



# Orange County Labor Federation, AFL-CIO

**LABOR 2022**

Local COPE Questionnaire

Thank you for responding to the Orange County Labor Federation's COPE Questionnaire.

The Orange County Labor Federation represents more than 250,000 working men and women and 93 affiliated unions in Orange County. Your responses to these questions will be used by our members and leaders to make endorsement decisions.

Completed Questionnaires and Bio Page must be completed and returned promptly by **Thursday, December 2<sup>nd</sup>, 2021 (by 5pm)** and may be emailed or mailed to the Orange County Labor Federation

Email Address:        luis@oclabor.org

Mailing Address:     309 N. Rampart St., Suite A, Orange, CA 92868

**(We will NOT accept any packages from non-union carriers (FedEx)).**

## Background

Name:

Office Sought:

Home Address

Occupation:

Employer:

Work Address:

Work Phone:

Campaign office address:

Phone:

E-Mail:

Political Consultant:

Campaign ID Number:

Political Party:

*Continued*

## **Introduction**

1. Which public offices have you held?
2. Briefly describe your educational background.
3. Briefly describe your work background.
4. Describe your history with unions as an individual and politically.
5. To what fraternal, professional, civic, or social organizations do you belong?
6. From what other groups are you seeking, or have you received endorsements?
7. Specifically, have you in the past requested or received an endorsement from the Orange County Taxpayers Association?
8. Would you now seek or in the future seek or accept the endorsement of the Orange County Taxpayers Association or the Lincoln Club of Orange County?

## **A. Overview**

1. Briefly describe your key priorities if elected.
2. If the Orange County Labor Federation endorsed you, would you carry that endorsement on your materials?
3. What role would the Orange County Labor Federation and its unions play in consulting and advising you and your staff on important issues affecting California's workers?

***Please indicate whether you supported or opposed the following and explain your support or opposition. Please also note any work you did in support or opposition to these measures.***

4. Proposition 22 (Repeal of AB-5, November 2020)
5. Proposition 32 (Restricted union member voices, November 2012)
6. AFSCME VS Janus (Limiting collective bargaining rights for public workers, 2018)

7. PRO Act (Protecting the Right to Organize, 2021)

**B. Promoting Workers' Freedom to Choose a Union**

1. What type of policies would you support in the future to promote workers' rights to organize?
2. Would you participate in any type of action or activity in support of workers who are trying to form a union and win a fair and equitable contract?
3. Would you support any laws that limit, prohibit, or otherwise prevent workers from freely joining a union?

*Please indicate whether you support or oppose the following policies and explain your support or opposition.*

1. Providing majority sign-up rights to all workers so they can organize a union free from employer intimidation.
2. Making California a so-called "right-to-work" state by prohibiting employers from agreeing to "union shop" contract provisions.
3. Support Community Workforce Agreements (CWA), to empower workers and the community when a project is proposed.

(Insert possible specific project questions if applicable)

4. Requiring private companies that contract to provide government services to report the number of workers they hire outside the county, state, and country.
5. Privatizing or contracting out of public services.
6. Requiring contractors to pay prevailing wage rates to workers.

7. Requiring developers to agree to Community Workforce Agreements (CWA).
8. Privatizing retirement benefits, including public pensions in California and Social Security benefits at the national level.
9. Strengthening AB-5, by increasing penalties on employers who intentionally misclassify workers as independent contractors to avoid providing benefits and workers compensation insurance.

### **C. Health Care**

Thousands of Orange County residents lack health insurance. The affordable care has been a step in the right direction, yet year after year, union members and their families must sacrifice wage increases and retirement security to maintain their health benefits. Legislation that forces more costs and risks onto the backs of working families will not solve the state's health care crisis. Real health care solutions require both expanding coverage and tackling rising costs.

*Please indicate whether you support or oppose the following policies and explain your support or opposition.*

1. Requiring employers to meet a minimum health care spending requirement, similar to a minimum wage, for all their workers.
2. Providing health care coverage to all Orange County children regardless of their immigration status.
3. Fully funding safety net services including public hospitals, community clinics, and emergency rooms.
4. **(FOR ORANGE COUNTY SUPERVISORS CANDIDATES ONLY)** Paying homecare providers livable wages stimulates local economies and saves the state money by ensuring a stable workforce that provides community-based care. Homecare services like those provided in the IHSS program are six to eight times cheaper than nursing home costs. What will you do to ensure the expansion home and community-based care like IHSS?

### **D. Ensuring Economic Security for Orange County Families**

Working families in Orange County face increasing economic uncertainty. Ongoing attempts to privatize retirement benefits – at the state and national level – continue to threaten retirement security. We need to increase wages, improve access to health care, preserve secure retirements, and expand worker protections to make sure that California workers can support their families.

1. What have you done and what would you propose doing in the future to promote economic security for working people?
2. Would you oppose any efforts to weaken basic worker protections, such as the eight-hour day, guaranteed lunch breaks, and prevailing wage?
3. How would you improve labor law enforcement in the underground economy?
4. Do you support AB-5, the landmark law protecting workers from misclassification?
5. **(FOR OC DA CANDIDATES ONLY)** Do you support bringing to justice companies that engage in wage theft and other types of illegal work retaliation and exploitation methods?

*Please indicate whether you support or oppose the following policies and explain your support or opposition.*

1. Seeking new sources of revenue.
2. Requiring more frequent property tax assessments on commercial properties.
3. Disclosing which corporations receive tax credits.
4. Raising taxes on high earners and corporations.

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

Orange County faces an impending workforce crisis. Skill shortages, due largely to mass retirements and growth, are projected for a range of highly skilled occupations in industries critical to California's economic base. According to the State's Economic Strategy Panel, job openings by 2014 will reach over half a million in the healthcare, manufacturing, and infrastructure/construction industries alone. These are high wage jobs, many of which do not require a college degree.

There is mounting concern that Orange County's existing education, training, and retraining systems are ill equipped to provide the skilled workforce our state needs. Too many young people are not graduating from high school, too few high school graduates have basic technical skills, and working adults have limited opportunities for lifelong education and career advancement.

1. Briefly describe the key changes you would propose to enhance educational quality and improve educational opportunities in each of these settings (a) primary, (b) secondary, and (c) higher education.

2. How would you make public job training, retraining, and skill upgrading available to more Orange County workers?

*Please indicate whether you support or oppose the following policies and explain your support or opposition.*

3. Creating a school voucher program that diverts money from public schools.
4. Expanding union apprenticeship programs and labor-management training partnerships.
5. Ensuring that “green jobs” are union jobs that pay a living wage.
6. Expanding Career Technical Education (CTE) programs.

## **CANDIDATE PLEDGE**

### **Supporting the right of workers to choose a union**

Union membership not only benefits the workers, but it also builds a stronger community and contributes to the economic vitality of our state. Union workers earn 30% higher wages and are 63% more likely to have employer-provided health insurance. Unions give workers a voice on the job and provide economic stability for millions of working families.

All workers deserve a real right to organize. Under existing law, employers have many ways to pressure workers not to join a union. 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 for a fair contract.

The Orange County 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 organize a union and bargain collectively. Whether it means 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. Support workers who are organizing a union.
2. Support workers pushing for a fair and fast process for demonstrating majority support for unionization, including neutrality and majority sign-up.
3. Support measures to reform labor law and give workers a real right to organize without employer intimidation.
4. Encourage employers to remain neutral in organizing campaigns and allow workers to decide for themselves whether to join a union.
5. Encourage employers to negotiate a first contract with the union within 90 days after the majority of workers express their choice in favor of forming a union and to negotiate all subsequent agreements in good faith and abide by those agreements.
6. Support workers in getting a fair contract that allows them to support their families and contribute to their communities.
7. Honor union boycotts of employers who violate the right to organize or refuse to bargain in good faith.

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

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