

National Union of Healthcare Workers Questionnaire for 2018 California State Constitutional Offices

To help NUHW assess your candidacy for state office, we ask you to complete this questionnaire.

BACKGROUND

Name: Delaine Eastin Candidate for: Governor

Home Address:

Personal Phone and E-mail:

Current Occupation: Speaker and consultant Employer: Self

Work Address: NA Work Phone: NA

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Campaign FPPC Number: 1393307 Political Party: Democrat

positions you previously have held.

on City Council (elected), State Assembly (elected), State Superintendent of Public Instruction (in that capacity I served on a number of bodies including Regent of the University of California and Trustee of California State University)

leadership roles you have played.

3. Briefly describe your educational background and prior work experience.

See attached CV

4. Are you currently a union member? To which if any unions have you belonged? If you have been a union member, were you an officer, steward, bargaining committee member or activist?

I am not currently a union member, but when I worked as a part-time Community College Instructor, I joined the California Federation of Teachers, even though it was not mandatory.

5. What significant endorsements have you received from organizations and individuals?

I have been endorsed by the National Women's Political Caucus of California, and a number of current and former elected leaders throughout the state, including:

Cecilia Curry, Assemblywoman

Dede Alpert, Former State Senator

Joan Buchanan, Former Assemblywoman
Leona Egeland Rice, Former Assemblywoman
Sally Tanner, Former Assemblywoman
Mary Adams, Monterey County Supervisor
Jane Parker, Monterey County Supervisor
Jim Provenza, Yolo County Supervisor
Don Saylor, Yolo County Supervisor
Dianne McKenna, Former Supervisor of Santa Clara County, Former Mayor, Sunnyvale
Stacy Adler, Mono County Superintendent
Dr. James Brescia, San Luis Obispo County Superintendent
Marguerite Bulkin, Tuolumne County Superintendent
Bill Cirone, Santa Barbara County Superintendent
Dr. Baljinder Dhillon, Sutter County Superintendent
Lisa Fontana, Inyo County Superintendent
Robin Hopper, Mariposa County Superintendent
Krystal Lomanto, San Benito County Superintendent
Barbara Nemko, Napa County Superintendent
Cathy Northington, Calaveras County Superintendent
Terry Oestreich, Plumas County Superintendent
Dr. Francisco Reveles, Yuba County Superintendent
Karen Sakata, Contra Costa County Superintendent
Patrick Traynor, Alpine County Superintendent
Michael West, Colusa County Superintendent
Jesse Ortiz, Yolo County Superintendent
Carol Dutra-Vernaci, Mayor, Union City
Ann Evans, Former Mayor of Davis
Susan Hammer, Former Mayor, San Jose
Bill Harrison, Former Mayor, Fremont
Karen Humphrey, Former Mayor, Fresno
Joe Krovoza, Former Mayor, Davis
Gus Morrison, Former Mayor, Fremont
Alan Nagy, Mayor, Newark
Elizabeth Patterson, Mayor, Benicia
Hundreds of City Council, School board and community leaders throughout the state.

6. How much money have you raised to date? How much do you aim to raise?

I have raised approximately \$325,000 -- of which $\frac{1}{4}$ was raised just in the month of June as I continue to build momentum. I have a budget of \$15 million for the primary.

7. Have you conducted a poll? If yes, please provide relevant information from the findings.

We have not done a poll yet. But Celinda Lake of Lake Research is consulting with the campaign and is our pollster and she is a rock star.

8. Beyond our public endorsement, what specific support are you seeking from NUHW?

Your endorsement would mean the world to me because I have such respect for your organization as a member powered union. In addition to your public endorsement, I would be honored to have your support in terms of crafting healthcare legislation and how we can best achieve Universal Healthcare for ALL Californians. I think it is critical that people working in the current system have a major seat at the table as we draft this legislation. Regardless of what is being done in Congress, California needs to secure healthcare for its people.

I absolutely will want your members to join our field campaign to the best of your abilities. We are going to win this with boots on the ground in every county in the state.

OVERVIEW

1. Why are you a candidate for this office and why are you seeking NUHW's endorsement?

I am running to be the next governor of California because I am alarmed by the increasing inequality in California. While there are pockets of vast wealth, we have the highest number and percentage of poor children in the nation. That is a disgrace. We are failing families and the next generation of leaders.

I think it is critical that the next Governor of our state understands the difference between an expense and an investment. We need to keep our expenses down, but we also need to invest in the people of this state so that everyone has healthcare, shelter, and the opportunity to get an excellent education, go to college, have a career, contribute to their community, and enjoy a safe and stable retirement.

I am concerned that the budget of California does not reflect the priorities of the people who live here. We can and we must do better. I believe that my experience and successes in both government and the private sector make me the ideal candidate to push the state forward.

2. Briefly describe what will be your top legislative priorities and issue areas of focus if elected.

Reinvest in Education from Preschool through Graduate School. We need universal preschool, reinvestment in K-16, and tuition-free college again, so students graduate with minimal debt. We need our support partnerships between our educational institutions and our employers in all sectors to ensure that the opportunities offered by our employers go to California graduates.

Provide Universal Healthcare for ALL. Healthcare should be a right, not a privilege reserved for the wealthy. California is the sixth largest economy in the world. We need to ensure universal healthcare for everyone in our state regardless of what happens in Washington D.C.

Build an Economy that Works for Everyone. Whether you're a machinist in Modesto, a teacher in Tulare, a laborer in Los Angeles or a techie in Silicon Valley, California needs to be a place where you can buy a home, send your kids to college, and live a comfortable retirement. This means we need long range plans to fix our aging infrastructure; build housing that people can afford, and provide jobs that pay a living wage. Californians also need paid leave and affordable, high quality childcare, like the rest of the industrialized world.

Protect the Basic Rights and Dignity of all Californians. We must use the full force of California state law to protect our most vulnerable populations under attack from those who are currently leading our national government: specifically the disabled, immigrants, LGBTQ brothers and sisters, people of color and our California dreamers.

Fight Climate Change and Protect our Natural Resources. California is the most beautiful state in the Union, and we must preserve and protect our coastlines, forests, deserts, valleys and mountains. We must ensure clean air and drinking water for all, and continue to be a world leader in the battle against climate change. It is past time that California ban fracking.

3. What do you believe distinguishes you, over your opponents, as the best candidate for this office?

In addition to having the strongest legislative and policy record of all the candidates, I have served in the private sector as well as as a professor, in local government, the state legislature, and as State Superintendent of Public Instruction, where I was responsible for 40% of the state budget. I have run a national non-profit. None of the other candidates have my breadth and depth of experience. None have accomplished as much in terms of public policy success. I am well-qualified, and I have a brass backbone.

WORKERS' FREEDOM TO CHOOSE A UNION

Workers are regularly denied the freedom to choose a union due to intimidation, harassment, and other forms of coercion by their employers, and sometimes even by labor organizations. Legal remedies for such violations of workers' rights are far too little, far too late, with the result that these violations are legal and workers' organizing efforts are squashed more often than not.

4. Would you urge employers to respect workers' freedom to choose a union by:

a) remaining neutral on the question of unionization and recognizing a union as their employees' collective bargaining representative when presented with a petition demonstrating its support from a majority of the employees (frequently referred to as "card check neutrality"); or

b) agreeing to a code of conduct for a fast and fair union election that prohibits both the employer and the union from disparaging each other's motives; requires them both to make only factually accurate statements when seeking workers' support; provides them both equal physical access and equal time to discuss workers' choice of a union with them; bans inherently coercive kinds of communications, like "captive audience" meetings and one-on-one discussions with supervisors; and establishes a short election period prior to a final and binding secret ballot vote?

b. Fundamentally, the current system is broken and the NLRB is not stopping worker intimidation by employers. I have been a long-time supporter of unions and the demand for card check neutrality. But as workers continue to lose ground all over the country and the anti-union propaganda enters another decade, I do think there's real value in working under the Code of Conduct. I know that UAW used it most recently and plans to do so again.

I think the Code of Conduct gives employees, who are inexperienced and possibility truly intimidated by the entire process, a real opportunity to engage and understand what it means to become part of a labor union. I think it will encourage more active engagement of these individuals in the union, which will make us all stronger. Also, setting a hard deadline for the union vote is critical as we know that, too often, votes are simply not being scheduled under the current system.

Have you ever interceded with employers to urge their adoption of one of these methods for workers to choose a union? If so, describe your experience and what you learned from it.

No, I have not personally interceded with employers to urge adoption of one of these methods but, as the daughter of a union member who was the shop steward, I stand with labor unequivocally.

INDUSTRY STANDARD WAGES, BENEFITS, AND WORKING CONDITIONS

Over the first years of this century, organized hospital workers throughout California established a set of industry standard wages, benefits, and working conditions that brought these caregivers, who are predominantly of women, people of color, and recent immigrants, solidly into the middle class, while also

creating a stable and experienced workforce in adequate numbers to protect the well being of acutely ill patients and improve the quality of care they receive.

5. In the quickly upcoming round of collective bargaining, will you publicly support NUHW members in their efforts to restore the industry standard wages, benefits, and working conditions that made California's hospital workers among the very best compensated of any in the nation?

Specifically, will you join workers in calling upon employers to restore:

- fully employer paid family health benefits
- defined benefit pensions
- a real voice in staffing levels with the right to arbitrate any disputes
- employment and income security for displaced workers
- a ban on subcontracting;
- scheduling policies that allow workers to live stable lives and maximize full time jobs?

Absolutely. My father was a union machinist. I do believe that union negotiated benefits, such as health care, paid maternity leave, and access to childcare, need to become fundamental rights for all workers. I am fortunate to have a pension myself, and I believe a secure retirement is vital for our seniors and their families.

With respect to a voice in staffing levels, I think that unions should become part of corporate boards, like they are in Germany. The current system, where Wall Street only considers the bottom line of the current quarter, is absurd and is not good for long-range planning or for a robust economy that values the contributions of all to the success of the whole. Workers often have ideas that haven't been considered by the lawyers and MBAs that currently run most companies, and their participation could lead to better success for the company as a whole.

SUPPORTING COMPREHENSIVE CAMPAIGNS

In order to secure the best results for workers, patients, and communities from recalcitrant employers, NUHW members often must wage comprehensive campaigns that build power in multiple venues through multiple means. Such campaigns are undertaken both to help unorganized workers assert their right to choose a union and to compel employers' agreement to industry standards. Elected officials are frequently called upon to play important roles in these efforts.

6. To support comprehensive campaigns aimed at recalcitrant employers, would you be willing to:

- meet with union organizing committee and bargaining committee members;
- sign public letters of support for the union's organizing rights or bargaining proposals;
- place phone calls to and meet with employer representatives on the union's behalf;
- attend negotiations with employers to support and help present the union's position;
- conduct facility walk-throughs to engage both workers and employers on disputed issues;

- participate in town hall meetings to highlight the union's organizing and bargaining campaigns and build support for union proposals in the press and with the public;
- participate in picket lines, marches, rallies, and vigils;
- assist in outreach to community-based organizations and faith based groups?
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I will stand with labor as I have historically. The current system is broken. Too many companies and employers view workers as an expense, and so they do everything to keep expenses down. This is shortsighted and it harms our state when workers don't have the means to afford even their basic needs. It forces the state to provide benefits to these marginalized employees and thus rewards the bad actors rather than those who providing for their workforce.

Single Payer Healthcare Reform and Public Financing for Healthcare Services

Obamacare represented a critical step forward in the long struggle to win affordable, quality healthcare for all, but much work remains to be done. Even with the expansion of Medi-Cal to cover the near poor and the availability of significant subsidies to help low and middle income families purchase coverage through the state exchange, millions of working Californians will remain uninsured as the price of coverage remains too dear, especially for those living in high cost areas. Now the current administration in Washington is threatening these gains and millions are likely to lose their health insurance.

7. Do you support the establishment of a single payer healthcare system as prescribed in SB 562 Californians for a Healthy California Act - a publicly financed system of healthcare for all with a uniform standard of coverage that reduces costs by eliminating the profiteering, administrative waste, and marketing expenditures that accompany private insurance? Do you support the Sales Tax and revenue measures in the SB 562 financing report? How would you participate in the campaign to enact a single payer solution to our healthcare crisis?

Yes, I support SB 562. California is the 6th largest economy in the world. The five nations ranked above us, except the United States, offer Universal Healthcare. I believe that we can and should offer it, too. I have read the studies, and I do believe that some combination of new taxes, such as the proposed gross receipts tax on business income over \$2 million, combined with a sales tax increase, is one possibility that has potential merit. My biggest concern at the moment is the instability of the current leadership in the White House and how that impacts our need for waivers to create our system. I don't think there is any doubt that there would be a vested interest by some in Washington D.C. to make California fail. I believe it is important to be real about the threats so that we can create the necessary solutions.

If Universal Healthcare for ALL is not in place when I am elected, I commit to immediately putting together a task force of experts, including NUHW, to create such a system in my first term. Healthcare should be a right, not a privilege reserved for the wealthy.

8. As you may know, NUHW members over the past several years successfully prosecuted a complaint against Kaiser Permanente for failing to provide its plan members with timely and appropriate mental health services. In prosecuting the complaint, we learned that the Department of Managed Health Care interprets current law not to require any specific timeliness standard for the scheduling of return

appointments, even in mental health services where in many cases the close spacing of return appointments is absolutely necessary for the provision of clinically sound care.

Will you support NUHW members if we seek to close this loophole in the state's timely access law?

YES.

Will you support NUHW members in demanding that all members of the public have equal access to quality and affordable mental health care?

YES.

Will you support NUHW members in their contract disputes to improve the quality of care?

YES. Mental health is equal to physical health.

9. SANCTUARY CITY AND NUHW

NUHW recently declared itself a 'sanctuary union' and a member of the growing network of sanctuary institutions that will do everything within our power to ensure the safety and security of all members of our community regardless of their immigration status.

As a result, NUHW will:

- protect the rights and safety of every member of our union, our community and all patients including undocumented people and their families;
- will not voluntarily cooperate with federal agents to enforce immigration laws;
- pledge to stand up for, support and defend the most vulnerable among us; those deliberately targeted in the lead-up to the election; and those who have become victims of hate in its wake;
- urge its members to help address the social, emotional, medical and mental health needs of our patients and community members and to promote diversity and inclusion;
- declares its support for the following Legislation: The California values Act, which would prevent the use of public resources to aid federal immigration agents in deportation actions; the Due Process for All Act, which provides legal representation for noncitizens facing deportation; and the Stronger Public defenders Act, which would create state-funded centers to train defense attorneys and public defenders on immigration law and the consequences of criminal convictions.
- will request that our nation's hospitals, clinics, and other healthcare providers declare their support for and protection of undocumented people and their families, affirmatively create a welcoming environment for them, and declare themselves to be "safe zones" so that no member of our community feels threatened when seeking medical care.

Please state whether you agree with NUHW's sanctuary union action and the 'Sanctuary State' movement. And state what you will do to protect our communities from hate and possible federal action.

I completely support NUHW's status as a sanctuary union and California as a Sanctuary State. We are a nation of immigrants. When I was first elected Superintendent of Public Instruction I was tasked with implementing the onerous Proposition 187 that required teachers to serve as de facto immigration agents. I told Governor Wilson that I would not ask my teachers to do any such thing. He threatened to have me recalled. I stood my ground. I joined the lawsuit against Proposition 187 that ultimately proved successful.

I promise you, as Governor, I will stand shoulder to shoulder with all Californians to protect the rights of our residents to be safe and secure in their homes and persons. I will support the ACLU in providing Know Your Rights Campaigns to communities around the state, and I will fully enforce the California Values Act and ensure staffing and monies under the Stronger Public Defenders Act as I expect both to be passed into law.

Housing and Homelessness:

Californians are seeing one of the worst housing crises in recent memory. Working people are being priced out of their homes by increased rents and mortgages. Homelessness is increasing due to a lack of affordability and a lack of social services for wrap around care.

What is your definition of affordable housing? How do you propose to increase the affordable housing stock/inclusionary zoning? What do you propose to do to curb evictions? What actions have you taken so far to help fix the current housing and affordability crisis? Do you support the repeal of Costa-Hawkins?

The economic definition of affordable housing is that a person or a family shouldn't be forced to pay over 30% of income for housing. According to the California Public Policy Institute 31.5 percent of mortgaged homeowners and 47 percent of all renters are spending more than 35 percent of their household incomes on housing. California has the highest percent of children living at home with their parents of any place in the country. Our housing crisis is costing our economy billions because people have so much less disposable income.

I fully support amending Proposition 13 when it comes to commercial property, and as Governor I will work on getting a ballot measure on the 2020 ballot. The additional funds will not only help the state, but amending proposition 13 as it relates to commercial property and land will help spur development as there is currently a perverse incentive to under develop property to avoid reassessment.

Because so many of the housing decisions are currently being made, or not made, at the local level, I believe the state needs to develop long range plans that will ensure housing is being built where it is needed. We are currently building 80,000 units a year when we need 180,000. There must be a full court press to increase the number of units being built, particularly in Los Angeles and the Bay Area, as well as designing new transportation/housing corridors to build additional units in areas more amenable to housing, but with transportation options built into the design from the start. It makes sense to develop incentives for building affordable housing at the state level.

I do support the repeal or at least amending Costa-Hawkins. I do not believe that landlords should be allowed to raise rents by 30% in one month without recourse for tenants. This is destabilizing for

communities and increases homelessness. California's homeless population is the highest in the country. It is not reflective of our values. It is in the best interest of cities and counties to keep people in their homes, and to work to prevent evictions whenever and wherever possible. California offers mortgage assistance to individuals who have been laid off, but there is no similar relief for renters, which should be considered.