



Tim Waters

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Candidate Name	Tim Waters
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Current Cash on-hand	I have \$820 on hand from a previous campaign. Inasmuch as I am running unopposed, I am not soliciting campaign funds.
Name of Campaign Contact	Richard Marsh
Campaign Contact Phone Number	(303) 817-2022
Are you now, or have you ever been, a union member? If yes, when, where and what union were you affiliated with?	I am not currently a union member. In the early days of my teaching career I was a member and an officer in my bargaining unit, the Glendale Education Association.
What would be your priorities as an elected official? What policies or coalitions do you see yourself leading?	Housing in Longmont is a need that will drive several related initiatives. To reduce housing insecurity and homelessness, we need to continue building affordable and attainable housing. This requires disciplined implementation and evaluation of a housing policy adopted early in 2019. Success in building more and varied housing options for Longmont residents contributes to concerns about growth, congestion, and quality of life for those who already enjoy high quality of life. There are tensions about these issues that the next Council will need to effectively manage. We are about to consider a climate emergency resolution which, after adoption, will drive a host of initiatives to reduce Longmont's carbon footprint. There is no bigger or more urgent concern. In September of 2018 the Longmont Council adopted two vision statements and seven goals, aligned with the vision statements that, if accomplished, would translate vision to reality. One of the vision statements reads as follows. In 20 years, Longmont will have a developed Main Street from Pike Road to Highway 66 and a river corridor that stretches from the sugar mill to the fairgrounds as a vibrant economic, residential, cultural and entertainment epicenter that is sustainable and respects the natural environment. This area will: (goals aligned with this vision statement) 1. Have a diverse housing stock with higher densities and access to high quality public transportation, food and jobs 2. Protect and respect our natural public amenities as part of the development process 3. Become a nationally recognized geographic center of science, technology, engineering, education, arts, and entrepreneurship 4. Bring together private industry, local government, nonprofits, and institutions of higher education as well as the St. Vrain Valley School District to ensure the highest quality, best prepared workforce in the western United States Launched in 2019 was a vision advisory panel that we asked to develop a robust and compelling vision for the river corridor as goals 2, 3, and 4 are accomplished. The visioning advisory panel is doing their work in the context of a project branded as Building STEAM (science, technology, engineering, arts, and mathematics). The panel developed both narrative statements and visuals for what the first "reach" of the corridor. The panel's work was shared with the community between early May and late July. Results of the public engagement process will be shared with the panel on Sept. 13. On the 13th the panel will generate action steps they believe the Council will need to take to realize the Council's vision statement. Working with the City Manager and staff, I've led on this initiative which involves environmental activists, educators, investors, developers, planners, and policy makers. I will continue leading on this initiative when the new Council is seated.
Of the policies and coalitions that you have prioritized, where do	Goal #4 of the Council's "Vision for Place" states that we will: Bring together private

you see Labor being a key stakeholder and how do you plan to engage us on these issues?

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?

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

Privatization of public services can reduce city expenditures, but often result in poorer quality services and lower wages for service employees. Under what circumstances would you advocate against the privatization of public services? If so, what tangible steps would you take to prevent this from happening?

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 I would.

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

We are already committed to a Boulder County Living Wage as our lowest hourly wage

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

Yes I would.

industry, local government, nonprofits, and institutions of higher education as well as the St. Vrain Valley School District to ensure the highest quality, best prepared workforce in the western United States. There cannot be a better or more logical goal on which the City and Labor should be working together. Indeed, in the next phase of the visioning processed already referenced, the City needs Labor at the table as a partner if progress on goal #4 is going to be made.

In Longmont our Fire and Police officers are a bargaining unit, so I don't believe this is an issue for these groups. I also believe other City of Longmont employee groups have the option to organize but would need to convince management to engage with them as a bargaining unit. I would not oppose employees choosing to organize.

No, I would support a collective bargaining policy, but unable to sponsor

I am one of several Council members supporting the Boulder County Living Wage Coalition. The City of Longmont compensation plan assures (or will assure in the 2020 budget) that no employee is below the minimum living wage of \$17.42. I support adding language to Longmont's RFPs and contracts that requires all contractors to pay all of their personnel charging time to Longmont contracts to also pay at least as the minimum living wage. The net effect of doing this changes the economics of outsourcing many of the functions currently being outsourced. As a general principle, I will oppose outsourcing any additional functions and support bringing currently outsourced functions back into the City structure.

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

Yes I would.

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

We've adopted an Inclusionary Housing ordinance along with a package of fees and offsets that will, I predict, result in more and better affordable and attainable housing.

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

I am running unopposed in Longmont's Ward 1. Because there is no one else to endorse, I am probably your best bet (at least in Ward 1) to accomplish Labor objectives. I am also serious about competitive total compensation packages, workplace equity, and employee rights.

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

YES