



Thursday, September 5, 2019

2019 BALC Municipal Candidate Questionnaire

Dear Candidate:

The Boulder Area Labor Council represents over 20,000 union members and their families in 114 affiliates ranging from building and construction, communications workers, janitors, health care workers, airline attendants, state employees, postal workers, firefighters, and teachers, to name a few.

The Boulder Area Labor Council is dedicated to organizing working people in the our Area and the State of Colorado; to securing, protecting, and promoting dignity and equality, rights and benefits; and to raising the standard of living and quality of life for all working people and their families. We represent union members and their families in Boulder, Broomfield, Gilpin, Clear Creek, Summit and Lake Counties.

Running for office is one of the most challenging and rewarding experiences you can have in your lifetime.

There is always room for hard-working candidates who fight for equality, raising wages and improving the lives of working people. Thank you for your service to Colorado and your City.

As part of our multi-step endorsement process for the Boulder Area Labor Council, you must complete the following questionnaire. These questionnaires will be posted on our website and available to the public. This is not a "closed book exam," if you have questions or need explanation of terms feel free to contact Geof Cahoon, President of the BALC at (303) 601-1679.

There will also be a Labor Education Event that will include an Apprentice Program tour September 18 at Pipefitters 208, 5:30 - 8:00 PM. Attendance will be a positive factor in our endorsement considerations. Candidate interviews will be scheduled for Saturday, September 7 and Saturday September 14. Final endorsements will be announced October 5. Once endorsed, you are free to use the BALC logo in print and web materials.

Once you have started the questionnaire, do not hit the 'back' button or navigate away from this page until you have submitted the form.

Candidate Name	Nikki McCord
Email	nikki@nikkiwithboulder.com
Mailing Address	2525 Arapahoe Ave #515 Boulder, CO, 80302
Name of Campaign Contact	Nikki McCord

Are you now, or have you ever been, a union member? If yes, when, where and what union were you affiliated with?

Yes. I was a proud member of the Denver Newspaper Guild CWA Local 37074 when I was an employee at Colorado WINS.

What would be your priorities as an elected official? What policies or coalitions do you see yourself leading?

My priorities are two fold.

Sustainable Infrastructure

Improving the infrastructure of the city includes everything from affordable housing, roads, bike/pedestrian paths, and sewers. Affordable housing is my priority and I will create 256 units of affordable housing per year by 2035. This will meet City Council's 2019 goal of 15% affordable housing. Affordable housing will be achieved through creative options such as affordable homeownership and rentals, co-ops, accessory dwelling units (ADUs), and other ingenious solutions. I will pursue policy changes that will create more opportunities for aging individuals and remove barriers to establish affordable housing. I believe it is council's job to advocate for innovative solutions to reach the affordable housing goal they have set.

A Safe Environment for All

There are people who are still marginalized based on race, gender, sexual orientation, ability, and age, among others. To ensure marginalized communities feel safe and heard is to have more people of color in decision making positions. As a city council member, every vote I make will be through a social justice lens built from my own experience and input from marginalized communities. It is important for all of us to feel safe in our city and for our elected officials to make decisions that do no further harm. In an effort to build consensus and make progress, my goal is to work with my colleagues to craft proposals that benefit the entire community and not just those who are civically engaged.

Of the policies and coalitions that you have prioritized, where do you see Labor being a key stakeholder and how do you plan to engage us on these issues?

Labor is a key stakeholder in my priority to provide a safe environment for all. This includes people marginalized based on race, gender, sexual orientation, ability, and age, among others. As a representative of city government, I will work with Labor to ensure safe and equitable working conditions for city employees. For workers outside city government, I will advocate for a \$15+ minimum wage and a living wage for Boulder workers.

City Workers

In your first term, would you work with BALC to sponsor a policy granting collective bargaining rights to city employees?

Yes

Privatization of public services can reduce city expenditures, but often result in poorer quality services and

I am not an advocate for the privatization of services. As a former lobbyist for the Michigan Department of Environmental Quality under Governor Jennifer Granholm, I

public services? If so, what tangible steps would you take to prevent this from happening?

have witnessed the devastation that occurs when government services are privatized. As the former Policy Advisor for Colorado WINS, I worked to provide higher wages and working conditions for employees at state owned correctional facilities and state hospitals. When workers are paid a living wage and treated with dignity, they are able to perform at a high level. I have been a state employee, a Union member, and advocated on behalf of union members. I am not in favor of privatization of government services.

For Boulder Candidates only: Would you support the Municipal Utility employing a union workforce?

I would support the municipal utility employing a union workforce.

Workers Rights

We believe that all people deserve the following basic civil rights. Please check all that you support:

The right to freely organize a union Yes

The right to collectively bargain Yes

The right to full equality on the job Yes

The right to a safe workplace and decent working conditions Yes

The right to speak and be heard, without punishment Yes

The right to a pension and a healthy retirement Yes

The right to strike when necessary Yes

Would you support the Use of Best Value metrics, as opposed to lowest responsible bidder for vendors supplying the City with goods or services?

The Best Value metric not only supports unions and union members, but also supports minority owned businesses. It is for this reason that my campaign literature is being printed at C+D Printing. I am proud to pay more for the quality and service I receive from a union and woman owned business. Being a past union member and having personal experience with the quality of union work, I wholeheartedly support using the Best Value metric for city vendors.

Would you support creation of a Local Minimum Wage by CityCouncil?

I support the creation of a local minimum wage as a first step. I want employees in Boulder to earn at least the self-sufficiency standard. For a family of 4 with two adults and two school aged children in Boulder County, that amount is \$81,267 a year, or \$19.24/hr. A \$15/hour minimum wage in Boulder County barely provides self-sufficiency for one adult living alone. While the minimum wage is a first step, I want

Would you support licensing requirements for marijuana and hemp retail and grows that encourages high labor standards and favorable treatment of union shops?

to continue to push for higher wages in the city of Boulder.

One pillar of my campaign is a safe environment for all - with a special emphasis on marginalized communities. I am supportive of high labor standards and favorable treatment of union shops. Additionally, I am in favor of expunging the records of individuals who were convicted of low level marijuana charges. Marijuana is currently making a lot of people rich while it has also made a lot of people - especially brown and black people - poor through their interactions with the justice department. While I am in favor of high labor standards for marijuana and hemp facilities, I also seek fairness regarding who is able to profit from this industry.

Would you support a state-wide employee paid family leave policy?

I am in favor of state-wide employee paid family leave. It is shown that paid family leave is beneficial to mothers, children, and care-givers. I am proud to have served on the board of Boulder Housing Partners when the organization expanded its paid family leave policy to include the adoption of a child.

Your city has an affordable housing crisis. What steps would take to address this problem?

One pillar of my campaign is sustainable infrastructure through affordable housing. I plan to create 256 units of affordable housing per year by 2035. This will meet City Council's 2019 goal of 15% affordable housing. Affordable housing will be achieved through creative options such as affordable homeownership and rentals, co-ops, accessory dwelling units (ADUs), and other ingenious solutions. I will pursue policy changes that will create more opportunities for aging individuals and remove barriers to establish affordable housing. I believe it is council's job to advocate for innovative solutions to reach the affordable housing goal they have set. Having served as a commissioner on the Boulder Housing Partner's board for the past six years and seeing what can be achieved when there is a will to create affordable housing, I am confident in my goal of 256 units/year.

Why do you believe it is in the best interests of the BALC and its members to endorse your candidacy?

I am not seeking an endorsement from the traditional endorsing groups in Boulder, including PLAN-Boulder, Better Boulder, Open Boulder, Boulder Progressives, etc. I believe these groups have polarized our community. I seek the freedom to weigh issues on all sides and make a decision that will benefit the entire community. I have honed these skills as a lobbyist, first working for Fortune 500 companies, and later working for the Michigan Department of Environmental Quality and Colorado WINS. I have passed legislation in politically challenging environments, I have lobbied the Colorado Joint Budget Committee for a pay increase for State of Colorado employees. I have been a union member. BALC wants an advocate who is not associated with one group or another as union members are not a monolith. BALC wants an advocate who is willing to produce results that will uplift all workers in the city. I have the experience and will to do just that.

**I have finished the Questionnaire, and
I am ready to submit my final copy:**

YES

You will receive an automated email response once your submission has been received. For your records, the response will contain a copy of the completed questionnaire. In case of a process error, we recommend saving your responses in a word document before submitting.

If you do not receive an automated response, the questionnaire was not received.