



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.

<b>Candidate Name</b>	Rachel Friend
<b>Email</b>	friend4boulder@gmail.com
<b>Phone Number</b>	(303) 999-8852
<b>Mailing Address</b>	4895 Qualla Drive Boulder, CO, 80303

<b>Current Cash on-hand</b>	\$6000 approx
<b>Name of Campaign Contact</b>	Rachel Friend
<b>Campaign Contact Phone Number</b>	(303) 999-8852
<b>Are you now, or have you ever been, a union member? If yes, when, where and what union were you affiliated with?</b>	No
<b>What would be your priorities as an elected official? What policies or coalitions do you see yourself leading?</b>	<p>Social Justice  Flood mitigation  Embracing facts and data</p> <p>I would like to lead on flood mitigation / CU South annexation, and on police department reforms in line with social justice goals.</p>
<b>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?</b>	<p>Our labor movement and country's labor history is steeped in social justice. CU South (flood mitigation site) is targeted for grad student / faculty housing. As I understand it, there has not been an opportunity for these grad students to unionize, but they are interested in concerted activities for the purpose of mutual aid and protection. I would support engaging with the grad students. CU does have unionized workers in other jobs, and they may well be included as stakeholders in annexation discussions. Further, on the policing reform, obviously the police union (Boulder Police Officers Association / BPOA) is robust, and will have a spacious seat at the table. In terms of overall embracing facts and data, the City of Boulder bargains with 2 other groups: Boulder Municipal Employees Association (BMEA) and International Association of Fire Fighters (IAFF) (in addition to BPOA).</p>

## City Workers

<b>For non-City of Boulder candidates: City employees, who provide critical public services, lack the rights that most take for granted: the right to form a union and negotiate wages, benefits, and working conditions with their employer. They do not automatically have the right to collectively bargain. How would you address this issue?</b>	NA
<b>For Boulder Candidates only: Would you support the Municipal Utility employing a union workforce?</b>	If muni turns out to be the best course, then yes.

# 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 wages and benefits that improve the living standards of families**  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?** Yes.

**Would you support creation of a Local Minimum Wage by CityCouncil?** Yes. With the caveat that we need to ensure that eg small businesses or those businesses which provide critical services that are tethered to reimbursement rates that do not build in the necessary rate adjustments are not driven under. We need to invite experts and economists to advise us on how to implement in a way that does not backfire (this will only apply to a small subset - I am primarily thinking of the non profit I worked for, which staffed group homes. Without medicare reimbursement rates being increased, we were unable to give staff raises. So if we had been required to raise wages by several dollars/hour, we would have had to fold the NFP, and individuals with disabilities would have been left without crucial supports).

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

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

Yes.

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

I support:

- Tiny homes, ADUs, and subdivided properties where appropriate (for example, on larger lots)
- Rezoning and incentivizing housing in industrial zones
- Accelerating housing availability along transit corridors with opportunities at places such as Alpine Balsam and Diagonal Plaza
- Cooperating with CU to provide housing for upper-class students and staff at CU South
- Amending zoning ordinances to allow for maximally environmental and equitable housing opportunities, in consultation with staff, experts, and our community

Fostering compassion and inviting creative problem-solving is the best thing we can do for solving our housing issues.

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

I am a compassionate person, and firmly believe in the right to organize and the benefits that flow to society and the individual workers from it. I loved my labor and employment professor in law school, and took all available classes in the subject matter. I clerked for a federal appellate judge after that, and requested to be assigned cases that covered unions. I worked as a labor and employment attorney at a law firm after my federal clerkship, and while I did not enjoy those few years, as law firm culture was not for me -- it further solidified my passion for workers' rights. I am knowledgeable about this topic, and I am on the side of equity and social justice - the worker's side. Lastly, I am pushing back in this election about the status quo. Groups keep scheduling multi-hour forums and events over the "lunch hour." I keep reminding the powers that be that normal, working people (including me; I now teach, including over the noon hour) cannot be expected to participate in or attend / observe hours-long midday events. Furthermore, when we exclude workers, we perpetuate the system that we all well-know is unfair and uneven.

**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.