



Alameda Labor Council, AFL-CIO

Questionnaire 2024

November General Election

Thank you for responding to this Candidate Questionnaire from the Alameda Labor Council, AFL-CIO.

In Alameda County, more than 100,000 working families have a voice on the job through over 140 local unions. Prior to each election cycle, union members meet in Central Labor and Building Trades Councils to interview candidates and determine which candidates support working families' issues and merit labor's endorsement.

Your responses to the questions here will be used to make endorsement decisions at the local level and will be used to demonstrate the difference between candidates in communications to union members. Please be candid, complete, forthright in your responses, and prompt in returning the completed questionnaire.

Background

- Have you failed to vote in any national, state, local or special elections?
No
- Which public offices have you held? (Include dates of service)
Alameda County Democratic Central Committee Member: 2024-Present
- Describe your work with union members in previous positions.
As a former Director for the City of Oakland I worked with every union that represents city workers and I took that job very seriously. I saw my role not only as a Policy Director for our Oakland constituents but as an employer of hundreds of staff members who should be treated with respect and dignity. I've also volunteered at community events for local unions particularly with community clean ups.
- Briefly describe your work background.
My work for over a decade has been to make policies, design projects, and develop programs for cities around the Bay Area and across the county in times of need. From starting work with the city of Berkeley's Public Works Department to serving as the Senior Transportation Planner with the San Francisco County Transportation Authority, I have always been focused on ensuring that our cities and governments support the communities and workers they serve.

During Oakland’s response to COVID-19, 2020’s massive wildfire season, and the power shutdowns, I served as the City’s Emergency Community Resilience Director where I led an interdisciplinary team that fast-tracked community testing and vaccination sites, directed departments to work collaboratively, and helped small businesses take advantage of outdoor merchant programs. A

- Briefly describe your educational background.

I’ve spent my life seeing how governments have often ignored the real needs in our communities. That’s why I pursued an undergraduate degree in Urban Studies and then earned my Masters in City and Regional Planning from UC Berkeley because I believe that cities must do better for all of us.

- Are you a union member? To which unions have you belonged?

No

- What was your level of participation (steward, officer, member of bargaining team, etc.)?

N/A

- To what fraternal, professional, civic or social organizations do you belong? What is your level of participation?

Transform California, Board Member

Transport Oakland, Board Member

Black Queer Men’s Brunch, Founder

East Bay Young Democrats, Former Board Member

- Will you seek higher office?

My first priority is the city of Oakland, and I am deeply committed to serving our community. Since this is my first elected position, I want to focus on doing the best job possible for Oakland. I have no plans to seek higher office at this time. My intention is to fully immerse myself in this role and see how it goes before considering any future steps. Oakland’s needs are my primary concern.

- How much money does your campaign expect to raise? How much do you currently have on hand?

Goal: \$150,000

COH: \$46,598

- How will you win?

I will win by meeting neighbors and future constituents where they are at — by doorknock, phonebanking, holding community events, going to neighborhood meetings — and directly answering their questions and concerns about District 3. I am bringing policy-based solutions to District 3’s ongoing challenges in order to establish long-lasting and transformative change. We will also present these real and collaborative solutions to voters through a targeted digital program. With District 3’s large voting population and area, the campaign will complement My campaign is based on knowing that we can create policies that benefit all of our communities.

Leadership & Priorities

1. What are your goals and priorities in elected office? What issues will this election help to shape?

My priorities are around public safety, affordable housing, and economic development. My goal is to present grounded policy solutions that can be implemented quickly because District 3 needs solutions now from a working government. These are the three issues most important to the district and the city of Oakland right now; they are also at the forefront of most residents' minds as they look at the challenges we face moving forward.

2. How will you achieve these objectives? Please describe how you have worked with unions in the past to meet goals.

Public Safety: To address violent and property-related crimes, my approach combines direct action against crime with community-sponsored activities and environmental design strategies that don't overburden our police force. We need to modernize policing—Oakland currently has only 35 officers in the field at any time, which is far too low, and lacks the investigators needed to clear reported crimes. Alongside this, investing in youth through after-school and summer programs will provide positive alternatives and opportunities. Every piece of these strategies involves city staff who are represented by a union. I have consistently encouraged city leaders to hire additional staff within our departments instead of contracting out the work to non-union labor.

Affordable Housing: Streamlining the development of affordable housing in priority equity neighborhoods through by-right approval will add more units in Oakland and prioritize the city's vacant properties for affordable housing and social services. This approach ensures that our public employees—who are represented by unions—are central to our efforts, and I will continue advocating for the hiring of additional city staff to support these initiatives.

Economic Development: Oakland has many underutilized sites, such as large parking lots and vacant lots, that should be prioritized for new housing and businesses. Streamlining the permitting process and incentivizing local hiring can help fill vacant storefronts, creating a more vibrant and safe community. As with public safety and housing, these efforts will involve unionized city staff, and I will push to fill the vacancies throughout city government, ensuring that union workers are supported as they continue doing vital work for Oakland's economic revitalization.

3. What public administration or leadership experience do you have? Please explain the programs you have developed and implemented for the benefit of the public.

I have extensive experience across multiple government agencies, focusing on transportation and land use planning, which has driven my commitment to creating resilient, thriving cities. Notably, as Oakland's Policy Director of Transportation and Government Affairs, I was key in shaping the city's infrastructure,

transportation, and environmental design policies. My work ensured that Oakland became more sustainable and accessible for all residents.

During the COVID-19 pandemic, I served as Oakland's Section Chief of Community Resilience. My team swiftly established community testing and vaccination sites, securing critical resources for Oakland's employees and residents before any other city in Alameda County. We also supported small businesses in accessing essential resources and launched the nation's largest Slow Streets program, which was pivotal in adapting the city to pandemic-related challenges.

These roles have equipped me to develop and implement impactful programs that benefit the public and ensure our cities remain vibrant and resilient.

4. What do you think are the three (3) largest challenges facing your district today and how will you solve them?

The three largest challenges facing our district today are public safety, affordable housing, and economic development, all of which are deeply intertwined with Oakland's fiscal crisis, which in many ways is the root of each of those other issues. This crisis results from long-standing issues, including a reliance on one-time revenues to balance the budget and a structural deficit that has been ignored for over a decade. Revenue sources like hotel taxes, development fees, and transfer taxes are down, further complicating our financial stability. In the short term, we need to boost these revenues, but public safety concerns are deterring investment in Oakland. To address this, we must shift our focus to more stable revenue sources such as property taxes and lease city-owned properties instead of selling them. By building a more robust and stable budget, we can better support our public safety initiatives, affordable housing projects, and economic development efforts, ultimately creating a more resilient district.

5. What distinguishes your goals and priorities from other candidates'?

I am distinguished by my pragmatic approach and proven track record of getting things done in local government. I focus on making meaningful, tangible changes that directly improve the lives of working families in District 3.

I have worked to create and utilize policies that drive progress while advocating for affordable housing in job-rich areas, enhancing traffic safety, and promoting support for workers and small businesses. My practical experience in government equips me to implement effective policies swiftly and efficiently. My approach is grounded in pragmatism and a clear record of local government achievements, setting me apart as a candidate who can deliver on promises and create lasting, positive change for District 3.

6. What is your view on artificial intelligence? How do your views on artificial intelligence relate to working class families?

I recognize the significant impact AI will have on our working population. Much of AI development seems to target middle-income workers, which will lead to the continued hollowing out of the middle class and reduce opportunities for workers to earn a decent living from a well-paid job.

However, AI isn't capable of replacing all types of jobs, particularly in the trades. It's crucial that we identify what AI can't and shouldn't do in order to further support training and education in those core areas. By investing in skills that AI cannot replicate, we can ensure that working-class families are not left behind and continue to have pathways to economic mobility and stability.

Right to Organize

7. Please describe the actions you have taken to support workers' right to organize locally.

While I have not held public office, I am a strong advocate for workers' rights and believe deeply in the importance of supporting their right to organize. Unionization is a critical tool for ensuring fair wages, safe working conditions, and equitable treatment in the workplace. If given the opportunity, I will actively support policies and initiatives that protect and expand workers' right to unionize, ensuring they have a voice in the decisions that impact their lives and livelihoods. My commitment to this cause is rooted in my broader belief in economic justice and the importance of empowering workers to advocate for their rights. I will support Project Labor Agreements and union apprenticeship programs. I will oppose corporations like Amazon coming to Oakland and bringing jobs with low wages and no benefits.

8. If elected, how will you help workers who desire to form a union?

If elected, I will support workers seeking to form a union by advocating for stronger legal protections against employer interference, promoting fair collective bargaining practices, and supporting worker education programs about their rights.

9. Please check which actions you would be willing to undertake:

- Sign a letter of support to workers and the public
- Personally speak to an employer about remaining neutral during an organizing drive
- Speak at a public forum on the right to organize
- Refuse to patronize an employer who conducts an antiunion campaign
- Pass an ordinance or support an initiative supporting worker rights and living wages
- Support legislative action to prevent taxpayer funds from being used against workers during organizing campaigns
- Assist workers in obtaining a first contract

Health Care

10. Would you support or oppose efforts to cap the amount hospitals can charge the uninsured for medical services?

I support capping charges for the uninsured as a step in addressing the broader issue of healthcare accessibility and affordability. We should focus on creating a more equitable healthcare system where everyone has access to necessary services without financial barriers, ensuring that the burden of cost is shared more fairly.

11. Will you consult with the impacted union before contracting out workers compensation carriers?

Yes

Principles

12. Have you ever crossed a picket line?

No

13. Are there circumstances under which you would cross a picket line?

No

14. What steps would you take to support a boycott, when sanctioned by a Central Labor Council, California Labor Federation or AFL-CIO? Will your campaign refuse to use restaurants, hotels, or other public accommodations on the boycott list (available at www.calaborfed.org)?

Yes. I believe in supporting labor actions and respecting the decisions of these organizations. Therefore, my campaign will align with their recommendations to ensure we uphold labor rights and ethical standards.

15. If endorsed, will you carry the union endorsement on your mail and materials?

Yes, it will be on the website and mailers.

16. Will you consult with the Alameda Labor Council prior to making appointments to boards and commissions?

Yes

17. Will you consult with the Alameda Labor Council prior to making endorsements of other candidates?

Yes