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Are you now, or have you ever been, a union member? If yes, when, where and what union were you affiliated with? Currently, I am Vice President of the St Vrain Valley Education Association in Longmont. SVVEA is an affiliate of the Colorado Education Association and National Education Association.

What would be your priorities as an elected official? What policies or coalitions do you see yourself leading? My priorities will include increasing affordable housing, strengthening the increasing the use of the Sustainability Evaluation System (SES tool) when determining best development for Longmont based on its three pillar system: environmental protection, economic vitality and social equity. I will also push livable wages to better address the housing cost burden. In the areas of environment, quality of life, and well being, I will support programs, like Supporting Action for Mental Health, that work to get mental health resources and education surrounding mental illness out to Longmont residents; as well as leading policy that prioritizes clean air, water, preservation of environmentally sensitive areas.

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? As a Union and community organizer, I know well that the success of any plan depends on coalitions and alliances. My main reason for running is to be a key player in elevating the quality of life for our disadvantaged and marginalized residents, including our working class. I feel an alliance with labor organizations is crucial when addressing issues such as livable wages, affordable housing, healthy working conditions, sustainable business growth, and worker rights. I would like to continue working with CEA and SVVEA for public employee priorities and insight that will inform my decisions and direction. I also plan on expanding alliances with other labor organizations for further insight.

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? I would plan on approaching this issue in the same manner I do when recruiting teacher membership. Educate the Council and City Manager on the positive impacts on a workforce that has collective bargaining, these include improved well being, quality of life, ability to afford to live in the same city they work in, and higher employment retention. All of these are aspects the City wants to attain.

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 lower wages for service employees. Under what Privatization has been a grave concern for those of us in public education. Charters and private schools offer lower pay, no due process, along with picking and choosing their students. It has been detrimental for our students of color, students poverty, and students with disabilities. Essentially, hurting the integrity and quality of our profession. In the area of public service employees, we must maintain a high

circumstances would you advocate against the privatization of public services? If so, what tangible steps would you take to prevent this from happening?	standard of management. I am a firm believer of people before profits. We must value and provide quality compensation. These values are well in line with the Envision Longmont Sustainability Plan and 2018 Goals. I would use this plan as the basis for keeping our public services free from privatization.
For Boulder Candidates only: Would you support the Municipal Utility employing a union workforce?	N/A
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?	If this has to do with low bid vs. best value, my concern with low bid is we run the risk of poor quality. I feel like I'd need some context, since I'm not as familiar with this and how the Council can guide this practice of Best Value metrics.
Would you support creation of a Local Minimum Wage by CityCouncil?	Absolutely! In a recent City Council meeting, I heard the council discuss raising the minimum pay for entry level workers in a few position. I would like to expand this to other city employees and research ways to support a city-wide minimum wage raise.
Would you support licensing requirements for marijuana and hemp retail and grows that encourages high labor standards and favorable treatment of union shops?	Yes! Strengthening labor standards builds quality work environments. As a member of Council I would encourage and support unionized shops. Everyone benefits.
Would you support a state-wide employee paid family leave policy?	Currently we have FMLA, I have utilized this benefit when my daughter was hospitalized for suicide attempts. The relief of being able to care for my child and my family without the fear of losing my job was immeasurable. Unfortunately, since we had to search outside our insurance for quality mental health care, we are tens of thousands of dollars in debt. A paid family leave would have changed everything back then. Over the years as SVVEA Legislative Liaison, I have built relationships with state legislators, I would continue building these relationships to share my experience and advocate this policy.
Your city has an affordable housing crisis. What steps would take to address this problem?	I would work to strengthen the SES tool, work to raise the 12% minimum of affordable housing in new developments, I would like to see about raising the cash in-lieu amount for developers who want to buy out the 12% requirement in order to use that money to quickly build affordable/low income homes on city land. Cash in-lieu received by the City from developers is intended to be used for city built affordable homes; this has yet to happen. I want to move forward and come up with solutions to see these homes built.
Why do you believe it is in the best interests of the BALC and its members to endorse your candidacy?	I have served in union leadership since 2010, on the SVVEA Board of Directors, CEA Ethnic Minority Advisory Council/Equity Council for Race and Culture, Union Rep in 1338 Teacher Evaluation Committee, Legislative Liaison, Delegate at the NEA and CEA Representative Assemblies, and 3 years on the SVVEA Bargaining Team. I

have an in-depth understanding union organizing, advocacy, policy/governance, and leadership. It was through my involvement with the union that has built my leadership capacity and skill set making my confident to take on the role of City Council member. As a renter and public employee, I feel I would be representing a large group of us who often get overlooked when development and city growth plans are approved.

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

YES