

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: Gavin Newsom Candidate for: Governor of California

Home Address: Personal Phone and E-mail:

Current Occupation: Lieutenant Governor Employer: State of California

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Campaign FPPC Number: 1375287 Political Party: Democrat

1. Please list any elected or appointed public offices you previously have held.
 - Lieutenant Governor of California – 2011 – Present
 - Mayor of San Francisco – 2004 – 2011
 - Member, San Francisco County Board of Supervisors – 1997 – 2004
 - President, San Francisco Parking and Traffic Commission – 1996 – 1997
2. Please list any key volunteer organizational leadership roles you have played.

Among other commitments, I currently serve as Honorary Chair of the UCSF Dyslexia Center and have recently served as California Co-Chair of We Day California, Executive Chairman of the Special Olympics World Games, and Honorary Co-Chair of the Best Buddies Challenge.

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

Born and raised in the San Francisco Bay Area, I attended Redwood High School and Santa Clara University on a partial baseball scholarship, graduating in 1989 with a B.A. in political science. After college, I sold orthotics and worked as an assistant at a real estate firm. In 1991, I recruited investors and founded PlumpJack, a wine shop, which has grown into a thriving enterprise of 23 businesses including wineries, restaurants, and hotels.

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?

N/A

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

I am proud to have received endorsements across California, including but not limited to: former California Democratic Party Chairman John Burton, Congressman Ro Khanna, State Senators Scott Weiner, Henry Stern, Jerry Hill, and Richard Roth, and State Assemblymembers Autumn Burke, Matt Dababneh, Tony Thurmond, Bill Quirk, Kevin Mullin, and Adrin Nazarian, San Francisco Mayor Ed Lee and Berkeley Mayor Jesse Arreguin.

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

We have raised \$5 million in 2017, with more than 35,000 of those donations coming from folks giving online - and an overwhelming number of them (85%) totaled \$25 or less. This most recent reporting period brings our campaign to more than \$16 million cash on hand – a significant lead over all of our announced opponents. I have every confidence we will have what it takes to win this race and keep California moving forward.

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

We have led in every public poll conducted over the past year – all eight of them -- including the most recent from UC Berkeley's Institute of Governmental Studies.

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

Fundraising and direct voter advertising are critical components of any statewide campaign in California but, at the end of the day, I have won my past campaigns by overworking my opponents on the ground and building a grassroots field network that is second to none. As a candidate with a long-standing record of making health care and worker rights a top priority, I would be honored and grateful to receive both NUHW's public endorsement and the support of its hardworking rank-and-file members in getting out the vote.

OVERVIEW

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

Bobby Kennedy once famously said, "Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring those ripples build a current which can sweep down the mightiest walls of oppression and resistance."

This is the approach which has guided my life's work. On a wide range of issues including universal health care, marriage equality, minimum wage, gun safety, paid family leave, criminal justice reform, worker rights and others, I have spoken up, stepped in and done the right thing, which has led to sweeping changes when those policies were ultimately accepted, embraced, and replicated across the state and nation.

I am running for Governor to ensure California resistance is matched with results, developing and implementing innovative and groundbreaking solutions to some of our state's most challenging issues. I am seeking NUHW's endorsement because I respect your role as a worker-led movement on the frontlines seeking better working conditions and innovations in healthcare delivery -- and because I am committed to making universal health access and closing the provider gap front-burner priorities for California's future.

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

Making Access to Quality Health Care an Intrinsic Part of the California Dream – The human right to quality health care isn't a politician's platitude to me. As Governor, it will be my North Star. Every candidate for office in California says that "health care is a right, not a privilege" but I'm the only candidate in this race with a history of achieving it. In health care, affordability and accessibility are inextricably linked - you can't achieve one without the other. Unfortunately, growth in health care spending in California is projected to continue outpacing our overall economy. We need to ensure that all Californians have basic health access, including preventative care, which will reduce our overall ER caseload and incidence of preventable illness. We need to continue to find ways to simplify administrative systems and reduce administrative costs. We need to fund new health facility construction and modernization. We need to close the provider gap. And we need additional emphasis on alternatives to fee-for-service.

Defending California's Values -- California's values aren't just a point of pride; they are the very fabric of the state's history and our future. That's why I am vigorously fighting Donald Trump and the Senate Republicans' attempt to repeal and replace the Affordable Care Act, which would have devastating effects in California and across the nation. Similarly, I am fighting to defend California's leadership on immigrant rights, worker rights, LGBT rights, climate change, and sensible gun and marijuana laws.

I have boldly led the charge for major social change campaigns my whole life. Universal healthcare, gun safety, criminal justice reform, paid family leave, minimum wage, universal pre-K, and marriage rights for all. I have fought for what's right – and won results that are making a real difference in people's lives.

Creating California's Opportunity – California needs a comprehensive agenda for education success and economic growth. I believe we must update the way we educate our kids, from early brain and language development, and continuing through college. I believe we must create a new job-training system that gives people relevant skills so they can thrive in the new global economy, and keep pushing forward to reform our state's criminal justice system.

Building California's Future - Building infrastructure and affordable housing for California's future requires real leadership. I believe we need to chart a path for better infrastructure, with a focus on future manufacturing, building up exports and other pillars of California's success. As Lt. Governor, I authored a statewide economic development plan, and as Mayor, I initiated the strongest infrastructure plan in City history.

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

As outlined above, I have been recognized for my bold willingness to lead – and bringing diverse stakeholders together to pursue big ideas and forge broad consensus -- a skill set that is needed now more than ever with California's values under attack at the federal level. Moreover, as a small businessman and as Mayor of both a city and county, I have been in the "how" business, and that's what being Governor is about. We need a Governor in the "how" business who sets a bold agenda and builds the coalitions needed to see it through.

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?

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.

I will always stand for workers' rights and combat employers' intimidation and harassment tactics. That's why, most recently, I supported the orientation proposal that was negotiated and passed as part of the recent state budget.

I was a mayor of a county, not just a city, and marched, stood and negotiated with labor as working partners, not sparring partners, and San Francisco is better because of it. Some may take your work for granted. I don't and never will.

With extremist Republican control of both the White House and Congress – and an emerging majority on the Supreme Court -- California workers are facing a ferocious assault on the agencies that are charged with enforcing workers’ rights, the collective bargaining rights that allow unions to organize and the laws that were created to protect them. There is movement to gut workers’ ability to fight unlawful treatment and outsourcing.

I will not allow that to happen. By exercising their rights to organize and collectively bargain, American workers helped build a strong middle class, the backbone of the U.S. economy. Union workers earn higher wages and have greater access to benefits like health care coverage and pensions than do their non-union counterparts – and their state’s economies are demonstrably stronger and more productive.

And let’s be clear: all workers have benefited from the gains achieved by unions, ranging from the minimum wage, the 40-hour work week, and health and safety laws. Although the right to organize has been under assault for decades, over the last two Congresses, we have seen that assault waged with unprecedented ferocity, mirroring similar anti-union campaigns in other states. The small federal agency tasked with enforcing workers’ rights was threatened with closure. Congressional oversight requests threatened to interfere with the agency’s ongoing enforcement cases. Bills have been brought to the floor that threaten to gut workers’ right to organize and make it easier to outsource American jobs.

We must continue to fight back and send a message to Congress that we will not accept these kinds of roll backs. As an elected official, I believe it is my job to do everything in my power to make sure that people have good jobs with fair wages and safe workplaces -- and are equipped for today’s economy.

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?

I will stand publicly with NUHW members in their efforts to restore these critical wages, benefits and working conditions.

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?

As I have done in the past, I look forward to these opportunities to assist NUHW members.

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 Washington Administration 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?

As Mayor of San Francisco, I implemented the nation's first truly universal health care plan to all of the city's uninsured residents, where more than 80% of the previously uninsured are

now covered by the city's first-of-its-kind universal health care program. The city also established a nationally recognized wellness program focused on prevention through healthier living. As a candidate for Governor, I have called for a universal health care program modeled after what we accomplished in San Francisco. I have been a lifelong supporter of the single payer model and will work with its supporters to inform and achieve our goals.

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**

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 commend NUHW for taking this action to protect its members. More than ever, America needs California's example, to prove that old fears and prejudices need not be the new normal, and to match resistance with results. I supported sanctuary policies as Mayor and I have used my position as Lieutenant Governor to fight back against threats from the Trump administration.

After the election, I sat down with understandably anxious high school students and DREAMers and called on the heads of the University of California, California State University and California Community Colleges to protect undocumented students. We have both a moral and economic imperative to protect our students – the future workforce and families of California – from Mr. Trump's stated intentions.

Specifically, my four-point proposal called on UC, CSU and CCC to explore:

- **Moving quickly toward affirming UC, CSU and Community Colleges as sanctuary campuses**
- **Reviewing the implications of the Federal Family Educational Rights and Privacy Act (FERPA), and how to protect student data from abuse by the federal government**
- **Reviewing protocols and training for campus police and administrative officials in cooperating with immigration enforcement**
- **Concluding those reviews with a codified commitment from UC, CSU and Community Colleges not to share students' personal information with the federal government**

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?

As Mayor, I pursued a new strategy on homelessness that aimed to break the cycle of dependency and move people into stable situations. By providing supportive housing and comprehensive services in a more compassionate way, my administration helped over 12,000 homeless single adults to leave the streets and the city's shelters for permanent

housing and supportive environments, resulting in a 40% reduction in the street homeless population.

Housing in California has become unaffordable and the scope of the problem is immense; this problem is not isolated by region or even income. While low-income communities are hit harder, the middle-class is also being squeezed. A recent report commissioned by McKinsey found that nearly half of California households struggle to buy or rent a home in their local market.

We are not building enough houses to keep up with our population growth. California ranks 49th nationwide in housing units per capita. This lack of supply drives up prices on all homes – whether you are buying or renting.

Providing affordable housing for Californians is a top priority of my campaign – and I have publicly announced my support for bills to fund additional affordable housing projects -- SB 2 (Atkins) and SB 3 (Beall) – and to encourage local government to streamline their housing production goals – SB 35 (Wiener).

We need to change the incentives for local governments to meet their regional housing goals. A big impediment to the state not meeting our housing needs is a result of the perverse incentives put on local governments to NOT build houses. One such example is that cities don't capture the full value of the property tax revenue from homes; counties collect that money. As a former Mayor of San Francisco, which is both a city and county, I've seen both sides of this coin. When it comes time to develop, cities have an incentive to build retail where they can collect the sales tax that is generated by the new business. The bigger the box, the better. That is an incentive that unless changed, will remain the biggest impediment to reaching our housing goals.

We need to create “Housing Hot Spot” teams to assist local governments and unlock up to 5 million new houses. If there is a problem locally, we must go local. Statewide housing “hot spot” teams could work with local governments to identify and define local impediments to building more houses. The McKinsey report alone cited steps that could unlock up to 5 million new houses across the state. Regional reports by these Hot Spot teams will define local impediments and offer tailored solutions to increase development.

We need to create a dedicated source of money for affordable housing projects. The state cannot place full blame for the housing crisis on local governments, especially when we have taken away the tools they have used to help build homes. In the past, the state was able to help fund affordable housing projects with money through bond sales or redevelopment agencies that were eliminated during budget negotiations in 2011. We must explore ways to replace this money to support new development.

One thing is also clear: businesses have a vested interest in seeing this problem solved. A partnership with businesses to increase the available land or match state or local dollars could jumpstart housing development.