



# Alameda Labor Council, AFL-CIO

## Local Election Questionnaire 2018

### November General Election

### City Council

**Thank you for responding to this Candidate Questionnaire from the Alameda Labor Council, AFL-CIO.**

In Alameda County, more than 100,000 working families have a voice on the job through over 125 local unions. Prior to each election cycle, union members meet in Central Labor and Building Trades Councils to interview candidates and determine which candidates support working families' issues and merit labor's endorsement.

Your responses to the questions here will be used to make endorsement decisions at the local level, and will be used to demonstrate the difference between candidates in communications to union members. Please be candid, complete, forthright in your responses, and prompt in returning the completed questionnaire.

Completed questionnaires should be signed and **returned by the date specified in your invitation letter to:**

Liz Ortega, Executive Secretary Treasurer: [liz@alamedalabor.org](mailto:liz@alamedalabor.org) and CC organizer@alamedalabor.org

Alameda Labor Council, AFL-CIO,  
7750 Pardee Lane, Suite 110  
Oakland CA 94621  
Phone: (510) 632-4242 ext. 101

**In addition to completing this questionnaire, we ask all candidates to:**

- **Include as an attachment to your e-mail, a high resolution photo (headshot).**
- **Attach a copy of your resume.**
- **Attached a complete endorsement list.**
- **Bring a signed original of your questionnaire to your interview.**

**Thank you.**

Name: Jean Josey	Office Sought: Dublin City Council
Home Address: [REDACTED]	Home City & Zip: Dublin, CA 94568
E-Mail: [REDACTED]	Cell Phone: [REDACTED]
Occupation: Educator	Employer: Dublin Unified School District; Dublin High School
Work Address: 8151 Village Parkway, Dublin, CA 94568	Work Phone: 925-833-8300
Campaign address: 6937 Village Pkwy, #2359, Dublin, CA 94568	Campaign Phone: [REDACTED]
Campaign ID Number (FPPC): 1404712	Political Party: Democrat
Consultant and/or Campaign Manager: Campaign Manager (volunteer) Michelle McDonald	Committee Name: Jean Josey for Dublin City Council 2018

Background

- Have you failed to vote in any national, state, local or special elections?

I believe I missed one special election when I was out of town.

- Which public offices have you held? (Include dates of service)

None

- Describe your work with union members in previous positions.

I've never held public office before.

- Briefly describe your work background.

After working for 10 years as a technical writer in the computer industry, I stepped out of the workforce to raise my family and concentrate on volunteer work. I returned to the workforce in 2014 as a math/physics/English tutor for Dublin high school, and I now coordinate the tutoring program for the school.

- Briefly describe your educational background.

I have a Bachelor of Science degree in Scientific and Technical Communication from the University of Washington.

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

No. My group at Dublin High is the only group on campus not in either DTA or CSEA. I am hoping to change that this year.

- What was your level of participation (steward, officer, member of bargaining team, etc.)?
- To what fraternal, professional, civic or social organizations do you belong? What is your level of participation?

When I was a technical writer, I was a member of the Society for Technical Communication and was very active in the Washington DC chapter. In the last 18 years, I have held leadership roles in Parent Faculty Clubs and School Site Councils at the various levels of K-12 schools in Dublin, as well as joining district-wide committees and the City's Fiscal Sustainability Task Force.

- Will you seek higher office?

That is not my plan at this time.

- How much money does your campaign expect to fundraise? How much do you currently have on hand?

Our goal is to raise \$25,000-\$30,000. We have received \$15,300 to date with word-of-mouth commitments for \$2500 more within the last few days. We also have two house-party fundraisers this week.

- How will you win?

We are winning the old-fashioned way, by making connections with voters. We are walking precincts, knocking on doors and leaving walk pieces, holding house parties, doing park meet-and greets. We will do lawn signs and mailers. We are getting my name in the press, doing candidate forums, and talking to voters across Dublin. We also have a robust social media presence and are boosting strategic posts. I have fairly high name recognition in Dublin already, as a very active long-term resident, and I'm getting out there talking to voters every day.

### Leadership & Priorities

1. What are your goals and priorities in elected office? What issues will this election help to shape?

Protecting our public safety budgets, solving traffic congestion, encouraging economic development, adding affordable housing stock while containing the type of growth that overburdens our infrastructure, keeping our city fiscally sustainable as we reach buildout, and dialing back the negative rhetoric we are seeing ratcheting up in the City of Dublin.

2. How will you achieve these objectives? Please describe how you have worked with unions in the past to meet goals.

As a first-time candidate, I do not have experience working with unions, however unions have a voice in all of the goals I've mentioned above and need a seat at the table. Clearly the Alameda County Deputy Sheriffs' Association and Alameda County Firefighters are part of any public safety discussion; transportation workers must be part of the traffic discussion, as part of the solution involves heavier reliance on public transportation; building trades and labor are involved in both economic development and housing development; finally, maintaining a sound bottom line without penalizing workers involves everyone.

3. What public administration or leadership experience do you have? Please explain the programs you have developed and implemented for the benefit of the public.

I have never held office before, but I have lots of leadership experience. I am currently a department manager at Dublin High; I have been President or Chair of Parent Faculty Clubs and School Site Councils for 6 years; I have chaired 300-500 person events and conferences, I have chaired a school parcel tax committee (Dublin Measure L in 2014). All of these are public service leadership positions in one way or another.

4. What do you think are the three (3) largest challenges facing the city today and how will you solve them?

Affordable housing, traffic congestion, and a projected deficit. These issues are all very much interrelated, and are a function of Dublin having grown a little faster than our infrastructure could keep pace. We still have lots of construction going on, but the majority of it is high-end market rate housing. We need to put a little more bite into our inclusionary zoning ordinance to make the in-lieu fees less of an attractive option for our builders so that they actually include the affordable units instead of paying the in-lieu fees. In addition, we need to complete the high density TOD by our two BART stations to allow more people to live near public transit. These TOD projects have lower rents and allow our teachers, police officer, young professionals and seniors an entry into the housing market. Ensuring that these projects include street level retail also helps to get cars off the roads and provides services for those residents. We need to be creative with our traffic solutions and work with our regional transportation agencies to get more busses, more routes, and more stops on our streets and get fewer cars on the roads. We need to incentivize carpooling. City Council can also help by changing traffic patterns around schools to assist in drop-off and pick-up. Small changes can have a big impact in residents' quality of life. Finally, City Council must make a strong push to attract corporate and retail partners to Dublin. We have a low jobs to housing ratio that we would like to rebalance. Bringing experiential, life-style retail and corporate offices to Dublin will go a long way toward heading off the deficit.

5. What distinguishes your goals and priorities from other candidates'?

The majority of the other candidates seem to be in the "no growth" category, which appears to include no more TOD growth as well. In addition, some of them appear to be against mixed use and even exclusively retail projects. They appear to be running on an anti-everything platform. I am pro-Dublin. I think Dublin is a great city that can be made better.

6. How would you ensure that less affluent areas of the city receive the same level of services as more affluent areas?

I believe in equity for all. I am in favor of inclusionary zoning so that there are fewer “less affluent” areas of the city. But the reality is that some areas are more affluent than others. Dublin is only 14 square miles, so this is less of a problem here than other cities. Most of our programs are city-wide. I will fight to ensure that not all new amenities and facilities go into the newer parts of Dublin, however. The older sections of town need to be revitalized on an ongoing basis.

7. What do you think the three (3) main issues or concerns are impacting voters in your district and how would you address them?

See question 4 above. Although I think most voters would say growth, congestion, and schools. I’ve given my answer on housing and traffic, so I’ll address school over-crowding. While school crowding is an issue that the School Board, not the City Council must solve, I believe very strongly in a solid City Council-School Board partnership. In fact as recently as this summer I have been to Sacramento with the President of the Dublin Unified School District Board of Trustees to lobby the State Allocation Board to ensure that they didn’t change the rules for the way state school bonds are allocated. Because of the rapid pace with which Dublin has grown, our schools were overwhelmed by students faster than DUSD could build facilities. We must be cautious about the projects we approve and ensure that we get input from the School District so that we are aware of the impacts new developments will have on the schools.

#### Right to Organize

8. Please describe the actions you have taken to support workers’ right to organize locally.

I have never been in a position to take action on workers’ rights to organize.

9. If elected, how will you help workers who desire to form a union?

I support works’ rights to organize. I will facilitate whatever meetings are necessary to this end.

10. Do you support Minimum & Living Wage campaigns and other such efforts in other cities?  
*Would you support a similar effort in your city?*

Yes and Yes.

11. Do you support the right of Home Care workers to organize and fight for better wages in the city and county? What public actions would you take to support your position?

Yes, everyone has a right to organize. As our population ages, Home Care workers become more and more vital to keeping institutionalization down and health care costs in check. Home Care workers who have access to coworkers and training, and have a voice in setting their compensation package do a better job and have better job satisfaction. I will be a vocal supporter.

12. Please check which actions you would be willing to undertake:

- Sign a letter of support to workers and the public
- Personally speak to an employer about remaining neutral during an organizing drive

- Speak at a public forum on the right to organize
- Refuse to patronize an employer who conducts an antiunion campaign
- Pass an ordinance or support an initiative supporting worker rights and living wages
- Support legislative action to prevent taxpayer funds from being used against workers during organizing campaigns
- Assist workers in obtaining a first contract

### Public Worker Issues

13. Should union members be involved in the budget process? What steps will you take to ensure their meaningful participation?

I do not believe the City of Dublin has any labor unions.

14. What role should the City Council play in labor issues? How can the council support workers?

City Council gives direction to staff, and ultimately the contract is up to council. If there is a dispute between labor and city management, it would be up to council to weigh in. At a minimum, two members of council should be on the negotiating committee.

15. What is your assessment of the involvement of the City Council in the most recent contract negotiations?

I believe this is not applicable to the city of Dublin at this time, as we do not have any public works unions.

16. With regard to the above negotiations, what lessons are there to be learned for the next round? What would you do differently?

N/A

17. In future negotiations, what role would you play to avoid reaching impasse?

Starting the process early, facilitating meetings, understanding what each side needs, and mediating the meetings.

18. Which form of union security do you support for public employees: union shop, open shop, agency shop, modified agency shop? Explain why.

I support Agency Shops. Just as I back the right of workers to organize, I support people's rights to not join a union if that is their choice, and they should be able to opt out of only those Union dues and fees that cover activities such as political activity that is not directly related to negotiation and jobs benefits. I disagree with the Janus decision.

19. Do public employees have the right to strike? Would you vote for an injunction against a strike?

As long as they aren't public safety unions, I believe public employees have the right to strike. However, I also believe that very extreme circumstances must occur before public employees strike and impact

the lives of the public. That being said, it's hard for me to imagine a case where I would vote for an injunction.

20. Many retirees can no longer afford to stay in the communities they served for many years. Describe the steps you would take to ensure that long-term city employees have adequate pension benefits.

The only way to adequately fund retirement is to set aside more money earlier. The burden is on all of us to provide for our retirement. We can pay it now, or we can pay it later. The City of Dublin already has a very good funding ratio for retirees, even with the state lowering the discount rate to 7%. We have put aside reserves to pay down the unfunded liability, and we have another reserve set aside to cover an entire year of payments in case the market falls.

21. Will you consult with the impacted unions if there are attempts to put "pension reform" on the ballot or change the current pension system for city employees?

Yes. Everyone needs a voice. However, the simple reality is that we cannot sustain the old retirement models, which were designed for people to retire at 55 and assumed that the money they and their employers contributed to their retirement would grow at an unrealistic rate. The changes that were made to PERS in 2013 that moved the retirement age to 62 for most employees helps keep the fund solvent, but it is important to continue to ensure that the funds will be there when employees who have served their communities need them. Changing the system for current employees is unfair – it takes away what was promised to them. We must, however, put systems in place for new employees so that we are realistic about how their retirement investments will perform over time so that retirement funds grow at the anticipated rates, and agencies don't become insolvent trying to pay retiree costs.

22. As an elected official, the Brown Act allows you to be accessible to workers and their representatives on work-related issues, including the negotiation process. What steps will you take to be accessible to workers and their representatives, and if needed, act as a facilitator when negotiations reach impasse?

I have an open door policy and will meet with pretty much anyone at any time.

23. Do you support the use of electronic monitoring devices to record employees' actions?

I support the use of police bodycams. Other than that, I don't see a need.

24. Will you consult with union representatives before contracting with a law firm or consultant to manage the jurisdiction's labor relations?

N/A for Dublin

### Contractors

25. As a City Councilmember, how would you encourage building owners, (who control the building service economy), to provide livable wages and benefits to the janitors and security officers who service their buildings?

Livable wage ordinances would go a long way towards helping to solve this problem. In the meantime, there is no substitute for good communication. Continued open dialogue with building owners explaining the benefits to them of using union labor goes a long way.

26. How would you ensure that all buildings owned by the city and leased to private entities use unionized janitors and security officers?

Put it as a condition of the lease. However, I believe the only building that the City of Dublin leases out is to Alameda County Fire Department.

27. How would you ensure that only responsible contractors are used for services overseen by the city?

Ensuring that city staff does their due diligence when evaluating contractors is part of council's job. Prequalifying contractors and maintaining a responsible contractors database seem like simple steps.

### Economic Development & Quality Services

28. Describe your position on contracting out ("privatization") of public services. What actions have you taken to oppose it?

I have not been in a position to oppose the practice, never having held public office. It is my belief that privatizing is bad public policy in general, as it incentivizes profiteering at the expense of providing quality service to the public. However, it is sometimes necessary for very small cities to contract out in order to take advantage of economies of scale. For example, Dublin contracts out for both our police services and our fire services. We are able to have access to large equipment, such as ladder trucks, dozers, SWAT trucks and such that we would not be able to afford if we had a city-specific fire department and police force. This contracting out does not result in fewer jobs, and the providers are still union providers.

29. Prequalification and Responsible Contractor Requirements protect taxpayers, communities and workers by ensuring the private corporations profiting from public resources act responsibly. *Prequalification* means that contractors are screened for performance record, prior violations, bonding and insurance, CalOSHA citations, financial health, participation in apprenticeship programs, mechanic's liens, etc., prior to bidding. *Responsible contractor requirements* mean that bidders demonstrate the capacity to complete the contract successfully and in compliance with applicable laws (including protection for worker rights.) Do you support prequalification and responsible contractor requirements?

I do. It is sound public policy.

30. While the Alameda Labor Council welcomes new development to the urban areas of Alameda County, many union members are concerned that working families will be shut out of benefits from new development and related public investment.

- I. How will you ensure affordable housing is built along with new market rate housing?



I believe strongly in inclusionary zoning. I would like to raise Dublin's inclusionary zoning in-lieu fees to disincentivize builders from paying the fees and actually build the affordable units within their projects. Otherwise, it takes years for affordable units to be built. I would also like our general plan to emphasize density near our two BART stations over more neighborhoods of medium density, million-dollar single family homes.

- II. How will you ensure an open and transparent approvals process that includes assessments of the social and economic impacts of development?

I support well-noticed planning commission and council meetings, special work-study sessions for large projects, impact reports for new projects that include social and economic impacts (not just environmental impacts), and a robust two-way social media presence for any new project in Dublin.

- III. Do you support Community Impact Reports that describe project impacts on communities, small businesses, and local jobs?

I do, yes.

31. Describe your position on Costa Hawkins. Do you support its repeal?

I support the reform of Costa Hawkins, instead of the outright repeal. I'm concerned that an outright repeal would have unintended consequences that would, in the long run, exacerbate the housing shortage and raise rents. However, clearly Costa Hawkins must be reformed. The definition of a "new" building should not be tied to an arbitrary date that gets further in the past every year. Rather "new" should be a designated number of years. Pretty much all of Dublin's apartment buildings are designated as "new" under Costa Hawkins, and therefore can't be rent-controlled. In addition, I believe cities should have the right to impose vacancy control in cases of eviction to disincentivize evictions.

32. When government approves franchises or awards contracts to private corporations, what rights should be protected for workers and what benefits should be returned to the public?

33. Project Labor Agreements, also known as PLAs, assure labor peace, local employment, and better quality in public works projects. PLAs join contractors, subcontractors, builders and developers together with unions to negotiate an agreement for the life of the project. Wage rates, work rules and working conditions are specified under a PLA.

Would you work to ensure that PLAs are used for public construction projects? Why or why not?

Yes. PLAs are important for many reasons, but local labor and apprenticeships are very important to me.

34. Big-box retailers like Wal-Mart pay minimal wages and deny benefits to more than 60 percent of their employees. They are passing the costs of health care on to public health systems. At the same time, many cities offer tax/fee breaks to new stores to compete for sales tax revenue. Describe the actions you would take to promote good jobs with benefits.

The most important thing to do is to work for universal healthcare. Then it doesn't matter what individual employees offer in the way of healthcare benefits. In the meantime, living wage ordinances will help.

35. Working people, students, seniors and low-income communities rely on public transportation for access to education, medical care and work opportunities. What are your transit priorities and how would you meet them?

Working with regional transportation authorities (Wheels, etc.,) is one of my highest priorities. Traffic congestion is a hot-button issue in Dublin right now, and public transportation will be a big part of the solution given our geography. We need to add more stops and busses to existing routes and more routes. We also need to run a promotional/educational campaign to get people out of their cars and onto the busses. Many Dublin residents are originally from other countries and are used to robust public transit options. If we could run the busses on a more frequent schedule, I believe they would be utilized. In addition, I would like to do everything I can as a Dublin City Council member to support the new Tri-Valley San Joaquin Valley Regional Rail Authority in their efforts to expand rail beyond the Dublin BART station and into the Central Valley.

36. Prop 13's cap on property taxes gives an advantage to commercial property owners over individual homeowners because commercial properties often turn over less frequently. Do you support a split roll for commercial property to alleviate the burden on individual taxpayers? Explain why.

I have not taken a position on this issue yet. I'm concerned about the effects this proposal will have on the small business who lease space in larger commercial buildings. We know that the commercial property owner would pass the tax increase on to the small business in the form of an increase in the lease rate. I'm concerned about the ability of small businesses to stay open in the face of the dramatic increase.

37. In a difficult budget year, how would you prioritize raising taxes and cutting public services?

Having already lived through this once in education, I'm used to finding the balance between cuts in spending and revenue enhancements. There are some ways to increase revenue without raising taxes, and there are ways to cut spending without cutting public services. However, when all of the "low hanging fruit" has been plucked, hard decisions must be made. My first priority is public safety. After that, non-essential services can be reduced and manpower costs can be saved through attrition if necessary. Raising taxes is a slow process because it takes a ballot, but it beats people losing their jobs and services being reduced for the public.

## Health Care

38. Would you support or oppose efforts to cap the amount hospitals can charge the uninsured for medical services?

I support efforts to cap everyone's hospital charges at a reasonable percentage above the cost of actual care.

39. Do you feel that all City residents should have access to healthcare services regardless of immigration status?

Yes. Healthcare is a human right.

40. Will you consult with the impacted union before contracting out workers compensation carriers?

I don't think this applies to Dublin.

## Principles

41. Have you ever crossed a picket line?

No.

42. Are there circumstances under which you would cross a picket line?

I would cross a hospital picket line to get to an ER in a life and death emergency. Other than that, no.

43. What steps would you take to support a boycott, when sanctioned by a Central Labor Council, California Labor Federation or AFL-CIO? Will your campaign refuse to use restaurants, hotels, or other public accommodations on the boycott list (available at [www.calaborfed.org](http://www.calaborfed.org))?

I support AFL-CIO boycotts.

44. If endorsed, will you carry the union endorsement on your mail and materials?

Yes, to the extent there is space. I already have union endorsements from multiple unions listed on my website.

45. Will you consult with the Alameda Labor Council prior to making appointments to boards and commissions?

I may consult with many people and organizations, including Alameda Labor Council prior to making appointments to boards and commissions, but I will not commit to running appointments by any outside body.

46. Will you consult with the Alameda Labor Council prior to making endorsements of other candidates?

No. My personal endorsements are my own, based on my own research knowledge, and interviews with candidates.

### Candidate Pledge

#### **All Workers Deserve a Real Right to Organize.**

Each year, over 23,000 workers in the US are fired or punished for trying to organize a union. That is why we ask elected officials who believe in the right to organize to stand with workers when they are struggling to join a union or bargain a fair contract.

Union membership built the American middle class. Unions give workers a voice on the job and provide economic stability for millions of working families.

The California Labor Federation asks you, as a candidate and elected official, to be more than a vote for Labor. We ask you to be a champion of the right of workers to join a union and bargain collectively. Whether writing a letter of support for an organizing campaign or calling employers directly to urge neutrality, we ask you to join us in this effort to win a real right to organize.

#### ***As a candidate and elected official I hereby pledge to actively and publicly:***

1. Offer my support and encouragement to workers who are organizing a union or fighting to win a fair first contract.
2. Advocate with employers for a fair and fast process for demonstrating majority support for unionization, including neutrality and majority sign-up, and settling a first contract.
3. Support workers who have been unfairly fired or harassed for unionization by attending meetings or delegations with employers engaged in illegal activity against their workers.
4. Honor union boycotts of employers who violate the right to organize or refuse to bargain in good faith.
5. Express to workers why you support the labor movement and how a union can help them.

Signature: Jean Josey Date: 9/3/18

*I attest that these answers represent my actions and beliefs, are now part of my public record, and may be used by the Alameda Labor Council to keep union members informed about important issues.*

Jean Josey  
Signature

9/3/18  
Date

Jean Josey  
Print Name

*If completed electronically, please provide us with a signed copy via fax or at your interview.*