

This password protected document is intended exclusively for the use by AFT 2121 members in their COPE endorsement process and is not intended for publication or duplication.

Your Background:

Name: Jane Kim

Phone & Email: jane@janekim.org/info@janekim.org

Occupation & Employer: Member, Board of Supervisors, City and County of San Francisco

Campaign Address & Phone: 2640 Mission Street, San Francisco, CA 94110 ; Mailing Address: PO Box 113, SF, CA 94104, 415-746-9546

Political consultant (if applicable): Storefront Political Media

Campaign ID Number & Website: Jane Kim for Mayor 2018, FPPC # 1400832; www.JaneKim.org

Are you willing to meet with members of our AFT 2121 Executive Board and/or COPE? Yes

Scheduling contact: Jeremy Lee, jeremy@janekim.org

How long have you lived in San Francisco? 19 years

Endorsements: SEIU 1021 (#1), NUHW (#2), Former San Francisco Board of Supervisors President Matt Gonzalez and Harry Britt, Former San Francisco Supervisor John Avalos, Supervisor Sandra Lee Fewer, Gordon Chin, Founder, Chinatown Community Development Center*, Anni Chung, Executive Director, Self-Help for the Elderly*, Sharen Hewitt, Founder, CLAER*, former San Francisco School Board President Mark Sanchez, former California Public Utilities Commission President Loretta M. Lynch, David Talbot, Author, Planning Commissioner Myrna Melgar and Peter Gallotta, former Harvey Milk LGBT Democratic Club*

*Organization names for ID only

Briefly describe your work background and your association with labor unions and the labor movement.

Before my election to the Board of Supervisors in 2010, I worked to expand voting rights cases as a civil rights attorney with the Lawyers Committee for Civil Rights of the San Francisco Bay Area. Prior to that, I served as a Youth Community Organizer at the Chinatown Community Development Center for six years.

I have written letters, delivered letters to the bosses, and have consistently stood by workers during contract fights. I've also supported workers who have been in the process of trying to organize. In 2016, employees of Hertz Rent A Car at San Francisco International Airport were trying to organize their union with Teamsters Local 856. In response, Hertz tried to outsource more than 150 workers' jobs just before the holidays. Hertz refused to give even a 90 day reprieve to workers, some of whom

had worked at Hertz for multiple decades. I was at their strike and rally at SFO, spoke out against Hertz and supported the workers' demands and right to organize. I also held a press conference for AFSCME janitorial workers with IMPEC at UCSF who were unjustly fired based on newly established "language" requirements. I am no stranger to a picket line or action on the boss.

I have never had the opportunity to be part of a union. I strongly support workers in their contract fights as well as their basic right to organize and unionize. In fact, as part of my current initiative to make quality early education and care affordable and accessible to all San Francisco families, I have added provisions that ensure card check, increase salaries of child care workers and generate funds, roughly \$20M in general funds, for the Minimum Compensation Ordinance to support IHSS and other workers. I am a co-sponsor of the MCO.

I am the only candidate who has a record of not contracting out work during an economic downturn. Despite immense pressure in 2011, my first year serving on the Board of Supervisors, I stood my ground as a member of the Budget and Finance Committee to oppose contracting out. I have consistently voted against contracting out city work. During economic downturns, I believe that we need to review our staffing ratios and "chop from the top" as opposed to having our most vulnerable city workers suffer the consequences of economic downturns.

I believe that contracting out city work is a fundamentally flawed policy because it is in opposition to the principle that as a city, we should be focused on job creation and employment opportunities which provide living wages with benefits. This is exactly why I spearheaded policy in 2016 to establish prevailing wages for security guards in our city and also took the step to include subcontracted work which was not addressed by other prevailing wage ordinances in the past. I took this action in order to disincentivize non-union contracting.

Last but not least, I want to emphasize strongly that I am committed to good faith bargaining practices with labor. I have had a strong relationship with labor since I began serving on the Board of Education in 2007 and I have been fortunate to have had the guidance of labor leaders in AFT 2121 as well as other unions.

Briefly describe your educational background, including experience with public education and community colleges.

I attended Stanford University and the UC Berkeley School of Law.

I am champion of community colleges because they are our only lifelong learning institutions-- we must support community colleges as the future of work evolves quickly requiring continuous uptraining and education. I have fought hard to make CCSF more accessible to all our residents by making City College free once again - regardless of age, income level, educational attainment or any other factor. I want to thank AFT2121 for working so closely with my legislative team to craft the proposal and lead the Proposition W campaign.

AFT 2121 members would like to know:

- 1) What are the top issues our city faces in the next four years? How will you address them?**

I am running for Mayor of San Francisco because we're in a period of great transition and if we do not make the right choices now, we are in real danger of being a city that is no longer affordable and welcoming for anyone other than the very wealthy.

Income inequality and our affordability crisis is threatening the city we love. If we do not act now to help working and middle-income families, we run the risk of losing them forever. San Francisco should be a city that works for all of us. But for the past twenty years, we've had City Hall leadership that has been focused too much on the concerns of the few at the expense of the needs of the many. We need fundamental change to address income inequality, to broaden economic opportunity and to make San Francisco an example to the rest of the nation of progressive values at work.

We need to do much more to invest in our working families, broaden economic opportunity, address our housing crisis and help make this a city where all the prosperity that has been created helps those who make this city work day after day.

As just one example, in 2016, I proposed the ultra luxury Real Estate Transfer Tax that would increase the tax imposed on real estate sales when the property being sold is valued at over \$5 million dollars and also create a new tax tier when the property being sold is valued at over \$25 million. This was not a dedicated tax so all new revenue generated when it passed goes directly into the City's General Fund. I used a portion of these new funds to make City College free, which is just one of the groundbreaking initiatives that I have spearheaded, in partnership with AFT 2121.

I strongly believe that San Francisco can and should be, a beacon for the rest of the country. We have the resources to make dream progressive policy proposals into reality-- we need strong and bold leadership to invest in our citizens and infrastructure again. I have proven that my ideas and values are not simply words - I have repeatedly fought and won battles to bring progressive initiatives into fruition.

2. In your opinion, what are the top three issues City College of San Francisco faces over the next four years?

Housing affordability is the number one challenge facing many of our families, including CCSF faculty, staff and students. It is simply too expensive, even those who make good salaries to afford skyrocketing rents and home prices. We also have an evictions crisis with thousands at risk of losing their homes and many more worried they'll be priced out.

The educators and staff at City College, as well as its students, must be able to afford to live in San Francisco to take advantage of the Free City College program. And housing is the single highest cost of the vast majority of households. Affordable housing, or the lack thereof, is the factor that will either help us protect and preserve the communities that call San Francisco home, or will drive even more out.

I have been the strongest legislator at City Hall when it comes to both developing more affordable housing as well as protecting the rent-controlled housing that we have. I have been a longtime advocate for affordable housing and for a city that works for everyone – including low-income and working people.

I also authored Proposition C to increase the minimum level of affordable housing in new developments from 12% to 25%. Prop C was approved with 68% of voters supporting this solution. We should ask more

of the developers who are benefiting the most from skyrocketing prices.

I am a tough negotiator who has delivered more below market rate units for working families than other legislator in the past 7 years. I successfully negotiated 40% affordable housing in the new Giants project at Mission Rock, secured 40% affordability in 160 Folsom project and won another 40% in the 5M project at 5th and Mission. I am a strong supporter of building more housing through smart development that protects our rent-controlled housing stock and expands the total number of affordable units.

But we only run in place if we don't also protect the existing affordable housing we have. I have been the tenants' rights champion in this race. I have strengthened the laws that prevent displacement and evictions, including Eviction Protections 2.0 which severely restricted low fault evictions, owner move in evictions and roommate prohibitions.

We also have a homelessness crisis on our streets and this is absolutely linked to affordability of housing in San Francisco and in cities throughout the nation. It is a tragedy that a city as wealthy as San Francisco has anyone living on the streets. I've supported four additional Navigation Centers and an expanded medical respite shelters, staffed 24/7 by nurses in the South of Market. We must also be bold in moving our homeless residents back into homes and developing housing ladders for formerly homeless individual to move from entry level single room occupancy (SRO) units with supportive services to "step up" affordable housing.

Above all, we need to address our growing income inequality (which is a leading cause of both the problems I mentioned above). San Francisco has the fastest growing income gap between the rich and poor in the nation according to the Brookings Institute. We cannot be a city of only the very wealthy – we need to have a vibrant, diverse city that includes seniors, students, immigrants, union members, small business owners, artists and tech workers. Given the divisive anti-immigrant and racist rhetoric coming from Washington, San Francisco can show that we are living up to our values - and importantly, that people-centered, inclusive and equitable policies can succeed. It's important to be a Sanctuary City for all, but we also need to be affordable to all for our progressive policies to matter.

Making community college free and universal for all residents is a big step forward in addressing the inequality gap. Community colleges are our only lifelong learning institutions and with our quickly changing economy and work, we will need to invest in continuous upskilling and education of our workforce. I look forward to expanding Free City to the summer semester!

3. CCSF counselors, librarians, and instructors are dedicated to serving our students and community. We love our jobs and derive great satisfaction from our students' successes. Simultaneously, the affordability crisis is making it increasingly more difficult for our faculty to live and work in SF. The Free City victory changed the narrative at City College from austerity to growth. We have an opportunity to build on this momentum and ensure City College remains a vital source of stability for our most vulnerable students. AFT 2121 is currently in negotiations with the SF Community College District for a contract that will attract and retain diverse, quality faculty. What can you do to help our faculty win a contract that will protect educational quality at City College and preserve the college San Francisco deserves?

I agree that CCSF counselors, librarians and instructors deserve to be treated with respect and compensated fairly - not only in recognition for the hard work they do, but because it will help us

continue to attract top talent and enrich the educational opportunities of our students. I will stand strongly with members of AFT2121 to support in their campaign win a strong contract.

4. CCSF has achieved a high percentage of full-time faculty because we have also provided leadership in part-time/contingent faculty rights; these policies have promoted a top-quality educational experience for students. But some in administration and on the Board of Trustees seek to downgrade and two-tier our faculty, undermining many years of advancements. Where do you stand on the issues of part-time, temporary workers and equal pay for equal work?

We should invest in our teachers whether they are full-time faculty or part-time workers and develop opportunities for faculty to participate in the governance of the college. Part-time faculty should have pay commensurate to full time faculty and be paid equal pay for equal work. I disfavor the practice of hiring temporary staff unless the positions are truly temporary. It is not right when we hire “temporary” workers who do not receive the same benefits as full-time workers and force these workers to stay in this position for years. I will work to reduce this type of hiring practices at the City and County of San Francisco.

5. The Free City program has been highly successful in reducing economic barriers to education, providing new opportunities for personal and career development, and recruiting new and returning students. However, Free City remains a 2-year pilot program. The program should be memorialized, extended over the summer session, and expanded to be include DACA students and other marginalized populations. What would you do to ensure Free City is permanently funded and more inclusive?

I was the main proponent and lead author of Proposition W--this luxury real estate transfer tax revenue is funding Free City College. I was also the author of four different pieces of legislation at the Board of Supervisors that created the infrastructure for implementation of this program, established the financial vehicle to hold new revenues generated by Proposition W, created the reserve fund so that Free City could continue even during economic downturns, and committed the City to fund Free City College in the event that Proposition W was successful. I know only too well the program’s limitations -- the exclusion of summer session, not covering undocumented students, not including San Francisco workers as eligible participants in the Free City College program, and not sufficiently funding the financial scholarships so that students with unmet financial need beyond simply tuition or enrollment fees, are not left behind. In the first six months, Proposition W raised \$27M-- making City College free in its current incarnation cost \$10M. There is enough dollars to make this program more inclusive and this permanent revenue stream should be invested to make City College free permanently.

However, as many AFT 2121 members know and understand, we wanted to establish the free and universal program first and made compromises along the way. A Mayor who believes in the program and rich community college program will extend the benefits of this program-- I am ABSOLUTELY committed to making that happen and look forward to partnering with AFT2121 to make this happen.

6. City College of San Francisco serves students ranging in age and income, citizenship status, lingual and cultural background, and needs and goals; many students are first-generation college-goers, low-income, and come from underserved communities, and our college runs programs for those who have not finished high school, students with disabilities, veterans, the formerly incarcerated, particular cultural and ethnic groups, and other underserved groups in order to help students succeed. SF relies on us to educate and safeguard youth, train (and retrain) the workforce, teach English to our immigrant populations, provide accessibility and programs for disabled students, foster lifelong learning, and provide pathways into all of higher education's opportunities. How have you personally seen community college education and CCSF’s work impact San Franciscans? What role do you believe CCSF should play in achieving your vision of our city?

City College is an integral and invaluable partner in our City's future if we want to have a vibrant and thriving community. I believe in a free and universal early childhood education and K-14 system. If we are serious about growing the middle class again and strengthening it for those struggling to stay in it, we must invest in education. A job available for a SF resident with an associates degree is on average \$11K more than for the same individual with just a high school diploma. By 2020, 70% of all jobs in the US will require some type of post-secondary degree, certificate or training. I have been inspired by the many stories students and faculty share with me since we have made City College free. Residents stop me on the streets to tell me how excited they are to go back to school or take a class and will do it now that it's free. One student told me that she never thought she was "smart" enough to go to college and she had never once been encouraged in elementary, middle and high schools to apply. But she decided to take one class at City College. She failed. She re-took the class again. And this time, with the help of her teacher, she passed. That one victory made her believe that she was just as good and worthy and smart as anyone else.

7. San Franciscans want to ensure CCSF remains a "community" college and is not reduced to a narrower "junior" college model. Please list three ways you have helped or are willing to help to ensure CCSF continues serving a diverse range of students and maintains accessibility for those who need it most.

Community colleges are not just a pathway to a four year college, they are our lifelong learning institution available to any adult resident, whether they are recent high school grads, adults looking to add skills for their career to seniors who want to take just one class.

I proudly supported the Tenderloin community campaign to demand we open a campus in our neighborhood after the administration unexpectedly shut down 750 Eddy for seismic retrofitting leaving many of our residents scrambling. I worked with La Voz Latina, Glide, Community Housing Partnership, United Playaz and Senior Disability Action and introduced a resolution and then facilitated meetings with the administration to work to establish a temporary campus.

8. What qualities do you believe permit an SF Mayor to serve most effectively?

I want a Mayor with a bold vision to regrow our middle class by investing in our citizens, social safety net and infrastructure with the ability to execute. A Mayor should invest our \$10B budget to make this a City for all of us, not just some of us.

Over my last decade as an elected official, I have delved deeply into policies so I could better serve my community. I have worked through legislative challenges and negotiated the best possible deals for San Francisco. I have a track record of leading big, progressive policies and winning with our community-Free City, Eviction Protection 2.0, Fight for 15 and raising the minimum wage, Ban the Box negotiating record affordable and middle class housing in our development projects.

9. What distinguishes you from other candidates for this office? Why should City College of San Francisco faculty support your candidacy?

For decades, the same small handful of powerful downtown and business groups have had outsized power in our city. Many of the problems we see today – the crisis of evictions, the growing gap between rich and poor, homelessness and the scarcity of affordable housing – arise from policies that favor the few over the many.

My track record and legislative accomplishments set me apart-- I have taken on big legislative and electoral battles and have won for our City.

From fighting with you for a \$15 per hour minimum wage, to passing significant new protections for tenants, to taking on the developers to win unprecedented levels of affordable housing, I have fought for bold change.

As we confront a housing crisis, an evictions crisis, a homelessness crisis, transportation breakdowns and the fastest growing gap between the rich and poor, we need to lead. We can lead and make our City great by investing in our citizens, safety net and infrastructure.