

National Union of Healthcare Workers Questionnaire for 2018 Municipal Questionnaire

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

BACKGROUND

Name: **Jean Josey**

Candidate for: **Dublin City Council**

Home Address: [REDACTED]

Personal Phone and Email: [REDACTED]
[REDACTED]

Current Occupation: **Tutoring Coordinator**

Employer: **Dublin Unified School District**

Work Address: **8151 Village Pkwy
Dublin, CA 945568**

Work Phone: **925-833-3300**

Campaign Address: **6937 Village Pkwy
Dublin, CA 94568**

Campaign Phone: [REDACTED]

Campaign Website: **www.jeanjosey.com**

Campaign E-mail: **jean@jeanjosey.com**

Campaign Consultants: **none**

Campaign Contact Name :

Campaign FPPC Number: **1404712**

Political Party: **Democrat**

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

None – first time candidate

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

Parent Faculty Club Secretary, Treasurer, President, Dublin Elementary School

Parent Faculty Club Treasurer, President, Wells Middle School

School Site Council Secretary, President, Dublin High School

Crab Feed Chair, Wells Middle School

Every 15 Minutes Co-Chair, Dublin High School

Chair, Yes on Measure B Campaign (2014 Dublin Unified School District Parcel Tax)

Member, Measure E (2012) and Measure H (2016) Dublin Unified School District Bond Campaigns

Member, City of Dublin Fiscal Sustainability Task Force

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

Bachelor of Science Degree in Scientific and Technical Writing from University of Washington. Worked as a technical writer from 1988-1999 before leaving the work force to concentrate on raising my children full time. Held various volunteer positions before returning to the workforce as a math/physics/English tutor for Dublin High in 2015. Have since become the Tutoring Coordinator at DHS.

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. My department is one of the only groups in the Dublin Unified School District that is neither part of the Dublin Teachers Association nor the Classified School Employees Association.

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

While most organizations and elected officials wait until the filing period is over before endorsing, I am endorsed by a wide coalition of Dublin residents and community leaders. Here is a partial list of my endorsements to date:

Scott Haggerty, Alameda County Supervisor, District 1

Janine Thalblum, Dublin City Council Member

George Zika, Former Dublin Vice Mayor

Terri Dyer, Dublin Citizen of the Year 2015

Robert Bennett, Chair, City of Dublin Heritage and Cultural Arts Commission

Michelle McDonald, Chair, City of Dublin Parks and Community Services Commission

Chris Bennett, Dublin Citizen of the Year 2011; Secretary, DPIE Executive Board

Sobia Qureshi, DPIE Executive Board Member; Fallon School Site Council President

Sean Kenney, Former Dublin Unified School Board Trustee

Michael Utsumi, Community Advocate

Dan Mendoza, President, Dublin United Soccer League

Sameer Hakim, Former Dublin Unified School Board Trustee

Roberta "Robbie" Kreitz, Vice-Chair, Assembly District 16, Alameda County Democratic Party; Dublin Educator

Sapan Agarwal, Resident; Research Scientist, Sandia National Laboratories

Catherine Brown, 2018 Dublin Teacher of the Year

6. How much money have you raised to date? How much do you aim to raise? Did you qualify for public funding?

I have raised approximately \$10,000 of the \$30,000 I intend to raise. I do not qualify for public funding.

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

I have not conducted a poll.

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

I would love to have support from NUHW. I would ask for a campaign donation (up to the \$500 Dublin campaign contribution limit), as well as walk support.

OVERVIEW

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

I am running for Dublin City Council because we need constructive, common-sense solutions to the issues facing Dublin. My extensive commitment to our community over the last 18 years gives me the long-term perspective and experience necessary to identify those solutions. As an active community leader, I have been attending most every school board and city council meeting for years, but never had a desire to seek public office until recently. Dublin is at a crossroads in terms of its identity. Our growth has outpaced our infrastructure, residents are extremely frustrated, and we need to find ways to manage our growth and maintain the quality of life for our residents. As Dublin approaches build-out, we can not rely on developer revenue and must develop revenue streams that will sustain our infrastructure into the future.

Our city deserves leaders willing to serve our community as whole. We need elected officials who are unafraid to make difficult decisions on complex issues. We must demand that our leaders make thoughtful, well-considered votes based on data, research and facts, not emotion. As a regular attendee of both City Council and School Board meetings, I am very well-informed about the issues impacting our growing city. I am committed to serving the entire City of Dublin, not simply my own neighborhood.

We need to be taking care of the long-term sustainability of our city. My appointment to this past year's Fiscal Sustainability Committee has provided me the background necessary to evaluate decisions for both their short-term and long-term impact. My extensive knowledge of Dublin Unified School District issues, as a school employee and longtime district volunteer, puts me in a unique position to help improve communications between the City Council and Board of Trustees

The residents of Dublin deserve leaders who are invested in our city, who will seek input from ALL residents and business owners, act with integrity, and stand up for what they know is right. I believe I am the right choice for Dublin.

I am seeking the NUHW's endorsement because I believe that my values are aligned with yours, and I believe I am the best candidate for the city of Dublin.

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

Public Safety: Police, firefighters and first responders keep us safe. Their budgets must be

protected.

Parks and Community Services: Robust parks and recreation programs are vital. Facilities and programs must be affordable and accessible for all residents.

Fiscal Sustainability: Balanced budgets and common-sense fiscal decisions are a top priority.

Growth: Development must be controlled to not overwhelm infrastructure and schools

Public Education: Collaboration between the School Board and City Council benefits our youngest residents.

Business: Cultivating and nurturing new opportunities is critical to Dublin's future.

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

My roots in Dublin go deep. I am committed to and passionate about our city. Unlike my opponents, I have lived here for nearly two decades and have invested all of that time in working to bring out the best in Dublin. I have raised my family here, educated myself on our issues, and I have relationships with stakeholders that are built over time and are based on trust and mutual respect. I was honored to be named Dublin's Citizen of the Year in 2016. My knowledge of the history of Dublin, and what led to the decisions that got us to the situations we are currently facing, is unique among the current field of candidates.

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

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

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

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

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

I support workers' freedom to choose a union, and I would urge employers to respect their employees' right to choose. I would definitely urge employers and union organizers to agree to such a code of conduct. I have never been in a position to have to intercede with employers to urge the adoption of either of these methods.

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

Many areas of California have among the highest cost of living in the country, and health care workers must be paid according. I absolutely support fair wages, benefits, and working conditions for hospital workers. I don't know enough about subcontracting to weigh in on that bullet item, but I'd like to know more. I do believe hospital workers deserve to have stable shifts, as this benefits not only the hospital workers, but the patients as well. My father was hospitalized recently, and I was shocked by the disruptive scheduling of the nursing staff. Having a different nurse almost every day made for discontinuity of care that was neither good for him nor good for the staff, and made it easier for mistakes to inadvertently occur.

SUPPORTING COMPREHENSIVE CAMPAIGNS

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

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

- meet with union organizing committee and bargaining committee members;
- sign public letters of support for the union's organizing rights or bargaining proposals;

- place phone calls to and meet with employer representatives on the union's behalf;
- attend negotiations with employers to support and help present the union's position;
- conduct facility walk-throughs to engage both workers and employers on disputed issues;
- participate in town hall meetings to highlight the union's organizing and bargaining campaigns and build support for union proposals in the press and with the public;
- participate in picket lines, marches, rallies, and vigils;
- assist in outreach to community-based organizations and faith based groups?

Yes. As a private citizen, I have often demonstrated for causes I believe in (Gun Reform, Planned Parenthood, Women's March, March For Science, Immigration Rights, March for Science), boycotted businesses I believe are not being socially responsible, and supported organizations such as the Dublin Teachers Association. I would certainly continue those efforts, just with a bigger platform, as an elected official.

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.

Do you support the establishment of a single payer healthcare system - 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? Are you in favor of enacting such a system in California alone (as allowed for under the Affordable Care Act and in Vermont) as well as in pursuing it on the national level?

I am in favor of pursuing comprehensive single-payer healthcare, both in California and on the national level.

HOUSING AND AFFORDABILITY

Citizens of California are seeing one of the worst housing crises in recent memory, and working families are struggling more than ever to keep a roof over their heads.

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?

Affordable housing, to me, is housing that costs no more, per month, than 30% of the median household income for the area. For a family of 4 in the Alameda County that is around \$2700 per month. It's awfully hard to rent a suitable place for a family of 4 in Dublin for that amount. Note that this is not the same as low-income housing, which we also very much need in our area. That situation is even more dire. In the Bay Area, we must strengthen our inclusionary zoning ordinances and tighten our in-lieu fee rules so that affordable and low-income housing actually gets built in the same neighborhoods as market-rate housing. Only by having socio-economically integrated neighborhoods can we start to reverse the trend we are seeing of pricing our safety, public sector and service workers out of our area.

Are you in favor of repealing Costa-Hawkins?

I am in favor of reforming Costa-Hawkins. An outright repeal, without a replacement in place, may bring unintended consequences, like a further tightening of the total available housing stock, which would drive up overall rents. However, the definition of "new" housing should be revised. The further we get from 1995, the larger the percentage of apartments are exempt. In rapidly growing cities like Dublin, the majority of our apartments were built after 1995.