

★ *California* ★
LABOR
2008 ★ ★ ★

COPE Questionnaire

- State Senate*
- State Assembly*



California Labor Federation

Thank you for responding to the California Labor Federation's
2008 COPE Questionnaire.

The California Labor Federation represents over 2 million working men and women and 2,100 affiliated unions in California. Your responses to these questions 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.

Completed questionnaires should be returned promptly by March 10, 2008, and may be emailed, faxed, or mailed to the Contra Costa County Central Labor Council.

Email Address:

Fax Number:

Mailing Address:

Background

Name:	Kriss Worthington
Office Sought:	14th Assembly District
Home Address:	2808 Hillegas Avenue #1 Berkeley, CA 94705
Occupation:	City Councilmember
Employer:	The people of Berkeley (City of Berkeley)
Work Address:	2180 Milvia Street Berkeley, CA 94704
Work Phone:	510-981-7170
Campaign office address:	2808 Hillegas Avenue #1 Berkeley, CA 94705
Phone:	(510) 548-8796
E-Mail:	kriss@dsp.com
Political Consultant:	Doug Linney/The Next Generation
Campaign ID Number:	1301557
Political Party:	Democrat

Continued

Which public offices have you held? (Please include dates of service)

- **Berkeley City Councilmember, 1996 – present**
- **Alameda County Congestion Management Agency (CMA) 1998-2008– Plans and Programs Committee, Administration and Legislation Committee, Planning Area Committee,**
- **AC Transit: Berkeley-Oakland-San Leandro Major Investment Study Policy Committee**
- **Association of Bay Area Governments (ABAG) – City of Berkeley Alternate**
- **League of California Cities – City of Berkeley Delegate**
- **San Pablo Avenue Policy Steering Committee – Member (1998-2008)**
- **Alameda County Transportation Authority/Alameda County Transportation Improvement Authority (ACTA/ACTIA) – Alameda County Alternate 2004-present**
- **Alameda County Waste Management Authority (StopWaste) – Member 2006-2008**
- **City of Berkeley – Vice Mayor, Telegraph Committee (Chair), Downtown Committee (Vice-Chair), Undergrounding Utilities committee, Parks Committee, Eco-Pass Committee (Chair), Rules Committee (Chair), Joint City/Library Board Selection Committee (Chair) 2007, Housing Authority 1996-2007, Redevelopment Agency 1996-2008, Civic Improvement Corporation 1996-2007, and Holocaust Remembrance Day Planning Committee (Chair) 2004-2008**

Have you failed to vote in any elections in the past five years? If so, why?

I have voted in every election I was allowed to do so. And I have actively participated in elections since before I was old enough to vote. I was inspired by Martin Luther King, Jr. and the peace movement to start volunteering for Democratic presidential campaigns at age fourteen.

Briefly describe your educational background.

While I was in high school, I took courses at Bucks County Community College and the University of Pennsylvania. After graduation from high school, I attended Wilmington College. I also later took courses at Harvard Extension. While I have attended four colleges, the vast majority of my education has come from on-the-job training from jobs and volunteer activities.

Briefly describe your work background.

I served as a day care teacher, home health care worker, and as manager or Executive Director of non-profit groups including home for mentally retarded adults, shelter for homeless women, a youth hostel, housing co-ops, a food co-op, a neighborhood development association, and a UC student housing co-op.

Please describe your work with union members in any previous positions.

I actively work to do whatever the unions ask me to do, and offer to help on any labor issue I hear or read about. I also volunteer to gather signatures (for free) on every pro-labor petition or ballot measure I have ever heard of.

Are you a union member? To which unions have you belonged?

No, I am not currently a union member. I tried to organize a union at a factory I worked at, with the help of the UAW, but the factory was set on fire and we were fired.

What was your level of participation (steward, officer, member of bargaining team, etc.)?

I was one of the two main people attempting to organize. We held our employee meetings in my house.

Have you ever walked on a union picket line? If so, please list your three most recent pickets.

YES, I have walked hundreds of picket lines with dozens of unions, including the Berkeley Honda boycott, Hotel Claremont, Radisson and Woodfin boycotts, Teamsters lockout, resisting decertification elections, supporting union organizing drives, and contract negotiation efforts.

To what fraternal, professional, civic or social organizations do you belong?

AARP, ACLU, Asian Pacific American Democratic Caucus of Alameda County, BCA, BWOPA, California Democratic Party Disabilities Caucus, CalPirg, Center for Reproductive Rights, Common Cause, Contemporary Jewish Museum, Democrats with Disabilities, East Bay for Democracy, East Bay LGBT

Dems, El Cerrito Democratic Club, Environment California, Equality California, Gray Panthers, HRC, John George Democratic Club, Lamorinda Democratic Club, Latino Democratic Club, League of Conservation Voters, Magnes Museum, MGO, NAACP, NARAL, NOW, NWPC, Planned Parenthood, Progressive Democrats of the East Bay, Save the Bay, Sierra Club, Wellstone Democratic Club, WILPF. These are the groups that come first to mind. I try to be an activist member and attend meetings, and support action campaigns, but my participation varies depending on who says they most need my attention at any particular time.

From what other groups are you seeking or have you received endorsements
I will continue to seek endorsements from individuals and organizations that I have worked with in the past or want to work with to create change within the community or who share the same progressive values as I have. I am honored to have received a number of key early organizational endorsements and elected officials:

International Association of Machinists, Local 1546
Berkeley Firefighters Association, Local 1227
Progressive Democrats of the East Bay
Equality California
Berkeley Daily Planet

Mark Leno, State Assemblymember
Max Anderson, Berkeley City Council
Darryl Moore, Berkeley City Council
Dona Spring, Berkeley City Council
Robert Lieber, Albany Mayor
Marjorie Atkinson, Albany City Council
Farid Javandel, Albany City Council
Ken Bukowski, Emeryville Mayor
Ruth Atkin, Emeryville City Council
Mark Green, Union City Mayor
Larry Reid, Oakland City Council
Tom Ammiano, San Francisco Supervisor
Bevan Dufty, San Francisco Supervisor
Gerardo Sandoval, San Francisco Supervisor
Leslie Katz, Former San Francisco Supervisor
Jose Cisneros, San Francisco Treasurer
Elsa Ortiz, AC Transit Board
Dolores Huerta, United Farm Workers
Doug Linney, East Bay MUD
John Selawsky, Berkeley School Board Chair
Rio Bauce, Berkeley School Board
Jesse L. Arreguin, Berkeley Rent Board Chair
Dave Blake, Berkeley Rent Board
Howard Chong, Berkeley Rent Board
Jack Harrison, Berkeley Rent Board
Jason Overman, Berkeley Rent Board
Selma Spector, Berkeley Rent Board
Lisa Stephens, Berkeley Rent Board
Pamela Webster, Berkeley Rent Board
Van Nguyen, ASUC President
Taylor Allbright, ASUC Executive VP
Danny Montes, ASUC External VP

Please see the attached list of complete endorsements.

Do you plan to seek higher office?

I have never thought about running for higher office than Assembly.

A. Overview

1. Briefly describe your key legislative priorities if elected. What legislative committees would you be interested in serving on?

I will be a Democrat with backbone, and advocate for the most progressive state budgets and policy possible. One of my goals would be to get a 100% rating on the AFL/CIO state labor legislative scorecard. I am passionately committed to working on Education, Environment, Health care, Labor, and Diversity, but I have also demonstrated that I can take on hundreds of projects and keep track of and follow through on them. My advocacy against implementation of the already-approved drastic prison expansion may help win us some delay in the horrible budget consequences that will come from operating the extra prison beds built to incarcerate many more minority youth for drug and minor offenses. My passion for education funding starts at preschool, includes strong commitment to vocational and career technical education, and goes all the way through to the Community College, CSU and UC systems. Another goal is to use the bully pulpit of the position to support social movements, disenfranchised people and to oppose racism, sexism, anti-Semitism, anti-immigrant and any and all forms of hate crimes, prejudice and discrimination. I will continue to speak out and stand up against I.C.E. raids and DEA raids. While I will be willing when it is necessary to be the “Barbara Lee speaks for me” solo principled progressive vote, I will primarily seek to build coalitions to win. While I will actively give encouragement and support to progressive causes, my legislation itself will mostly focus on positive incremental improvements.

On the Assembly, the Budget, Appropriations, and Transportation Committees would be most interesting to me. I am interested in the Budget and Appropriations Committees because where and how you spend your money is the most important question that a legislative official can have an impact on. At the city level, I have been able to work on the local budget to find pools of money that few councilmembers are aware of, so that our crucial city services are protected from cuts. For example, I have been able to annually protect and preserve millions of dollars of social service funding for programs throughout the city. I have also been able to secure \$1 million of the general fund annually toward the development of affordable housing. As a current member on seven regional transportation boards and committees, I would also be very interested in serving on the Transportation Committee. I think it is vitally important that we are linking our transportation policy and planning to land use, economic, and housing policies.

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

I am the most progressive and activist candidate in this race, and I have the ability to work with others to get progressive things done, while actively supporting dozens of important causes simultaneously. One study shows I had a 98% success rate with introducing progressive policy and getting it approved. I have also hired and appointed the most racially diverse team of people, including a good percentage of traditionally underrepresented groups in Berkeley, such as Asians and Pacific Islanders, Latinos and young people.

3. If the California Labor Federation endorsed you, would you carry that endorsement on your materials?

YES, I would be honored and delighted to list this endorsement.

4. What role would the Labor Federation and its unions play in consulting and advising you and your staff on important issues affecting California’s workers?

As a legislator, my goal is to achieve a 100% score on Labor's legislative scorecard. As has been the case in my tenure as a councilmember, I have always consulted with labor leaders on key policy issues that affect labor, housing, education, and the economy. I will continue that close partnership in the Assembly. I think the Legislature's opportunity to consider the qualifications of appointments is a very important part of the balance of powers with the Governor as well as with legislative leaders. I would certainly eagerly welcome consultation with unions and other community organizations to gain advice and information on the track records of prospective appointments. And I would seek out union representatives to be appointed themselves so there is a voice at the table who really understands our issues.

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

5. Proposition 75 (Restricted union members voices in political action, Nov 2005)
Opposed. I strongly and actively opposed Proposition 75 and all the governor's reactionary initiatives. Until we are able to get clean money elections, limiting the ability for unions to impact political activity without doing the same to large corporations is ludicrous.
6. Proposition 72 (Provided health care for working families, Nov 2004)
Supported. Californians deserve universal access to high quality reasonably priced health care. Single Payer is the best tool to accomplish that goal. While we increase educational efforts to move California and the nation in that direction, we need to make incremental improvements along the way. Health insurance should be employer-paid and provide full coverage. I participated in the educational programs with BOCA, and leafleted Sicko showings.
7. Proposition 56 (Changed vote threshold needed to pass the state budget, March 2004)
Support. Giving veto power to 1/3 of the legislature and 1/3 of the voters is thoroughly undemocratic. Intellectually, I think it should be a majority vote, but since that seems unlikely, I have before and would again support reducing the threshold to 55% or 60% or whatever number we think is attainable that moves us in the right direction.
8. Propositions 94, 95, 96, 97 (Referenda petitions which, if defeated, would overturn gaming compacts without worker protections, Jan 2008)
Oppose. One of the reasons I strongly opposed Propositions 94-97 was due to the denial of card check neutrality to workers at casinos that stand to benefit in the billions of dollars.
9. Proposition 187 (Ended access for undocumented immigrants to California health, welfare and education programs, 1994)
Oppose! This was a terribly misguided proposal that not only lacked compassion but fiscal responsibility as well.
10. Propositions 1A, 1B, 1C, 1D, 1E (Infrastructure bonds, Nov 2006)
I strongly supported the infrastructure bonds in 2006. I actively supported and campaigned for Propositions 1C because it is critical that the state develop pools of money to incentivize affordable housing.

B. Promoting Workers' Freedom to Choose a Union

Union membership is about more than just better wages and benefits. With a union, workers gain a voice on the job. Union membership also improves productivity and contributes to the economic vitality of the state. Polling shows that 56 percent of workers would join a union tomorrow if given a free choice. Yet every day in California and across the country, workers are denied that freedom. Employers routinely intimidate, harass, and threaten workers who try to form a union or bargain a fair contract. In fact, in 25% of union elections, a worker is fired for exercising his or her right to join a union.

Workers are demanding labor law reform to protect our right to organize. We need majority sign-up, or “card check,” which allows workers to choose whether or not to form a union free from fear and intimidation. Under majority sign-up, workers who want a union sign a card asking the union to represent them in collective bargaining, and if a majority signs cards, the union is entitled to recognition. Majority sign-up is a top priority for the Labor Movement nationwide and, here in California, we are committed to expanding and strengthening our right to organize.

1. What have you done to support workers’ rights to freely join a union?
 - **Actively supported Head Start workers organizing campaign by SEIU 616.**
 - **Actively supported organizing campaign for the spa workers, as well as contract negotiations for the hotel workers at the Claremont Hotel.**
 - **Woke up at 4:30 or 6:30 in the morning to support workers organizing at the Radisson, and lobbied management, and showed up at other times of the day too.**
 - **Participated in numerous picket lines, including one civil disobedience at the Woodfin in support of the workers, and actively supported the boycotts of the Radisson, Claremont and Woodfin.**
 - **Sponsored resolutions and legislation in support of Machinists Local 1546 at Doten Honda, and striking workers at Sutter Health**
 - **Walked the lines and did lots of behind the scenes work to help workers at the Berkeley Bowl who wanted to join UFCW.**
 - **Actively supported Stand for Security with SEIU 24/7, and campaigned actively against Arnold Schwarzenegger’s anti-union propositions during the 2005 Special Election**
 - **Attended numerous rallies with UPTE, CUE, AFSCME, and the UC Union Coalition, and supported their efforts on contracts and still working on creation of employer provided free public transit.**
 - **Lobbied aggressively for the Employee Free Choice Act and a national policy to ensure card check elections**
 - **Supported UFW’s efforts and sponsored a resolution supporting a worker-led boycott of Gallo of Sonoma**
 - **Supported organizing airport security workers and sponsored a resolution to support their fundamental right to unionize and bargain collectively.**
 - **See attached labor flyer for other examples.**

2. Have you supported any legislation to support workers’ rights to organize? What type of legislation would you support in the future to promote workers’ rights to organize? I have worked closely with labor representatives to strategize how to win votes and how to draft proposals with a good chance to win. This includes pressuring elected officials and management alike. Sometimes I do this publicly, and sometimes anonymously depending on protocol, but certainly I will help in any way that I can. I have worked with and supported workers in many ways:

- **Sponsored the Living Wage Ordinance in Berkeley**
- **Actively supported boycotts of the Claremont, Radisson, and Woodfin Hotels**
- **Sponsored resolutions and legislation in support of Machinists Local 1546 at Doten Honda, workers at Berkeley Bowl, and striking workers at Sutter Health**
- **Helped secure \$50,000 in the City of Berkeley budget to implement a sweatshop-free ordinance**
- **Campaigned actively against Arnold Schwarzenegger’s anti-union propositions during the 2005 Special Election**
- **Attended numerous rallies with UPTE, CUE, AFSCME, and the UC Union Coalition**
- **Lobbied aggressively for the Employee Free Choice Act and a national policy to ensure card check elections**
- **Supported UFW’s efforts and sponsored a resolution supporting a worker-led boycott of Gallo of Sonoma**
- **Shepherded the Equal Benefits Ordinance through a lengthy process to enactment**
- **See attached labor flyer for a few dozen other examples.**

As an Assemblymember, I will continue this work and support any policy that promotes a worker’s right to organize, including the recognition of majority sign-up or card check neutrality.

3. Will you walk on picket lines and speak at rallies in support of workers who are trying to form a union and win a fair and equitable contract? When did you last walk a picket line?
YES, I have walked hundreds of picket lines with dozens of unions, including the Berkeley Honda boycott, Hotel Claremont, Radisson and Woodfin boycotts, Teamsters lockout, resisting decertification elections, supporting union organizing drives, and contract negotiation efforts. I have attended hundreds of rallies with dozens of unions, including SEIU Locals 1877, 250, 616, 595, 790, and 1021, Justice for Janitors, and 24/7 Stand for Security. I have been happy to speak whenever that was requested.
4. When workers are trying to form a union, will you actively urge employers to remain neutral, voluntarily recognize a union when a majority has indicated the desire to join a union, and negotiate in good faith for a first contract? If not, why not?
NO. In terms of working with employers, I have participated in delegations, both announced and unannounced, I have practiced divide and conquer by talking to various management staff to pressure them and/or to get information, and I have tried to keep an open mind and mediate, even though it is generally obvious that the union is right and management needs to work better with their employees!

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

5. Enacting labor law reform at the National level to strengthen and safeguard the right to organize.
Support! As a city councilmember I have been active in supporting state and national labor reforms. As a State Assemblymember, while we do not have direct influence over federal law and the NLRB, I will continue my activism to advocate for strong labor laws and protections at the national level, including the use of legislation at the state level to strengthen the case for national protections.
6. Providing majority sign-up rights to all workers so they can organize a union free from employer intimidation.
Support! The Employee Free Choice Act is more than just priority legislation. It is the number one most important tool for the reversal of the decline in union membership. The current NLRB process has become more and more favorable to employers as different administrations keep making it harder to organize workers. This one giant leap for workers would mean that a worker's card check vote for a union would be counted. I have lobbied in favor of this important bill, and I have educated staff, volunteers, interns and a class about it. As an Assemblymember, I will continue to educate and fight for the Employee Free Choice Act on the national level, but I will also passionately fight to ensure that card check neutrality becomes an option for workers in this state when possible.
7. Making California a so-called "right-to-work" state by prohibiting employers from agreeing to "union shop" contract provisions.
I oppose right to work laws, because they are a race to the bottom. In the states that have right to work, employees on average have lower salaries, fewer benefits, and often face poorer working conditions. I support 100% union shop provisions because it allows workers to collectively invest in a union while receiving collective support.
8. Ratifying gaming compacts without providing majority sign-up rights for workers.
I oppose ratifying gaming agreements without a recognizing the right of workers to organize through majority sign-up. I actively opposed the most recent gaming compacts and I opposed Propositions 94-97

C. Health Care

Nearly seven million Californians lack health insurance, and one million more will join them over the next five years if we don't act now. Health care costs have at least doubled the overall rate of inflation each year for almost a decade, and workers are paying a greater share of these costs than ever before. 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
I am generally supportive of requirements for all employers to meet minimum spending standards for their employees.
2. Providing health care coverage for every Californian through a single payer, universal system like the one established in Senator Kuehl's Senate Bill 840.
YES, YES, YES! I have supported single payer for many years and was active in supporting SB840, since 1998.
3. Imposing an individual mandate that requires individuals to buy private health insurance without capping their total out-of-pocket costs.
I am concerned about the individual mandate being included in many proposals unless there is a way to assure affordability. I advocated for the Senate to fix some of the parts that are weak in the Assembly-approved bill and make it more possible for a united labor front on health care reform. Employer mandates are a more effective tool.
4. Regulating the prices HMOs and insurance companies and hospitals can charge for their health insurance products and services.
Support.
5. Providing health care coverage to all California children regardless of their immigration status.
Yes, children should not be victims of hate and prejudice against their parents especially in vital education or health services. Providing coverage and care at an early stage also reduces the costs to taxpayers who will be less likely to be burdened with emergency care costs later.
6. Expanding bulk purchasing of prescription drugs for public and private health care purchasers.
Support! This is one effective way to address the cost control concerns and would be especially effective under a universal health care system.
7. Requiring strong cost and quality disclosure standards for health insurers and health care providers.
Support!
8. Fully funding safety net services including public hospitals, community clinics and emergency rooms.
Support. Given the lack of universal health care, county hospitals provide the necessary safety net for this state's most vulnerable citizens. When we reduce funding to hospitals without providing the

support to people who end up there, the state is just being irresponsible. As a city councilmember, I have fought repeatedly against drastic proposed cuts to safety net services. In fact, we have been successful in bringing together a diverse coalition of service providers and advocates to protect many of these services from further damaging cuts.

9. Requiring the public disclosure of major corporations, like Wal-Mart, who fail to provide affordable health benefits, leaving workers to rely on public health care programs. **I support public disclosure wherever possible. Major corporations who abuse their employees must be made responsible and prohibited from benefiting from state funds for their irresponsibility. I support legislation requiring companies which take tax breaks to create a sizeable number of secure, well-paying jobs and to provide substantial warning of relocation. I support sunset dates and required legislative review of all special tax preferences, with renewal tied to the entire budget process, which would ensure that Republican minorities can't force these through without a two-thirds majority.**
10. Encouraging high deductible health plans that require policyholders to pay premiums and substantial deductibles before they can access health care services. **Oppose. Health care services that require high premiums or deductibles create an exclusive system that excludes some of California's most vulnerable communities. Rather, I believe that a Single Payer system is the best tool to accomplish the goal of equitable access.**

D. Ensuring Economic Security for California Families

Working families in California face increasing economic uncertainty. With stagnant wages and soaring home foreclosure rates, many working families are just one paycheck away from losing their homes. The jobs that are being created in California are in sectors paying 40% less than those sectors in which jobs are being offshored and outsourced. 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.

In addition, workers who are injured on the job have seen their rights and benefits greatly reduced under workers compensation reform. Workers are routinely denied access to necessary medical care, employers are reluctant to return them to work even after they recover, and permanent disability benefits have been slashed by an average of fifty percent. We need to restore dignity to injured workers and fairness to the system.

1. What have you done to promote economic security for working people?
I have assisted public sector workers get the contracts they deserve and ensured that the public receives the services that they deserve as well. As an elected official, I have:
- **Sponsored the Living Wage Ordinance**
 - **Supported and strategized with members of UPTE, CUE, and AFSCME to help ensure they receive fair contracts and wages**
 - **Worked with the Berkeley Fire Fighters Association to end rotating closures of fire stations**
 - **Lobbied School board for a fair contract for BFT and attended teacher support rallies.**
 - **Supported a moratorium on foreclosures.**
2. Would you oppose any efforts to weaken basic worker protections, such as the 8-hour day, guaranteed lunch breaks, and prevailing wage?
Yes! Yes! Yes! I would oppose any and all efforts to weaken worker protections. These fundamental rights and protections seem to be under attack every legislative year. I will work to make sure we continue to stop any efforts to erode worker rights in this state.
3. How would you improve labor law enforcement in the underground economy?
When looking at the underground economy, we need to differentiate the parts within that economy. Part of this economy involves illegal gambling and drug sales. But I would start with the part that

involves financial scams and corporate decisions that are made to subvert the law. One way to address this is in increased tax collection and code enforcement. We need to promote more active efforts to collect taxes from companies that are trying to fall below the radar. The underground economy is costing us in terms of failure to pay business taxes, employee taxes, and social security. To the extent that it's a private company that's doing things underground to avoid treating employees fairly, we need to make sure they are doing the right thing.

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

4. Indexing the minimum wage so it is adjusted each year to keep pace with changes in the cost of living.

Support. As an elected official, I sponsored the Living Wage ordinance in the City of Berkeley and believe that workers should be paid equitable wages that match the changes in the cost of living. I have already lobbied at the state and federal levels to increase the minimum wage statewide and nationally. I also supported ballot measures to increase the minimum wage in California.

5. Requiring private companies that contract to provide State services to report the number of workers they hire outside the state and country.

Support. Reporting requirements might increase the chance that employers stay in-house when they employ workers for state contracts. Ultimately however, longer stable jobs increase the likelihood of workers to receive higher pay, better benefits, and an improved working environment.

6. Privatizing or contracting out of public services.

I am strongly opposed to the privatization of public services. Too often this has become a short-cut to save a little money in the short term, but you risk long term negative effects on individuals and the social and economic fabric of our society. I am also opposed to the long-term use of part-time temporary workers by state and local agencies. Part time temporary workers seem to frequently get extended beyond the brief temporary time they were originally intended to be hired, and they do not have the benefits or job security they deserve. Furthermore, as a state and as local governments, we should be working to ensure that our workers are invested in the services they provide to the public. At the City Council level, I have successfully fought to secure fair wages and benefits for City employees when the City Manager said there was no money. In addition to strongly opposing the contracting out of janitorial and security jobs, I have taken the lead in proposing that we bring work in house that has previously been contracted out. I have built a little momentum in this direction-while prior votes were 8-1, in the last two years I have been joined by two other council members voting against outside contracts and expressing support for my proposals to contract in.

7. Requiring contractors to pay prevailing wage rates to workers.

Support! I am a strong supporter that the state contracts must include requirements to pay prevailing wage. It is our responsibility as a state to ensure that we are not adding to the inequitable and poor economic conditions in California. It is ironic that workers are often unable to afford or enjoy the amenities they are assigned to provide and build.

8. Requiring developers to agree to Project Labor Agreements (PLAs).

Support! As I have seen in my experience on the City Council and as a member of dozens of Alameda County agencies, projects benefit most when all stakeholders are at the table. Project Labor Agreements are a powerful tool and should proliferate. I initiated discussion of a Project Labor Agreement for the 45 million dollar City Hall retrofit project but was unable to get the City Council to override the City Manager's absolute opposition.

PLAs provide countless benefits for workers under a contract as well as the beneficiaries of the project itself. These agreements provide protection and assurances to workers that are hired to complete a job, but more importantly for an employer, they provide stability in the work environment, by establishing predetermined wages, increased worker safety, and more productivity

that often leads to cost savings for the project itself. I support the use of PLAs on the state contracting level because they are both morally and fiscally responsible.

9. Privatizing retirement benefits, including public pensions in California and Social Security benefits at the national level.

I oppose the take away proposals that threaten existing pension agreements. Employers who negotiated these benefits should follow through on their promises. We need to halt involuntary cash balance conversions and all other cutbacks in pension benefits, and we need to secure cost of living adjustments whenever possible. I have supported generous retirement benefits for police and fire employees because it was right for them, and also because I believe it establishes precedent to point to for other unions in future years. I have supported retirement benefits for part time workers, and opposed reductions to widow/spouse benefits. I have supported multiple efforts of the Pension Rights Center to promote fairer pension policies both on individual employers and on a broader legislative level. I strongly support the Restoring Pension Promises to Workers Act of 2007 to close the merger and acquisition loophole and I am the sponsor of the City of Berkeley's support. We need to protect promised pensions when plans are changed or terminated, to safeguard 401(k) savings, and to establish an office of pension participant advocacy. I will continue to support shareholder resolutions and organized efforts within individual companies by employees, unions and community supporters.

10. Expanding Paid Family Leave in California.

I supported the efforts of Assemblymember Swanson and Senator Kuehl this past year to expand family leave rights in California. It is vitally necessary in ensuring a healthy workforce that we are sensitive to the familial obligations that working people have. Furthermore, I have supported Senator Kuehl's measure to expand the definition of familial status in California law, to include siblings, grandparents, and other members of an increasingly expanding family structure in today's society.

11. Increasing penalties on employers who intentionally misclassify workers as independent contractors to avoid providing benefits and workers compensation insurance.

Support! I am extremely opposed to the intentional misclassification of workers as independent contractors rather than employees. This practice has been abused by a number of industries and corporations as a short cut to not paying for worker benefits. Even more importantly, independent contractors are governed differently under the law, and are unable to form unions, collectively bargain with their employers, or receive fundamental benefits given to regular employees such as the 8-hour workday. This practice has been evident in the port goods movement industry where many truck drivers have had to file as independent contractors in order to receive work. After all business related expenses including insurance and benefits are paid for, these workers often earn less than \$30,000 year while spending over 10 hours a day at work.

12. Further reducing workers' compensation benefits for injured workers.

I oppose reducing these benefits. Too many employees are already suffering from workers' compensation "reforms" that the Governor pushed through early in his tenure. In fact, these reductions have imposed an increase in the burden that the individual worker as well as social services must bear locally. I am currently working to help individuals on a case-by-case basis who are suffering from the lack of care after an injury on the job. Instead of pushing "reform," we need to make sure that it is clear to all workers that injuries on the job shall be properly taken care of.

13. Placing new restrictions on which physician a worker can see for a workers' comp injury.

Oppose. Workers should get the final say, without restrictions, in which physicians they would like to see for a workers' compensation injury. Very often, a physician who is assigned or referred to the worker may not fully understand the individual's health history or preexisting conditions. I believe, as in health care, the patient should have the ability to determine what is best for him or her.

14. Require workers compensation insurers to receive approval from the Insurance Commissioner prior to charging rates that are either excessively high or that fall below the market rate.

I support approval requirements for insurers who try to charge excessively high rates. It is important to ensure accountability on the part of insurers who are responsible for the care of injured workers in these situations.

E. Creating a Fair State Budget and Tax System

California is facing a projected budget deficit of \$10 billion dollars and the impact of any new cuts will be devastating for California's working families. The supermajority needed to raise new revenue has tied the hands of the Legislature and the Governor's refusal to consider any types of tax increases has only worsened the State's financial outlook. We must find ways to increase revenue, as well as the political will to make responsible budget and tax policy in this State.

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

1. Seeking new sources of revenue.

I would certainly support raising taxes to fund public services. The giant federal tax cuts have created a situation where the wealthiest are paying far less of the tax burden. If California could close tax loopholes such as those identified by the California Budget Project and the Legislative Analyst Office, we would have a much more stable budget. The most fundamental budget reform needs to be to change the two-thirds requirement. Even with a Democratic Governor, the two-thirds is a giant barrier. We were successful at reducing the threshold on school ballot measures so we should actively work to lower it for the whole budget. Even if we only lowered it to 55% or 60%, it would be a dramatic improvement. Within the existing constraints, there are still ways to increase fees while making sure that they are tied to fund specific public services. Not only have I voted for tax and bond ballot measures at the city, regional and state levels, but I have often taken a lead role in the campaigns, including fundraising, campaign strategizing, and volunteer recruitment. My commitment to sufficient funding for public services will continue as a State Assemblymember.

2. Requiring more frequent property tax assessments on commercial properties.

YES, I have actively supported split roll on the state level. All of the owners of a company can change, and still a reassessment may not kick in, as long as they space out the change over time. This is unfair to homeowners who are paying a higher share of the burden. As more and more residential property changed hands during the housing boom, the inequity became bigger. I have also worked to convince the City to use its limited power to shift some of the burden when local rates are periodically renewed. At the Federal level FICA should be paid on dramatically higher levels of all income.

3. Adjusting the state's current spending cap.

Support. The cap is a relatively arbitrary limit. If you want a cap, have a cap on loopholes for the wealthy to avoid paying their fair share. Or have a cap on corporations sheltering their income. Or have a cap on the wage and benefit differential between the highest paid executives compared to the general employees.

4. Lowering the vote threshold for passing a budget and raising new revenue?

Support. Giving veto power to 1/3 of the legislature and 1/3 of the voters is thoroughly undemocratic. Intellectually, I think it should be a majority vote, but since that seems unlikely, I have before and would again support reducing the threshold to 55% or 60% or whatever number we think is attainable that moves us in the right direction.

5. Requiring corporations to pay taxes on the same income that they report to shareholders.

Support. Corporations have found so many ways to avoid their fair share of the tax responsibility that any tool that moves them toward accountability is worth exploring.

6. Requiring tax audits for employers who violate labor laws such as workers' compensation, unemployment insurance and the minimum wage.
Support. Sometimes the fear of having to do a lot more paperwork can actually pressure people into following the laws. Worker's Comp, unemployment, and the minimum wage are such essential tools to help workers survive that any measures that lead employers to do right should be considered.
7. Disclosing which corporations receive tax credits.
Support. Tax credits are generally adopted to supposedly accomplish benefits for society as a whole, or helping a specific group or policy. information on which corporations receive tax credits helps us better understand if the credit is accomplishing the stated goal, and helps to identify loopholes where a corporation might move resources around to qualify but not actually create more jobs or more housing etc. Evaluation of effectiveness is more possible with more information.

F. Investing in Education and Workforce Development

California 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 California'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 for primary, secondary and higher education.
 1. Restore semblance of democracy and reduce budget/funding threshold to 55%
 2. Better pay for teachers and support staff
 3. Better benefits including health care and secure pensions for education personnel
 4. Restoring community college, SU, and UC funding
 5. Addressing the achievement gap for low income and minority students
 6. Expanding preschool access

I sponsored Berkeley's efforts to provide stipends, training and the creation of the child care task force. In the past, I have very actively supported ballot measures at the local and state level for renovation and construction of K-12 schools as well as colleges and universities. I have also supported measures for reduced class size. Examples include Measure A (1996), Measure C, BSEP(1998), Proposition 1A (1998) and Proposition 47 (2002). At the local level, I have lobbied School Board members and attended rallies for better contracts with the Berkeley Federation of Teachers. Furthermore, as a City Councilmember, I have worked closely with UC students in Berkeley and across the state in their efforts to freeze student fee increases. I have spoken at numerous rallies and Regents' meetings, and I have helped to attain permits for campus union and student demonstrations in support of their efforts.

2. How would you make public job training, retraining, and skill upgrading available to more California workers?
I believe additional funding is necessary for additional professional development and job support when it is appropriate. Where possible, we should be looking for creative ways to partner public funds with private resources to improve our workers as well as the quality of public services. I support voluntary in-service training opportunities and mandatory ones only when it is supported by the unions. Ultimately, we can achieve additional funding through budget reforms, changing the 2/3

vote requirement, increased taxes and fees on the wealthy, and fighting back against draconian cuts proposed by the Governor.

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.
Oppose. Aside from the annual erosion of public school funding, tax credits and incentives to move public funds away from public education are hurting the public education system. Individual families always have the option to enroll in private schools, but this should never be at the expense of public funding for K-14 education. On multiple occasions, I have opposed ballot measures as well as legislation, which would be financially damaging to public schools as well as raise issues of separation of church and state. I am a strong advocate for equal access to quality public education, and I oppose attempts to privatize education at the expense of our public schools.
4. Expanding union apprenticeship programs and labor-management training partnerships.
Support! I strongly support the creation of partnerships between educational institutions and labor-supported organizations that provide job-training and opportunities for well-paying sustainable jobs.
5. Creating new funding sources to train and retrain workers for the Green Economy.
Support. One of the urgent issues that I will take on is working to promote good paying jobs for youth and low income residents, and supporting the small business people who are exploring how to be green and be successful.
6. Expanding Career Technical Education (CTE) programs.
Support. I am supportive of funding and integrating career technical education into the curricula and into the partnership programs of local schools, so that students have the opportunity to transition into careers that they are both interested in and meet important social needs.

G. Promoting Workplace Health and Safety

Cal/OSHA was created to provide a safe and healthy workplace for all California workers. However, the lack of adequate resources, minimal fines for violators, and inadequate numbers of safety inspectors have stood in the way of ensuring safe workplaces in California. As of June 2007, there were only 186 inspectors to regulate the safety of 17 million workers – just 1 inspector for every 84,860 workers. Employers are able to play the odds that a safety inspection will not occur and, if they are cited and fined, violations are often appealed and rescinded by the Cal/OSHA Appeals Board. Meanwhile, ergonomic injuries are on the rise while the Cal/OSHA Medical Unit, which issues citations for ergonomic hazards, has only one registered nurse and no physicians on staff.

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

1. Strengthening workplace safety regulations and employer compliance.
Support. The Federal OSHA has been manipulated by the Bush administration to be weak and ineffectual. An extreme reliance that corporations will do the right thing, is not a sufficient protection of the health and safety of either the employees or of the general public. Cal OSHA is also not serving the exemplary purpose for which it was intended. I have personally testified in support of the Heat Illness Standard and observed and learned about many of the flaws in Cal OSHA. (In that case we actually won some increased regulation.) We must strongly ban any reprisal, and provide serious protection, to employees for reporting injuries.
2. Increasing the fines that Cal/OSHA can impose for violations of workplace health and safety standards.

Support. Increased fines can be one substantial tool to encourage employers to take health and safety more seriously. But unless employees feel it is safe to report the fines will not be issued. Underreporting is actively encouraged by incentive systems where employers reward employees for non-reporting. Employees should receive that "bonus" money as part of improved wages and benefits, not tied to failure to report.

3. Increasing Cal/OSHA's budget to improve staffing levels so they can respond quickly to reported injuries or hazards and provide regular, routine inspections.

Support. The work load for Cal OSHA inspectors is overwhelming. Inspectors can not possibly inspect more than a tiny percentage of the area they oversee.

4. Protecting a worker's right to refuse -- without penalty -- to perform work they consider unsafe.

Support. Employees should not be forced to perform work they consider unsafe. The employee may very well be able to suggest other methods of getting the job done that are safer. Additionally most workplaces have enough other people who could do those jobs, if other workers do not share the first workers concerns. Management should be required to seriously consider the workers concerns.