

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

I attended California Public Schools. I was the first in my family to graduate from High School (San Diego High). Eventually I moved to Los Angeles and graduated with Honors from Pitzer College in Claremont.

I got my start teaching U.S. citizenship, and history courses, and English as a Second Language for immigrant families; I worked for labor unions and as a community organizer to improve working conditions for immigrants. I was elected to the California State Assembly and then State Senate where I became the first Latino President pro Tem in over 100 years. I am now an LA City Councilmember proudly representing Council District 14.

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 was former staff and an organizer for the California Teachers Association.

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

We are proud to have earned the endorsements of the Teamsters Joint Council 42, United Farm Workers, and Unite HERE Local 11 and SEIU USWW. We will be announcing more endorsements shortly.

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

Raised: \$1.35M

Goal: \$3.2M

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

Not yet.

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

People power: phone bankers, canvassers, validators.

SECTION 2

Overview

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

Homelessness and housing affordability are top of mind for all Angelenos. In my district, we've already taken action and built thousands of new units, and we just passed my plan to build 25,000 more by 2025. I'm running to be the next Mayor of Los Angeles – not because of the great challenges ahead of us – but because I believe in the power and the future of this great city. A future where if you work hard at the ports of San Pedro, as a stagehand in Hollywood, as a street vendor on Olympic or as a janitor in Century City or as a hotel worker in Downtown Los Angeles – YOU have an opportunity to get ahead. If you're a business owner in Westwood or the Valley – burning the candle at both ends, you can go to sleep at night knowing you have a fighter in City Hall watching your back. A future where our children from Boyle Heights to Pacoima to Watts have places to go where green grass grows underneath their feet, and our grandmothers can walk down streets that are clean and safe; and where we can stop playing at the margins on the issue of homelessness and become a model for the rest of the nation and the world in our response to this humanitarian crisis. I believe that Los Angeles can serve as an example to the nation of a progressive city built around the principles of equity and inclusion, but only if we act now, which I intend to do.

We are seeking the endorsement of NUHW not only because organized labor has always been central to my legislative career, but even more than that, because frontline workers that NUHW represents have been the glue holding our city together throughout this pandemic. I would be honored to earn the support of those that have supported so many of us these last two years.

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

- Strengthen L.A.'s economy and make the city an affordable place to live by making sure there are plenty of good-paying jobs with benefits available for hardworking families.
- Drive the creation of all types of homeless housing – both emergency and permanent – so L.A. can keep its streets and sidewalks clean and safe by connecting unhoused individuals with a safe place to sleep at night.
- Advance an agenda to make sure Angelenos have clean air to breathe and clean water to drink regardless of zip code.

3. What do you believe distinguishes you from your opponent(s) as the best candidate for this office?

The main thing that distinguishes my goal– and my campaign– is that I have a long track record of accomplishment in each of the issues areas that our goals are focused on. In each area, I haven't just talked about what I am going to do, but I'm already doing it. I helped lead the negotiations for a \$15/hour minimum wage in the State Senate, and I authored and passed the CalSavers program, the most significant expansion of retirement security for hard working Californians since the introduction of Social Security in 1935. When I was elected to Los Angeles City Council in 2020, I inherited a district with more people experiencing homelessness than anywhere else in the City. Despite that, I have housed more unhoused people than anyone else, building all types of emergency and non-congregate shelters including the largest Tiny Home Village in the nation. And anyone who has follow my legislative career knows that I have one of the strongest environmental records of any legislator. I sponsored SB 100, a groundbreaking bill that committed California to the most aggressive clean energy targets of any state in the nation, and I authored CalEnviroScreen and– through AB31– I have helped create 22 parks in the City of Los Angeles. The big difference in this race is between words and action. I have spent my career not just talking about taking big, bold, action, but actually doing it, and my legislative record bears that out.

SECTION 3

Free and Fair Elections, Protecting the Right to Vote

Free and fair elections where a citizen's right to vote is protected and made easy to exercise are essential to ensuring that the United States has a functional, representative, and genuinely inclusive democracy.

In recent years, before and since the outcome of the 2020 Presidential election, Donald Trump and others have been trying to undermine democracy by employing ever more aggressive Jim Crow-style tactics that create barriers to voting access, as well as by deploying false and misleading information to cast doubt on legitimate election results.

Question A: Please list the steps you would take to maximize voter registration and participation in your jurisdiction, particularly among communities historically underrepresented in the electoral process. (Some examples: expanding the number of early voting sites and ballot drop-off locations; increasing the extent of information made available by mail and online in all of the jurisdiction's ballot languages; allowing

non-citizens to vote for school board and/or other local offices in which they are key stakeholders.)

I was proud to have implemented the Voters First Act bill sponsored by the Sec. of State (now U.S. Senator) Padilla which allowed counties in California to begin sending all voter mail ballots, as well as creating new in-person early voting options. This included California's new "vote centers" which allow voters to not have to vote at "their" polling place, but allow them to vote at any vote center in the county without having to request a provisional ballot. This was especially important for people who worked odd hours or far from their home. We are lucky in California to have more progressive voting rights laws, but that does not mean that we can be complacent. This election will be the first in our new consolidated (with the state) format, and I will be looking to see if this has the desired effect of increasing turnout. The next steps that we take— whether that means doing a better job of where we place our vote centers, having more transportation for voters, or even public awareness campaigns— have to be dictated by the findings of turnout after the 2022 cycle.

SECTION 4

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 continue unabated and workers' organizing efforts are squashed more often than not.

Question A: Yes or no, would you urge employers to respect workers' freedom to choose a union by either or both of the following methods:

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"); YES

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

Question 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.

Salomon Melendez was a respected union leader who worked in the Farmer John's plant with UFCW 770. He was fired because knowing his organizing influence, management falsely accused him of extending his vacation without permission. Upon hearing of this unjust retaliation, I leaned in and called the CEO of Farmer John's to protect Mr. Melendez's job, subsequently, he was reinstated at the company and was able to grow the union membership further. I also wanted to encourage the rank and file members, and wrote a formal letter to remind them of their rights, the power they held, and celebrate the collective win we achieved by getting Mr. Melendez back where he belonged. As President Pro Tem, I pushed hard to increase homecare funding and unionization every year. In the Assembly, I introduced A.B. 1164, which aimed to give family child care providers in California the right to form a union and negotiate with the state on specific matters such as training, health insurance and state reimbursement. I am also proud that I was the state's lead negotiator for the \$15/hour minimum wage, which then caused a chain reaction of similar raises across the nation.

Just last year in the City Council, SEIU UHW asked me to speak against Spirit/Dignity Health. The hospitals were trying to obstruct the vote for Security Officers to join UHW as a mixed card union. I took the lead and got every member of the LA City Council to vote in support of my UHW Resolution.

When needed, I have played an active role in negotiations between unions and corporations, such as between SEIU USWW and corporations like Cisco and Apple. My track record on this is clear, and as Mayor I will continue to advocate for working men and women's right to organize.

I unequivocally support card check

Question C: What legislation have you supported in the past or do you support currently to strengthen workers' freedom to choose a union, and what other steps would you take to strengthen the labor movement using the power and platform of your office, if elected?

I have either carried legislation with these goals or negotiated for it in the legislature my entire career, but especially during my tenure as President Pro Tem of the California Senate.

An example of my commitment to homecare, healthcare, and childcare workers is when I authored SEIU sponsored Childcare organizing legislation that sought to help increase pay for Childcare providers and ensure that our Childcare system works better for both parents and providers.

Also, I was the Senate's lead negotiator to secure a \$15 minimum wage for all California workers. Working side-by-side with SEIU, we pushed California to the forefront of efforts to improve wages for low-income workers across the country. The state's hourly minimum wage increased to \$10.50 on Jan. 1, 2017, then will go to \$11 the following year, and increase by \$1 annually until 2022. And when JANUS vs. AFSCME was up before the Supreme Court, I pro actively invited AFSCME to brief the Senate Democratic caucus on the issue, and at the request of Local 1000, I worked with the Governor to ensure face to face orientations to try to blunt the potential Janus decision.

Question D: Do you support H.R 842, the Protecting the Right to Organize (PRO) Act, which improves employment protections related to employees' rights to organize and collectively bargain in the workplace? YES

SECTION 5

Industry Standards, Wages, Benefits, and Working Conditions

At the beginning of the 21st century, organized healthcare workers throughout California established common standards for wages, benefits, and working conditions across much of the state's healthcare industry. These standards benefited both workers and patients, but some of the state's largest healthcare employers have spent the past decade fiercely undermining them.

In recent rounds of collective bargaining, major healthcare industry employers have pushed to implement pernicious policies that hurt both workers and patients, including but not limited to:

- Subcontracting, which often reduces wages and benefits and eliminating workers' union representation while increasing workforce turnover and harming the quality of services;
- Cuts in healthcare and retirement benefits for remaining employees;
- Reductions in staffing levels;
- Closing facilities in underserved communities and cutting low-margin medical services in favor of building out high-end medical centers and growing profitable surgical specialties;
- Weakening workplace safety standards.
- Use of independent contractor employment models under which healthcare workers do not presently have the legal right to organize and bargain as a union.

While these threats persist, they have been eclipsed for the time being by the more immediate and pressing threats posed by COVID-19 and the multiple failures of

healthcare employers and government authorities to respond to the pandemic effectively, responsibly, and transparently.

As the COVID-19 pandemic surged in the spring of 2020, frontline healthcare employees suffered from chronic shortages of Personal Protective Equipment (PPE), employers' failures to follow infection control protocols, and a lack of timely, accurate, and complete information about the incidence of COVID-19 at their facilities, as well as significant negative economic consequences from their own illnesses, and from the inability of providers to meet coronavirus surges without closing down other services.

In response, NUHW adopted a *COVID-19 Healthcare Workers' Bill of Rights* to protect worker, patient, and community safety and worked for its adoption through collective bargaining and by legislative and regulatory action. While we made considerable gains in areas such as PPE, additional paid leave, and safer work environments, there is still progress to be made on several elements of our agenda, including mental healthcare, input and accountability, and safe staffing, and some of the protections that have been established are only temporary and are not guaranteed to be observed in the case of future public health emergencies.

Question A: Will you sign a pledge to support NUHW's COVID-19 Healthcare Workers' Bill of Rights? What concrete actions will you take to urge its adoption by employers, and to establish laws and regulations as may be necessary to ensure its implementation?

I will sign the pledge. I was proud in the legislature to help pass a similar Bill of Rights for Domestic Workers, and I would push my friends in Sacramento to develop this pledge into law, as I am fully supportive of appropriate nursing ratios.

Question B: What concrete actions have you taken since the pandemic started to help ensure the safety of healthcare workers and patients in your community?

This pandemic has laid bare many of the structural inequities in our society. Black and brown communities were unquestionably hit the hardest, suffering higher case loads and bearing much of the economic damage as a result of reduced hours and shuttered businesses. While many people could work from home, others still had to risk their health and physically go into work everyday, often having to take public transit or further expose themselves to the virus. These were the people that we called "essential", yet they were treated as though they were disposable. At the City level, we fought against large grocery and drug store chains to make sure workers received "Hero Pay". I helped to speed up rent relief payments by having them administered at the state level where

they were processed more quickly, but it's not enough. I was also proud to stand with NUHW nurses last year at Keck to fight for a more equitable contract.

When the pandemic hit, it turned the city on its head. The city turned into disaster response mode, and activated recreation centers all across the city to serve Angelenos. When there are disasters, usually organizations like the Red Cross come in who specialize in disaster response. The city, however, did not have that ability, so workers from clerks to engineers stopped their normal jobs to serve as Disaster Service Workers on the front lines. We had no idea how lethal or contagious the virus was, but city employees jumped in to fill a need. They worked 10 hour shifts, some in Room Key locations working with the homeless. They cleaned trash, brought them food and water, and served as de facto social workers. They did this because at heart, they are public servants.

If we are going to be a city that attracts the best workers, we need to treat our employees with the same loyalty that they show us. That means recognizing the people who dropped what they were doing to serve as Disaster Service Workers across the city. Those who took the risk deserve to be recognized for their work and provided "Hero Pay" - just like we did for those who were working in grocery and drug stores. I am committed to doing the right thing and fighting for my fellow city family members who risked their lives to take care of Angelenos.

I have been a proponent of having workers vaccinated so that we can have a safe work environment. While this has been controversial, I feel that the vaccine- combined with a robust work from home program- makes it safer for our employees and creates a better work environment. I am eager to see the citywide work from home draft policy come back from the CLA so that we can provide a good work/life balance for employees even after the pandemic is over. We have seen the benefits of telework protocols, and I want to extend those benefits to as many city employees as possible.

Question C: What if any other steps will you take to ensure that healthcare workers, patients, and communities continue to be protected from COVID-19 now, and in the event of future public health emergencies?

We have to be proactive about protecting healthcare workers. Included in this is ensuring that we have enough healthcare professionals so that ranks aren't stretched as thin as they have been in this pandemic. To do that, we need to invest locally in job training programs to build the number of people qualified for these demanding jobs. Additionally, the City needs to have a better grasp on sourcing PPE. Every city in America was caught off guard when COVID grew into a firestorm and our supplies of PPE were rapidly depleted, forcing healthcare professionals to risk their lives with

substandard or used protective gear. We cannot do that again. I would make it a priority to have a ready stock of PPE— or to have that stock available— so that we don't repeat the mistakes of 2020. Lastly, I believe that Los Angeles needs its own City Dept. of Public Health. Currently, all public health decisions are carried out at the County level, which hamstrings City officials and slows us down. A Los Angeles Department of Public Health, similar to what cities like Long Beach have, would allow us the flexibility to manage a future pandemic with more urgency.

Question D: Will you commit to standing against local employer outsourcing and municipal worker outsourcing that has the effect of reducing workers' wages and benefits, eliminating their union representation, and harming the quality of services? Yes or no, explain.

Yes, and I have done so in the past. Too often, municipalities looking for additional savings will outsource good union jobs which they think can provide quality public services to the lowest bidder. This is not only wrong but a race to the bottom. This inevitably leads to lower quality services with less public accountability, and it sets a dangerous precedent that threatens to gut critical safety net services for the most vulnerable in our communities.

Additionally, there have been some that have tried to take jobs currently represented by public employees and seek to move their jobs to non-profit organizations. This approach not only robs us of quality jobs performed by trained, experienced workers, but it lowers the bar for all workers— reducing the value of some of the most important work in the city to whatever will save a few dollars. In fact, most of these organizations do not have the same level of well deserved benefit packages.

Take, for example, our Los Angeles Sanitation Department. These workers are charged with keeping our streets clean but oftentimes, they are not given the adequate resources and staff to complete their work. As Mayor I would work with departments to review workload and ensure that the way work is assigned per division makes sense, allowing us to provide the best services to our constituents. It is clear that some departments need additional investment, like LA Sanitation which is why I introduced my **Clean Streets Now** package of motions that calls to adequately staff our LASAN crews.

This will minimize the increased reliance on nonprofits that we've increasingly seen used to supplement work of bargaining unit members.

Furthermore, last year in the budget I advocated for staffing Recreation and Parks fully. I pushed for the vacancy rate to be reduced from 5.5% to .5% so we could hire 13 people to build and improve Parks across the city, and we could maintain good, union jobs.

Question E: The pandemic has highlighted local government's role in protecting public health. As a local elected leader, what capacities would you drive your jurisdiction to enhance so it can better monitor and respond to future public health emergencies?

One major change I would make would be the formation of a public health department for the City. Currently, our Dept. of Public Health is a County entity, which gives our city less control over its actions. In cities like Long Beach which have their own health department, they have had more flexibility in dealing with the pandemic, and it allowed them more speed with which to take action. I believe that we need to have the same for Los Angeles, and I would make sure that happened soon after I took office.

Question F: In the wake of the pandemic and the widespread experience of enhanced health risk, burnout from overwork, and PTSD from exposure to unprecedented numbers of deaths and serious illnesses, there is a growing shortage of healthcare workers in California. This challenge presents an opportunity to create job pipelines for locally-trained, well-compensated, unionized health care workers. What steps would you take to develop such pipelines and which local institutions would you engage to help?

I would work with our partners in Sacramento, as well as our Representatives in DC, to secure funding for more robust job training programs for healthcare workers through our state colleges, universities, and community colleges, as well as vocational schools. Moreover, I would want to bring NUHW and other healthcare professionals in to help establish guidelines for what additional training and personnel are needed to sustain or augment our existing healthcare force.

SECTION 6

Supporting Comprehensive Campaigns

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 win employers' agreement to industry standards. Since COVID-19 and the need for social distancing have constrained our ability to engage in the full range of campaign tactics we might normally undertake, support from our elected and community allies has become even more critical to ensure we secure justice.

To support workers and patients NUHW supporters engage in the following activities:

- Meet with the 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 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 other government agencies and community-based organizations and faith-based groups; YES
- Use the government's power as a purchaser, contractor, or other market participants to guarantee workers' right to organize and win fair employment conditions? YES

Question A: Would you be willing to participate in any of the actions listed above (virtually when required for participants' safety/in person when conditions will allow). Please check-off those actions you would be willing to take, and please describe any such actions you have taken to support workers in the past?

As I said previously, I am proud to have helped negotiate contracts between large corporations like Cisco and Apple and SEIU USWW. I have also advocated for SEIU workers at LAX in my role as a City Councilmember and supported IATSE in their bid for fairer contracts. I worked hard on the passage of AB 241 (the Domestic Workers' Bill of Rights), adding provisions to include meal breaks, sick days and workers' compensation as well as overtime pay. I helped secure a PLA for Unite HERE Local 11 hotel workers at the Olympic Hotel in Downtown LA (part of Council District 14), and I am supporting Unite HERE workers at La Golondrina Restaurant in El Pueblo as they seek to retain their union benefits under new management. While it's important to show up for picket lines and demonstrations (which I have done, like in West Covina in December of 2021 when I stood on the picket line in support of Teamsters Local 396 against a proposed Amazon facility), I believe that our working men and women deserve leaders that will use their political capital to make sure that workers get treated with dignity and respect.

SECTION 7

Behavioral Health – Mental Health and Substance Use Disorders

The National Union of Healthcare Workers has played an integral role in highlighting the severity of the behavioral health crisis in the American health care system at large and at Kaiser Permanente statewide. NUHW believes that the disparity of quality, access, and affordability between behavioral health care and care for other medical conditions is a systemic issue that requires a systemic solution.

NUHW has played an outsized role in raising behavioral health care standards in California. Over the past two years, NUHW has exerted increasingly strong leadership in the fight for behavioral health parity, helping to preserve and pass key elements of California's new omnibus behavioral health parity law (SB 855 – Wiener), and sponsoring and passing legislation to guarantee timely follow-up appointments to behavioral health patients in ongoing courses of care (SB 221 – Wiener).

Question A: While there have been great strides made to improve awareness of growing behavioral health needs and deficiencies in access to services, there is still much work to be done in order to achieve parity with care for other medical conditions.

Among other challenges: a) There is an acute shortage of therapists to provide linguistically and culturally appropriate care to Californians in underserved communities; b) There is a broader shortage of therapists willing to take patients whose care is paid for by HMOs and insurers due to low reimbursement rates, excessive administrative burdens, and other bureaucratic obstacles to providing quality care; and c) Both demographics and increased demand will create an overall shortage of therapists in the near future unless we recruit more behavioral caregivers and retain more incumbents.

What steps will you take to require and support insurers and providers to 1) hire more therapists capable of providing linguistically and culturally appropriate care to Californians in underserved communities; 2) improve reimbursement rates and streamline administrative procedures to increase the number of therapists willing to take patients whose care is paid for by HMOs and insurers, and 3) meet California's future needs by engaging in greater behavioral workforce development and retention efforts?

While much of this lies at the State level, I am fully supportive of efforts to broaden access to therapists, especially ones that can communicate in language to traditionally underserved communities. I would advocate at the state level for improved reimbursement rates, and I would take that request as Mayor to the Department of Managed Care to deal with HMOs. As a city, Los Angeles can certainly increase job training opportunities for behavioral therapists and look at providing incentives for therapists to live and work in the region.

Question B: Have you led any prior policy initiatives or engaged in any other previous activities to improve behavioral health access statewide or locally? Please give details.

Question C: Although there are enough behavioral health clinicians across the industry in California, rural areas and BIPOC communities specifically are lacking in accessible behavioral health care. What would you do to prioritize resources for these underserved communities?

Residency programs are a great way to target more resources to underserved areas. Just as importantly, we need to more effectively be recruiting behavioral health clinicians from those same underserved communities so that they have a deep understanding of the people they are treating. This would be something that I would want to partner with NUHW on to access your experience in this field.

Question D: No patient gets well in a prison cell. Our members believe that elected leaders should expand access to quality behavioral health care in community-based settings by increasing resources for these services rather than allocating more resources to the prison industrial complex. Do you agree with this position? Explain.

I have continually advocated for Medicare for All to finally bring more equitable access to medical and mental health care to all Californians. I also have worked in my legislative career towards criminal justice reform, including supporting Propositions 47/57 and opposing 3-Strikes which has needlessly locked up too many black and brown people. By investing in people from pre-kindergarten to elementary school and high school, we can break the school to prison pipeline. Increasing access to community based behavioral health services is always preferable– and provides better outcomes– than continually expanding a broken carceral system.

Question E: Most of California's local governments either purchase their own health coverage for their thousands of public employees or participate in CalPERS. Costs of public employee health plans continue increasing every year, all while provider networks continue to narrow and access to behavioral health services remains persistently challenging. What steps would you take to leverage your jurisdiction's purchasing power or voice in CalPERS to improve access to behavioral health care?

In the City of Los Angeles we use LACERS rather than CalPERS, although the entities do interact. I would work with LACERS to expand access to behavioral health care, as it is equally as important as medical care. I would first want to meet with LACERS

leadership to understand why they have arranged the coverage as it is currently, and then see what they need from City leadership to expand it.

SECTION 8

Single-Payer Healthcare Reform and Public Financing for Healthcare Services

Obamacare has been 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 policies through Covered California, millions of working Californians remain uninsured. Meanwhile, employers who fail to provide affordable, quality health insurance for their employees face only limited penalties, incentivizing further reductions in employer-sponsored coverage as costs rise. By bringing so many more people into a publicly financed, publicly governed system of care, Obamacare set 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.

Healthy California NOW is currently working to align: a) best practice recommendations for a unified healthcare financing system forthcoming from the Healthy California for All Commission; b) Newsom administration initiatives to engage the federal government in waiver discussions for the use of federal healthcare dollars; and c) concepts for healthcare cost containment, quality improvement, and access expansion advanced by unions and consumer advocates over recent years to craft concrete steps that can be advanced by the State Legislature as pillars upon which to build a single payer, Medicare for All system, consistent with the core principles set forth in AB 1400 (Kalra).

Question A: Yes or no -- Do you support the establishment of a single payer healthcare system - a publicly financed system of health care for all with a uniform standard of coverage that reduces costs by eliminating the profiteering, administrative waste, and marketing expenditures that accompany private insurance? YES

Question B: Upon review of the activities listed in Section 6 “Supporting Comprehensive Campaigns”, what actions would you be willing to take to support the campaign to achieve a single payer system?

I would be willing to undertake all the actions listed. When I ran for U.S. Senate in 2018, I publicly stated on multiple occasions and in multiple written statements that I supported Medicare for All, so I am no stranger to this fight. I believe that we have to be able to provide

quality healthcare for all Americans– certainly all Californians– no matter what their income level is.

SECTION 9

The Struggle Against Pervasive Racism, Anti-Blackness, and White Supremacy, and Overcoming Racial Disparities in Health Care Access and Delivery

It is fundamental to the identity of NUHW as a militant, democratic, and progressive trade union to oppose racism in all of its manifestations – systemic and institutional, economic and social, cultural and ideological – as an immoral and destructive force, inimical to human freedom and development, and as a key weapon wielded by employers to divide workers from each other. Equally, it is central to NUHW’s identity to recognize the unique and supremely damaging role of anti-Blackness in American life: a role that has persisted unbroken and continues to evolve from the horrors of the enslavement of Africans to the terror of Jim Crow; to the denial of equal access to education, jobs, housing, and health care; to the structural violence of the criminal justice system and the carceral state.

As a union formed first of service and maintenance workers in hospitals and nursing homes, NUHW’s history has always been bound up with the struggles for dignity and justice – on and off the job – of the many Black workers who occupied those positions, and the union’s modern-day success has in large measure been inspired by and modeled on the Black freedom movement. At this moment of crisis and opportunity, when Donald Trump has fanned the flames of white supremacy more aggressively than any U.S. leader in a generation, and when the Movement for Black Lives, in the wake of George Floyd’s brutal and brazen murder, has called the planet to conscience and built unprecedented demand for fundamental change throughout the world, NUHW is recommitting itself to the struggle against pervasive racism, anti-Blackness, and white supremacy, and is calling on all of its labor, community, and elected allies to join in this priority.

Question A: Have you explicitly endorsed or taken concrete steps to support the work of Black Lives Matter and the Movement for Black Lives? If so, describe the steps. If not, please explain.

I have always strived to make my office a safe space for people of color, women, and LGBTQ+ people to work. Many of my staff now and throughout my career in public service have identified as members of the aforementioned groups, and I have always valued that they brought a perspective to our work that I did not have. My Council office has worked hard to make the City a much safer space than it currently is through the Los Angeles Civil + Civil Rights and Equity Department (CHRED) which we helped to stand up in 2020. In the Budget Committee I personally created several hiring slots through the City’s pandemic hiring freeze because Civil Rights positions are critical in

this time of great and growing inequity. This department, while new, is moving rapidly to ensure that all departments and offices throughout the City are places where the value and dignity of diverse coworkers are mutually respected. That begins by ensuring all employees receive proper training to minimize the opportunity for unsafe spaces to exist. We are also implementing diversity metrics to evaluate, track, and monitor the hiring, promotion, and retention of people from marginalized communities.

As Chair of the Immigrant Affairs, Civil Rights + Equity Committee, I have taken a committed interest in ensuring that CHRED is responsive to the needs and rights of City employees, particularly for women, members of communities of color, and LGBTQIA communities. These efforts include ongoing proactive trainings that the department provides to educate workers about their rights as employees and safe work environments.

Question B: Some elected officials have forsworn the endorsements and contributions of police, sheriffs, and correctional workers' unions, and will continue refusing them unless and until these groups recognize and begin working to root out racism in their own institutions and in society at large. Will you join in this incipient boycott of criminal justice union endorsements and contributions? If not, how will you challenge these groups to play responsible roles in the fight against racism?

I have challenged racist policies my whole career. From leading the largest Prop 187 march in California, to taking on the Trump Administration's racist, anti-immigrant policies and authoring the CA Values Act to make California a sanctuary state, to working tirelessly for the repeal of the discriminatory and racist CalWORKs Maximum Family Grant (MFG) Rule in the state budget. For over two decades this draconian and discriminatory rule denied basic assistance to any child born into a family already receiving CalWORKs assistance. This budget proposal in 2016 repealed the rule and allocated \$225 million to prevent the impacted families from falling deeper into poverty. I have never had, nor have been accused of, having a contribution make any difference in my vote. While I will not rule out contributions from criminal justice unions, I am not actively soliciting them, nor would they have any influence on my actions. My voting record and legislative history bears that out.

Question C: Racial disparities in U.S. health care access and delivery have been documented in great detail, from differences in rates of health insurance coverage to differences in availability of primary and specialty care to differences in the quantity and quality of geographically accessible hospital infrastructure to differences in the courses of treatment for many disease conditions and the pain associated with them, to major

differences in maternal and children's health outcomes. These differences have been placed in stark relief recently based on the higher rates of COVID-19 illness and death suffered by Blacks and Latinos in comparison to their white counterparts. What steps would you prioritize to redress racial disparities in health care access and delivery? Please cite specific initiatives undertaken by government officials and provider systems.

In the State Senate, I worked for the repeal of the discriminatory and racist CalWORKs Maximum Family Grant (MFG) Rule which denied basic assistance to any child born into a family already receiving CalWORKs assistance. This rule affected many families in communities of color, and the budget proposal in 2016 repealed the rule and allocated \$225 million to prevent the impacted families from falling deeper into poverty.

One area of this issue that I have concentrated on in my career is health disparities caused by environmental inequities. In the State Senate, I created the CalEnviroScreen and changed the way we fund environmental projects from a per capita process at city/county level to targeting funds the most polluted communities (SB 535 and Prop 68). I also funded research and innovation focusing on jet fuel to develop alternative clean fuels to reduce pollution near LAX, which is populated by communities of color. Additionally, I negotiated AB 617 by Cristina Garcia (2017) to fence line monitoring to better understand where pollution is coming from and develop plans to eliminate that pollution, and my legislation has created more parks in Los Angeles communities of color than anyone else (22 parks). While this falls more under the rubric of "environmental justice", this still deals squarely with ameliorating health inequities suffered by black and brown communities.

SECTION 10

Immigration and Immigrant Rights

NUHW has pledged to do everything in its power to protect all of its members, their families and their patients regardless of their immigration status. A few years ago NUHW declared itself a sanctuary union, joining an expansive network of institutions committed to ensuring the safety and security of all members of their communities regardless of immigration status.

Question A: Please state your position on DACA (Deferred Action for Childhood Arrivals) and TPS (Temporary Protective Status) Do you support a pathway to citizenship for the 11 million undocumented people living in the US and the continued protection of DACA and TPS holders?

I absolutely support a pathway to citizenship, as well as the continued protection for TPS recipients and Dreamers. If you look to my SB54 legislation, as well as my history working with immigrants, and my fights for migrant farm workers, you can see clearly that I have spent my legislative career fighting for people in these situations.

Question B: While federal immigration policies test the well-being of immigrant communities across our state, California is leading the way with its One California program that provides immigration assistance, services for citizenship and support for remedies from deportation. Can we count on you to protect and expand on programs like One California that are protecting immigrant communities in California? What ideas do you have to provide local assistance to immigrants seeking a more secure future in your city?

I will absolutely support this program and as Mayor, I will do everything I can to expand on it. My track record shows my deep commitment to immigrant communities— both documented and undocumented— and that doesn't change once I enter the Mayor's office. That's why I am proud to have earned the endorsement of groups like the UFW, who know my record on immigration issues and trust me to continue the fight.

Question D: Please share whether you support or oppose the cooperation of state and local governments with Federal Immigration and Customs Enforcement (ICE) officials and explain why.

I wrote the bill which limited the cooperation of local governments with federal immigration officials and ICE, SB 54, the California Values Act, and created safe spaces for our undocumented populations. I will continue to oppose cooperation of state and local governments with Federal Immigration and Customs Enforcement (ICE) officials.

SECTION 11

Housing and Homelessness

Californians have faced a worsening housing and homelessness crisis over the years. The public health crisis we're facing with the pandemic intensifies the need for housing solutions. However, landlords and real estate/land use activists have consistently blocked reforms to housing policy and utilized established law like the Ellis Act (1985) and the Costa-Hawkins Act (1995) to prevent housing solutions. In effect, working people are priced out of their homes by increased rents and rising housing costs.

Question A: What is your definition of affordable housing and how would you work to increase the affordable housing stock and create more inclusionary zoning?

My definition of affordable housing is in two ways. If I'm talking broadly about my overall vision for adequate affordable housing in LA, I mean that there's enough housing supply so that any Angeleno, making any income can afford to pay for housing here in LA and

still have enough leftover to live on. This is usually defined as not spending more than 30% of your income on housing, although realistically for many people it may even be less than that percentage. So that's what I mean when I say "solving affordable housing".

I am already at work on increasing affordable housing stock. I'm fighting to ensure that all new market rate housing projects in Downtown Los Angeles include affordable housing units as a mandatory (or inclusionary) percentage of their units in the building. And that's the other way we define affordable housing, when I'm talking about that in a project, I mean that the units are required to be contractually offered for 99 years as set affordable housing amount [under the LA Housing Department Schedule VI](#). I strongly support using increased density and up-zoning to increase our available supply of new housing, but my focus is on radically growing the percentage of new units that are affordable units in particular- making sure that new housing development is easy to build and will include substantial amounts of onsite housing for very low income up to moderate income families. This is the housing for persons making less than 70k a person- with an emphasis on Very and Extremely Low Income: adults living on less than 40k a year, which is a disturbingly large number of Angelenos. We're most underbuilt on these types of units. Market rate is doing well in comparison.

I see the Transit Oriented Communities and the Affordable Housing Linkage Fee as a type of first draft for what a true Inclusionary Housing Program will do. These programs are not generating enough new affordable units fast enough, making something like 9 luxury units per each affordable unit. I want us to do better, to make sure that we do this in a more straightforward way, and that's what I'm championing in DTLA and would support across the entire City on commercial corridors where we have room to add affordable "missing middle" mixed use housing units.

Question B: What would you do to curb evictions? What actions have you taken so far to help fix the current housing affordability crisis?

We can't allow thousands of people to join the ranks of those currently experiencing homelessness. That's why the City of Los Angeles put into place an eviction moratorium directly tied to the emergency measure that Mayor Garcetti declared at the start of the pandemic. I sent the administration of Renter Assistance back to the State where it can more rapidly be dispersed, because too many were having trouble accessing aid being processed by the City. I am committed to not only ensuring that renters get through this pandemic, and I will continue to advocate for them as Mayor. Likewise, small business need our help. In my own District, we forgave and reduced rents in Placita Olvera to

lessen the hardship on business owners (many with historic businesses) and keep staff employed. I have also expressed support for a Public Bank option, which would give small businesses better access to financing and micro loans.

As I have said before: we don't have a shortage of housing in Los Angeles, we have a shortage of affordable housing. While some in the real estate community have a vested interest in eliminating rso's (rent stabilization ordinances), rso's are an essential tool that we have to keep people in their homes and not falling into homelessness. In the Council I have stood firm in my support of rso's, as well as streamlining the production of more affordable housing. But the costs of housing go beyond the rent. The lack of a more robust public transit system means that many people either have to own a car— which becomes a very expensive proposition when you factor in insurance, parking, and maintenance— or they are stuck taking public transit at odd hours and trying to get to faraway stops. We can also do more to subsidize public transit for low income workers. While this might initially seem directly related to housing, all of these costs add up to create an inordinately high cost of living, causing people to have to make difficult choices just to pay the rent. Likewise, I am supportive of revisiting and revising the Costa-Hawkins Act and the Ellis Act, which are mechanisms which landlords have used to push rent controlled tenants out to make way for new market-rate tenants. Lastly, we can direct the Housing Department to implement an enforcement program that mandates apartment owners of buildings that include rent control units to provide a “constituent bill of rights” to their tenants and make information easily accessible to their tenants of who they can contact if they have any problems. We need to adopt inclusionary zoning laws throughout the city so that we can properly take a citywide approach to dealing with a citywide problem.

Question C: Do you support rent control and the repeal of Costa-Hawkins?

Rent control is an essential tool to maintain the affordability of our city, and I have been on record for years supporting the repeal of Costa-Hawkins, which hampers cities in providing more affordable units.

Question D: The crisis of homelessness is aggravated when insecurely housed individuals who suffer behavioral health issues cannot get the care that they need but instead face criminalization. If elected, what would you do to ensure people with behavioral health needs facing homelessness receive adequate care and resources?

I support an audit of the Lanterman Act and clarification of the definition of “Gravely Disabled” to provide better mental health care for those suffering on our streets.

According to the Los Angeles Homeless Count, at least 30% of homeless individuals suffer from some sort of mental illness. We need someone who understands the process at the state level to reform the Lanterman Act and to clarify the law so that the City can adequately work with the County of Los Angeles on the local level to ensure that Angelenos are getting the mental health treatment they deserve. This would also be an area where a Los Angeles Department of Public Health would be a benefit, by allowing the City to move more nimbly to assist those with mental health needs.