



National Union of Healthcare Workers Questionnaire for 2018 Board of Equalization

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

BACKGROUND

Name: Malia Cohen

Candidate for: State Board of Equalization, District 2

Home Address: 655 Kansas Street

Personal Phone and E-mail: supervisorcohen@gmail.com

Current Occupation: Supervisor, District 10

Employer: City and County of San Francisco

Work Address: 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco

Campaign Address: 114 Sansome Street, San Francisco

Campaign Phone: 336-225-0395 / 415-218-1719

Campaign Website: electmalia.org

Campaign E-mail: malia@electmmalia.org

Campaign Consultants: SCN Strategies

Campaign Contact Name: Ellie Caple

Campaign FPPC Number: 1393775

Political Party: Democratic

1. Please list any elected or appointed public offices you previously have held.

For the last seven years I have had the honor to serve as the Supervisor for San Francisco's District 10. As Supervisor, I have worked closely with the other members of the Board and with community leaders to improve the lives of all San Franciscans, and ensure that District 10 is healthy, safe, and affordable. In addition to being a member of the SF Board of Supervisors, I serve as a current member of the San Francisco Democratic County Central Committee.

2. Please list any key volunteer organizational leadership roles you have played.

I am committed to being a leader in my community and I have been a part of many different organizations including, serving as Assistant Executive Director of the Hunters Point Youth Park



Foundation, I also serve on the Board of Directors for Emerge California, New Leaders Council, San Francisco Conservation Corp and The Community Leadership Academy and Emergency Response Project.

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

I earned a Bachelor's in Political Science, with honors from Fisk University, was awarded the prestigious Coro Fellowship in 2001 and completed a Masters degree in Public Policy and Management from Carnegie Mellon University.

In 2003 I worked as a lead organizer for a San Francisco mayoral campaign, working closely with community leaders and residents to gain the support of District 10. Following the campaign, I served three years with the executive staff of San Francisco City Hall. I held key posts including: Executive Assistant to the Mayor, Executive Assistant to the Mayor's Chief of Staff, and Policy Analyst for the U.S. Department of Transportation.

I served as Chief Legislative Aide to a member of the San Mateo County Board of Supervisors. As a legislative Aide I was able to work closely with the other members of the Board and assist on budget and legislative policies.

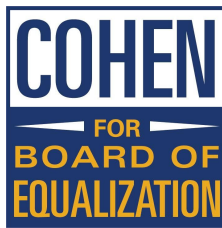
Before being elected in 2010, I was Founder and Managing Partner with Power Forward, a public affairs, social media and public policy consulting firm; where I worked with local organizations to help create sound public policy solutions.

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, however, I was a member of Professional and Technical Engineers Local 21 for approximately 3 years. I come from a family of union members and I understand first hand how important organized labor can be. My mother Loretta Cohen is a proud a member of Service Employee International Union Local 790/1021 for approximately 13 years, and before retiring my father was a member of Communications Workers of America Local 9410 for 30 years and served several years as a shop steward. My grandfather made a living as a longshoreman and he was a 32-year members of International Longshore and Warehouse Union Local 10. My Uncle has been a member of Carpenters Union Local 22 for 32 years. I have several cousins who are members of Transportation Workers Union Local 250 and 250 A and family members who are members of Local 2 Unite Here!

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

- Northern California Carpenters Regional Council
- Teamsters Joint Council 7
- Sheet Metal Workers Local 104
- Plumbers and Pipefitters Local 38



- Plumbers, Steamfitters & Refrigeration Fitters Local 467
- Sprinkler Fitters Local 483
- International Brotherhood of Electrical Workers Local 6
- International Brotherhood of Electrical Workers Local 617
- Construction & General Laborers Local 261
- United Food and Commercial Workers Local 5
- United Food and Commercial Workers Local 648
- Firefighters Local 798
- California NAACP President Alice Huffman
- California State Senator Holly Mitchell
- Former California State Senator Mark Leno
- California State Assemblymember David Chiu
- California State Assemblymember Ash Kalra
- California State Assemblymember Mark Stone
- California State Assemblymember Tony Thurmond
- California State Assemblymember Phil Ting
- Former San Francisco Mayor/Speaker of the California State Assembly Willie L. Brown
- Former Board of Equalization Member Carole Migden
- City of Berkeley Mayor Jesse Arreguin
- City of Hayward Mayor Barbara Halliday
- City and County of San Francisco Mayor Ed Lee
- City of San Jose Mayor Sam Liccardo
- City of Oakland Mayor Libby Schaff
- City and County of San Francisco Assessor Carmen Chu
- San Francisco Supervisor London Breed
- San Francisco Supervisor Mark Farrell
- San Francisco Supervisor Jane Kim
- San Francisco Supervisor Aaron Peskin
- San Francisco Supervisor Ahsha Safai
- San Francisco Supervisor Katy Tang
- Former San Francisco Supervisor Eric Mar
- Santa Clara Supervisor Cindy Chavez
- Trinity County Supervisor Judy Morris
- Oakland City Council President Lynette McElhane
- Oakland City Council Vice Mayor and Councilmember Annie Campbell
- Oakland City Councilmember Larry Reid
- Berkeley City Councilmember Ben Bartlett
- San Jose City Councilmember Sergio Jiminez
- Richmond City Councilmember Jael Myrick
- San Jose City Councilmember Raul Peraez
- Antioch City Councilmember Monica Wilson
- Oakland School Board Member James Harris
- Oakland School Board Member Roseann Torres



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

To date I have raised \$300,000 and I intend to raise a total of \$1,000,000 for this race.

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

No, I have not conducted a poll.

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

The endorsement of NUHW is important to me personally because I believe we have many shared values. In addition to NUHW's public endorsement I would welcome any other support the organization could offer such as financial support and volunteers to assist with field operations.

OVERVIEW

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

I have fought my entire career to put the interests of the people first and I intend on doing so if elected as a member of the Board of Equalization.

California's District 2 needs someone who has the experience, commitment and pragmatism to guide us through the next four years. Our state and country are at critical junctures right now. While our economy is thriving, many of us are struggling to afford to live. We need a leader who will stand up for all of us and look for real solutions to address the challenges we face. I am that leader. I have a deep understanding and commitment to the residents of California and an authentic and strong relationship with labor and a demonstrated track record of success.

NHUU's endorsement is important to me because a key priority of mine has always been to improve the health of my constituents. And this goal is not achievable unless health care workers are well paid and treated fairly both in and out of the workplace. I admire the transparency and focus on workers that NUHW is known for. I believe that I share and exemplify these same values.

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

Property tax assessments in some regions are often delayed, which can impact businesses and homeowners. They are delayed because County Assessors lack the resources to get their work done. I will advocate for funding sources from the state to assist local assessors. I can also help provide streamlined information to Assessors offices (i.e. State Board provides information on change in ownership for legal entities).



Currently each county assesses properties on different schedules. Additionally, while the BOE has set guidelines for the assessment, there are variances between the counties on their assessments. One of the State Board's fundamental responsibilities is to work to equalize assessments so that there is a fair treatment of taxpayers across the state. At the same time each county elects its own Assessor who is responsible for carrying out the state's property tax law. Each county has different circumstances, and a different level of investment in resources to carry out their job. The BOE already does work to survey counties to insure that their assessment practices are in line. They promulgate rules, handbooks or letters to Assessors to provide clarity on issues. This is an area in which I think we could be more proactive and in which I would provide leadership and guidance for Assessors so that assessments are applied more fairly and uniformly across all counties.

As a member of the State Board of Equalization, I will also prioritize developing and implementing the framework needed for the new and growing cannabis industry as a result of the passage of Proposition 64 (Adult Use of Marijuana Act).

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

Historically, this is a Bay Area seat and I am the only candidate in the race running from the Bay Area. Frankly speaking, my opponent doesn't live in the District and is planning to move in, therefore I am also the only candidate who resides in the District that this seat represents. In addition to this, I have deep understanding and commitment to the Bay Area and a demonstrated track record of success when taking on challenging situations of matters. I have the strong financial background necessary to be an effective voice on the Board of Equalization.

Currently I Chair of the Board of Supervisors' Budget and Finance Committee, which oversees appropriation ordinances and measures concerning bond issues, taxes, fees, and other revenue measures, redevelopment, and real estate, and just successfully passed a \$10 billion city budget.

I recently stepped down as President of the San Francisco Employee Retirement System (SFERS), which manages a \$20 billion pension fund. In this role, I led efforts to divest from fossil fuels and thermal coal investments, and moved \$100 million into a fossil fuel-free index fund.

I am a fiduciary member of the San Francisco Transportation Authority, which manages the proceeds of a half-cent sales tax that generates \$100 million annually for transportation investments in the County. I have also spent my time in office to supporting small businesses, including authoring landmark legislation that prevented the displacement of dozens of manufacturing businesses and saved hundreds of jobs in San Francisco.



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?

Yes to A and B

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 support both of these items. I strongly believe that all workers should have the right to choose to join a union without any influence or pressure from their employers. This is a critical part of our democracy and not allowing workers to have that right would be illegal and undemocratic. I am also a strong supporter of card check neutrality, and I will continue to support efforts that allow workers to gain representation through a card check recognition. I have served as an important intermediary with several employees to assist workers and will continue to do so when elected.

Yes I will continue to serve as an important intermediary in many of these disputes and I have been able to assist several unions in my first term on the Board of Supervisors resolve disputes with employers and secure other benefits. I have been part of negotiations with union representatives on a number of construction projects to ensure they had a project labor agreements, prevailing wage and benefits. I have also assisted union members in disputes with their employers and have made several calls on behalf of health care workers and nurses in their dispute with hospital employers including CPMC, Department of Public Health and SF General Hospital. I believe that I can be a helpful ally and conduit to ensure that workers are allowed to unionize without threats or harassment and are treated fairly.

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. Unfortunately, over the past several years, despite reaping record setting profits, the state's largest hospital employers have used the changes anticipated to result from the Affordable Care Act as an excuse to roll back a number of the most important of these industry standards.

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 - YES
- defined benefit pensions - YES
- a real voice in staffing levels with the right to arbitrate any disputes - YES
- employment and income security for displaced workers - YES
- a ban on subcontracting; - YES
- scheduling policies that allow workers to live stable lives and maximize full time jobs? - YES
- If you are a current elected, have you walked an NUHW picket line? If so, which one?

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 - YES
- sign public letters of support for the union's organizing rights or bargaining proposals - YES



- place phone calls to and meet with employer representatives on the union's behalf; YES
- attend negotiations with employers to support and help present the union's position; YES
- conduct facility walk-throughs to engage both workers and employers on disputed issues; YES
- 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; YES
- participate in picket lines, marches, rallies, and vigils; YES
- assist in outreach to community-based organizations and faith based groups? YES

Single Payer Healthcare Reform and Public Financing for Healthcare Services

Obamacare represents 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. Meanwhile, employers who fail to provide affordable, quality health insurance for their employees will face no penalties for the first year and limited penalties thereafter, incentivizing a reduction in employer-sponsored coverage, with the potential for them to pass on even more costs to workers and taxpayers by cutting employees' hours to under thirty (30) per week and offering unattractive plans. By bringing so many more people into a publicly financed, publicly governed system of care, Obamacare sets the stage for us to organize a collective reckoning with the real reform we need and begin a campaign in earnest to enact single payer healthcare reform in California and the nation.

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? What revenue sources would you support to provide the necessary funding on a progressive basis? How would you participate in the campaign to enact a single payer solution to our healthcare crisis?

I support single payer health care. In fact, I was a lead co-sponsor of San Francisco's resolution to support SB 562.

I worked to successfully pass a one cent per ounce sugar-sweetened beverage tax, which is expected to generate over \$14 million annually *just in the City of San Francisco*. I believe we can scale this tax statewide and use it as a mechanism to fund a single payer healthcare system.

8. MENTAL HEALTH PARITY



Mental Healthcare has for a longtime been in the background of healthcare in this country. With the passage of ACA and various other healthcare measures, including the Mental Health Parity laws California and in Washington D.C., our current healthcare system is currently not equipped to deal with the needs of patients. Whether it is a lack of capacity and or a willness to treat a lifelong condition, insurance companies and healthcare providers continue to provide road blocks to real treatment.

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

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 City’ movement. And what you will do to protect our communities from hate and possible federal action.

Yes - I absolutely agree with and applaud NUHW’s sanctuary union action and I also agree with the Sanctuary City (and now State!) movement that has spread across the country. I have been consistently supportive of this policy, primarily because I recognize the benefits to the safety of individuals who might benefit from Sanctuary City policies, as well as the benefit to City departments and agencies working to uphold safe environments for all.

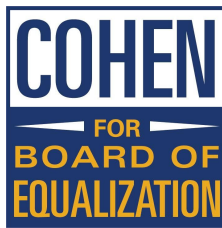
Beyond supporting such policies, I introduced legislation this year in the same vein of the Sanctuary City policy, that prohibits City departments and agencies from using City resources to help the federal government great any lists or registries based on ethnicity, religion, or national origin.

From a global, historical perspective, state segregation of people by physical and/or ideological markers has never had a happy ending. Our country, in particular, has made horrendous mistakes in the past where we refused access to state services based on race, gender, sexual orientation, and country of origin, among other identities. These mistakes cast lasting shadows. We have no interest in participating in systems that echo those human rights violations and might repeat that history.

Civic leaders should be ambassadors of goodwill, kindness, and human decency. It is neither our role nor our responsibility to fulfill misguided actions on behalf of the federal government that would perpetuate hate amongst civilians.

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?

I believe that affordable and below market rate housing is essential to supporting the values of San Francisco. For the City and County of San Francisco, achieving long-term affordable housing must be achieved both by alleviating the pressures of low supply on all housing by building new market-rate housing, as well as requiring developers to fund or develop affordable and below-market-rate units as a condition of permit approval.

Over the last several months, I supported an ordinance to increase the Inclusionary Affordable Housing requirements. I co-sponsored Supervisor Tang's legislation to increase a density bonus along SF transit corridors, and helped pass "Owner Move In" eviction legislation that criminally penalizes landlords for fraudulently evicting tenants on OMI grounds.

In my first term we completed portions of the rebuild of Hunters View and will break ground on the rebuild of Alice Griffith later this year. I also pushed forward the development of the old Schlage Lock Site in Visitacion Valley that was stalled after the dissolution of Redevelopment in 2012. This mixed income development will provide more than 1,700 units of affordable and middle income housing, new retail and parks and open space to a corner of our city that has traditionally lacked investment. Additionally, I supported increased payments for victims of the Ellis Act and supported State efforts to reform this State law which is being used by speculators to displace long time residents in our communities. During the height of the economic downturn I implemented a mandatory mediation program with the Superior Court to ensure that foreclosure victims had access to the legal services they needed to keep their homes.

I support the repeal of Costa-Hawkins.