any form of collective action, including the right to strike, and oppose legislation which prohibits protest actions, unless right to strike is protected.
5. Allow workers to access unemployment insurance benefits if they go on strike.
6. Expansion of organizing rights under the Agricultural Labor Relations Act (ALRA).
7. Support the use and expansion of Labor Peace Agreements to raise the standard of living for workers.
8. Some companies, particularly in the tech space such as Amazon, have used their growing market power in ways that negatively impact workers. Would you support policies to reign in such misuse of market power?

### **C. Promoting Good Jobs and Fighting 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. Protect the unanimous California Supreme Court decision in *Dynamex* and the landmark legislation, AB 5, to give employment status to millions of misclassified workers.

2. Expand on existing laws to require contractors that get public funding or public benefits, including tax incentives, CEQA streamlining, re-zoning, or a grant of surplus land, to pay prevailing wage.
3. Ask developers and public entities to use project labor/community benefit agreements. Have you ever voted for or against these and why?
4. Require companies receiving local or state government contracts or subsidies, including tax incentives, to pay prevailing wage, use a skilled and trained workforce, and meet labor standards.
5. Strengthen joint liability laws which raise wages and working conditions and help prevent wage theft.
6. Public agencies face high vacancy rates in some positions for which pay and benefits have lagged significantly behind the private sector. Agencies use the vacancies as a reason to contract-out the work to private contractors to perform the work, at times paying 2-3 times as much per hour as their full-time, permanent counterparts. Would you support increased funding for recruitment and retention efforts to invest in a permanent workforce? Why or why not?
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. Public employers find new and creative ways to outsource union jobs. Would you support stronger enforcement mechanisms for employers who willingly break agreements and contract out union work?
9. Prohibit the use of public funds for automation that eliminates jobs.
10. Defend regulations that protect worker safety and health, consumer protections and rights and other regulations that protect the public.
11. Expand worker privacy protections to prohibit off-the-clock surveillance as well as monitoring with no relevance to work-related duties.

#### **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. What are your thoughts about expanding access to childcare services? How would you approach making sure there are adequate available slots and funding? Do you support expanded healthcare, retirement, and paid time off for family childcare providers?
3. 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.
4. 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.
5. Regulate the expansion of automation and technology, including a taxation component, in order to support public programs for displaced workers.
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 protecting existing revenue streams such as Proposition 19 (2020) which restored funding for critical public services and schools by eliminating the intergenerational transfers loophole.
8. Supporting new progressive income sources such as a wealth tax.
9. Expansion of paid sick leave for workers and supplemental paid sick leave for workers during a public health emergency.
10. Acknowledging the sacrifices of essential frontline workers through a one-time bonus payment.

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

Health care costs continue to rise, and workers are having to sacrifice their wages to maintain what they have. All the while, employers who do provide good health care coverage are at a competitive disadvantage while low-road employers pass the bill on to taxpayers. Relentless attacks at the federal level have introduced great uncertainty, raising costs and threatening coverage and affordability for all Californians.

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

1. Provide quality, affordable health care for every Californian through a “Medicare for All” health care system.
2. Contain health care costs by regulating the prices charged by hospitals, doctors, drug companies and insurers.

3. Support the In-Home 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.
4. Preserve the nurse-patient ratios to protect patient care.
5. Eliminate unnecessary, expensive and time-consuming steps from the worker health and safety rulemaking process.
6. Defend workers' compensation benefits for all occupational injuries and illnesses, including timely access to treatment, elimination of unreasonable delays in claims processing, protection of rebuttable presumptions and coverage for repetitive strain injuries such as carpal tunnel syndrome, tendinitis and other musculoskeletal injuries.
7. Working through the pandemic created new trauma for essential workers, particularly those in the patient care sector. What are your thoughts about how to provide mental health services for affected workers? Would you support funding to ensure adequate services are attainable?
8. Increase staffing and funding at the Division of Occupational Safety and Health (also known as Cal/OSHA) to better protect workers against health and safety violations
9. Defend the availability of workers to utilize the Private Attorneys General Act (PAGA) to enforce Labor Code violations.
10. Support the use of a skilled and trained workforce that will provide apprenticeship opportunities that will ensure extensive health and safety and training on construction jobsites.

#### **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 by supporting the use of a skilled and trained workforce.
2. That a just transition to a low carbon economy can only occur when every worker is afforded a job with equal or better pay than provided by their old job, family benefits and a pension, and union representation.

3. Eliminate teacher tenure or weaken due process rights.
4. Prohibiting private companies from running charter schools.
5. Defend public education from outsourcing and privatization such as vouchers and the expansion of charter schools, and require charter schools to provide the same workers' rights, student protections, and community accountability as all other public schools.
6. Create mandatory cleaning standards with minimum staffing provisions.

Provide equitable pay and benefits for part-time and adjunct faculty in community colleges and universities.

7. Having ongoing professional development for educators and classified school employees.
8. Ending the use of tax credits that impact the minimum spending guarantee under Proposition 98.
9. Expanding Career Technical Education alongside A-G education requirements.

### **G. Racial Justice**

Since our country's founding, systemic racism has resulted in disproportionately negative outcomes for low-income Black and Brown communities. From police accountability to protecting immigrant communities, the Labor Movement cares deeply about the rights of these frequently underrepresented voices. Not only have many of our members been subject to unjustified use of force by peace officers, many of our members are immigrants themselves or have family members who are immigrants.

1. What work have you done to advance racial equity?

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

2. Do you support the Black Lives Matter Movement?
3. The policy contained in the California Values Act (SB 54) or the Vision Act (AB 937) to ensure our local and state tax dollars are not used to funnel immigrants into dangerous health conditions in immigration detention, violate Constitutional protections, and separate immigrant families and communities?
4. Do you support efforts to increase oversight and accountability of police officers?

5. Efforts to increase access to voting, particularly for low-income and communities of color?
  
6. Efforts such as Senate Bill 10 (2018), which replaced cash bail with risk assessments for detained suspects awaiting trials?

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