

**Mayor/City Council Questionnaire  
C.O.P.E. 2022  
San Mateo Labor Council**

***Please do not hesitate to contact Julie via cell at 650-333-4110 if you have any questions, either about our process or if you need clarification on anything we're asking in the questionnaire . Your questionnaire is due to Julie at julie@sanmateolabor.org no later than 5:00pm on Friday, August 26<sup>th</sup>***

Name: Sergio Zygmunt

Office You Hold: None currently - running for San Mateo District 3 City Council

Phone (cell): 845-260-2379 Office 650-473-5149 (E-Mail): sergio@sergiozygmunt.com

Home Address: 103 N Hummingbird Ln San Mateo CA 94402

FPPC ID # (if not available, then Treasurer's Full Name): 1451353

Campaign Name: Sergio Zygmunt for San Mateo District 3 City Council

Campaign Address: 1630 S Delaware St Unit 5409 San Mateo CA 94402

Profession: Business Owner/Engineer Employer (if any): Cloudflare Inc

Have you ever been a union member? No If "Yes", which union, and any role or office you held:

What other elected or appointed offices prior to this election have you held/sought? None

What distinguishes you from the other candidate(s)?

I am a very accessible candidate (my cell and direct email are on my website for anyone to call or email anytime) and I don't have any corporate interests, nor am I a career politician. I am also very transparent and publish the places I process and store voter data online at <https://sergioforsanmateo.com/voter-data/>

If successful, what important policies or activities would you like to implement during this term in office?

I want to make San Mateo a better place for everyone to live, not just rich landowners. I want to make transit more accessible to our community, fighting NIMBYs, and to ensure that San Mateo's workers are being treated fairly.

Why are you seeking Labor's endorsement?

I feel like the hardworking Union brothers and sisters have been forgotten for too long - politicians have been prioritizing the needs of the wealthy with no regard for the everyday worker. I will work to ensure the needs of the everyday worker are actually met.

Whom do you consider your base of support and how will that impact your race?

My main base of support are younger, digital-first generation. For context, most of my supporters grew up with computers and the internet in the home. While these voters are relatively new, they represent a significant group of voters - those who have real concerns about their future which is at risk due to corporate interests controlling the government.

How much money was spent by the winning and losing candidate in the last election for the office you are seeking? On average, winning candidates spend upwards of \$90,000. I believe that those funds can be used for better purposes and that a lean, digital-first campaign is most efficient.

What is the most money you have raised for yourself in a past election? How much of that was personal funds? I have never run before.

How much money do you project you will raise to win this election? How much have you raised to this point, not including personal loans to the campaign? My campaign's use of AI and Machine Learning have resulted in a laser-focused set of outreach efforts.

Because of our customer software we wrote, our campaign is able to identify residents of the District who have moved here recently, are eligible to vote, and are currently registered to vote in other jurisdictions. We have made precise outreach efforts to these important and often overlooked voters.

How many votes will it take to win this election?

There are 11,263 voters in my district, only 58% is Democratic. Sadly less than ¼ regularly vote. Getting 2,150 votes (assuming 3,900 vote) would result in a win.

Given the hostile climate against workers who are engaged in Union activity, what actions will you take to support workers who are organizing toward a collective bargaining agreement?

- Yes  a) Walk picket lines
- Yes  b) Mediate with employers
- Yes  c) Write letters of support
- Yes  d) Fight for proper enforcement of current labor law
- Yes  e) Hold a press conference
- Yes  f) Speak at rallies
- g) Other

What do you see as the role of your city in economic recovery and workforce development efforts in the wake of the Covid-19 pandemic? What will be the biggest challenges as we attempt to economically recover as a county?

- Recovering and increasing our transit usage to better serve all San Mateo citizens - and to make transit attractive
- Our county is struggling with affordability for housing and transportation, and transit oriented developments can help resolve both
- Finally, workers have been abused during the pandemic and enforcing labor laws and ensuring that only compliant employers are allowed to operate is necessary

What are your priorities in terms of workforce development?

- I will support all workforce development - especially apprenticeship programs to make a European-style of workforce apprenticeship programs. Normal people deserve good paying jobs with benefits.

Do you support a policy of giving existing employees preference for promotional opportunities, provided that such a policy does not conflict with city policies or the law? Please explain your position.

- I support policies that recognize the service provided by longer-standing employees but I see recruitment and retention to be a major problem in local government.

Would you support action that, if allowed by law, would prohibit contracts to employers who have been found to be in violation of wage and hour laws? Health and safety laws?

Yes - and to extend my answer - I would support disallowing contracts to employers who engage in the underground economy and those employers who don't pay a prevailing wage.

For years, cities and counties were reliant on sales tax revenue generated by retail development. With the onset of the pandemic and changes in technology and consumer behavior, delivery is playing an important role in the evolution of the retail supply chain, with Amazon being the dominant player. The change in retail has created a surge of demand for medium size and large distribution points for "last mile" delivery. These changes have also reshaped development and jobs in cities and counties across America. What role do you see your city having as planning departments evaluate these new developments, and how would you as an elected official ensure that your city receives maximal benefits from these new developments?

The planning process should include a process to ensure that hardworking workers aren't being exploited and that the employers are engaged in fair employment practices. Workers shouldn't have to resort to urinating in bottles or holding it in just to keep their jobs.

There is a growing movement across cities and counties in the United States to re-evaluate the way they look at the impact of "last mile" delivery stations. Would you support efforts to place a moratorium on approval of these projects until there is a better tool to evaluate them?

Yes - we should ensure that employees are not being exploited at all stages of development.

Public employers throughout the state are faced with increasing health benefit costs. Some employers have responded to this crisis by reducing benefit levels and/or requiring workers to share in the cost of premiums. Do you support this approach? If not, what do you think should be done to address the crisis?

Employers should work to remain competitive - meaning that if they previously provided 100% benefits coverage they should keep paying 100%. The State should ensure that insurance companies and providers aren't abusing the system either.

Do you believe in recall rights for workers who are temporarily laid-off due to a reduction in workforce? How will you push for employers to ensure that their "essential workforce" is brought back with full seniority, wages and benefits?

Yes - employees should be able to return to the workplace without fear of their status being reduced. Without this protection, employers may fraudulently use temporary reductions as a tool to reduce costs and benefit responsibilities.

If brought to your attention, how will you handle bad actors who abuse or take advantage of the workforce during this pandemic?

I would look to ensure that the city departments in charge of code enforcement were doing their jobs and that escalations to state and/or federal agencies are being made when appropriate.

What work have you done/will you do to ensure that Board and Commission appointments, as well as hires made for high ranking staff positions under your control, are representative of all communities you serve (women, BIPOC individuals, those that identify as LGBTQIA+, etc.)

As a member of these communities, I will take special care to ensure that the needs of the community are being addressed. I will ensure that job postings and other listings are not designed to dissuade people of these communities from applying. Finally, I will ensure that all EEOC laws are being followed closely.

If elected, how will you use this office to combat systemic and structural racism and implicit bias?

I will support the enforcement of Title 6 of the Civil Rights Act, especially in the areas disparate impact and limited English proficiency laws compliance

What is your position on card check neutrality agreements as a means of avoiding picketing and/or other economic action at an employer's work place? (Card check neutrality agreements provide a peaceful means of establishing union recognition, whereby an employer does not act or make any statement which will directly or indirectly state or imply preference or non-preference for unionization of its employees. They further include the provision that the employer will recognize the union without a costly and time-consuming election if the majority of workers sign a petition or authorization cards indicating their support of the union)

I am in support of any policy that ensures that there is no work stoppage because work stoppages sometimes mean that workers are unpaid.

If you support neutrality agreements, would you be willing to write a letter of support for the right of workers to organize?

Yes, I will always support enforcement of labor laws.

When public funds become involved in a project (e.g. a hotel), will you support and facilitate the use of neutrality agreements and require the payment of prevailing wages for construction?

I will always advocate for the requirement of prevailing wages for public works jobs to ensure that workers are being treated fairly.

If endorsed by COPE and elected to office, which of the following general principles will you support in order to build meaningful economic development strategies that benefit all members of our community?

Yes a) Create a strategic plan with community, business, labor and academic input to help target investments.

Yes b) Require companies to make commitments to provide good jobs, to stay around, and to provide lengthy notice if they are going to leave.

Yes c) See that state, county and city contracts or tax abatements do not go to businesses that violate labor law.

Yes d) See that corporations with more than three unabated OSHA violations are excluded from bidding on or receiving public dollars.

Yes e) Require that enterprise zone districts or legislation creating them be accompanied by social service support and training plans to provide true opportunities to local residents.

Yes f) Require that businesses that close provide re-training to employees for jobs at equal or higher wage standards.

Have you had the opportunity while in office to advance any employee friendly policies? If so, please describe.

I will always support policies that protect labor laws, including organizing rights. Employee retention is already very hard for cities and companies so I will be in support of employee friendly policies.

Please describe your economic development vision for your city.

I see apprenticeships as being the future of our city people. As we see our workforce get older, one of the most effective way to attract and retain young people is through the use of apprenticeships.

How do you assess and ensure appropriate staffing levels in your city? Whom do you consult?

I would conduct meetings with the individual departments - not just the managers but the individual contributors as well.

In partnership with your city, what role do you see for Labor in leading, supporting, promoting and/or advancing regional economic development and strategic workforce planning?  
Workforce planning should include programs to plan for the future - including the future. Since Labor offers great apprenticeship and career development programs, I see Labor as playing a major role in planning.

How do you vet staff/administrative recommendations on labor issues before taking action on them?  
If City staff recommends laying-off employees to balance the budget, how will you respond and with whom will you confer?  
I'm for the workers so I would take steps to make laying off workers the last step. I would much rather terminate a contract with a private contractor before laying off people.

Currently, with the drastic increase in the cost of living in the Bay Area, many workers who retire with twenty or more years of service can no longer afford to stay and live in the communities they served while working. What is your view of public employee pensions and how they're funded?  
The public employee pension program should work diligently to ensure that their funds will be available for all future pension recipients. That also means the pension should ensure that cost of living adjustments (COLA) are made to ensure that people who entered the system can actually benefit from it once they are at retirement age.

What are your thoughts on a multi-tier pension structure? If re-elected, would you consult with employee groups prior to changing pension benefits?  
I don't think bait and switch should be used on any person who enters the pension system. It is unfair to workers to tell them that the system they agreed to ten years ago is now drastically different. I would consult with the pension members to ensure changes don't adversely affect them and their futures.

Have you had any opportunities to explore project labor agreements with the San Mateo Building Trades Council? Please describe.  
I have read Teamster agreements between public agencies as those are the only agreements widely available. I am always open to read contracts.

Do you support requiring the payment of prevailing wage on all Federal, State and City funded projects? Why or why not?  
Prevailing wages should be the minimum wage for all taxpayer-funded projects. This ensures all workers are not taken advantage of.

Paying Area-Standard Wages in an important labor issue. Will the commitment of a developer to pay Area-Standard Wages play a key role in your decision to support a privately funded construction project? Why or why not?  
I will work to ensure that our hardworking brothers and sisters are not taken advantage of and will promote construction projects that hold prevailing wages as a contract term.

Will the commitment of a developer to use locally hired apprentices from a state certified Labor/Management apprenticeship program play a key role in your decision to support a privately funded construction project? Why or why not?  
I will prefer greatly programs that use locally-trained and hired apprentices to ensure that the future of our workforce is not threatened. I will not generally support programs that rely on labor that come from distant places or are generally unskilled.

What is your knowledge of Union Apprenticeship programs?

I am aware that Union Apprenticeship programs help ensure constant workforce availability and that they are a great poverty-reduction program. These valuable programs should be funded to ensure their continued availability.

How would you work with the community, Trades Union Apprenticeships and contractors to create career pathways for local populations into the construction trades?

I want more people to know that Trade Union Apprenticeships are a very viable option for their career path. College is an expensive way to a career where trades can be much more viable for many citizens.

What is your position on the privatization of public services and associated outsourcing of public sector jobs, both to an outside an entity and to another public agency?

In general, workers are taken advantage of more often when they work for a private company. Public sector jobs typically ensure that workers receive fair wages, benefits, and a reliable retirement plan. I will generally not support privatization.

If you do make the decision to privatize/outsouce, what do you see as the potential consequences to the community of doing so?

Workers will be taken advantage of as governments privatize - workers will not receive fair wages and benefits and they will miss out on a pension.

Do you support compensating working people fairly for their contributions to our community by increasing the minimum wage in your City on a timeline more rapid than the State's? If your jurisdiction has already done so, what was your role (if any) and how do you think it has impacted your city and your workforce? If you haven't, or if you don't support doing so, why not?

We should make our area a competitive place to live and should make it so a person working full time does not need to be on public assistance to survive.

What will you do to encourage development that includes affordable housing, especially for the workers who serve our community yet cannot afford to live here? Further, what does "affordable" mean to you?

Affordable housing means that a family working full time should not need to receive public assistance to live. We should work to create below market units for these people and to ensure that our area becomes and remains as diverse as possible.

Will you prioritize affordable housing development on public lands? Workforce housing? Please explain your position.

Yes, I will support affordable and fair housing on public lands to ensure that everyone who works here can afford to live here.

What are your views on tenant protections such as rent control and just cause evictions? Would you support enacting such tenant protections in your city?

We should take efforts to ensure that corporate landlords and smalltime landlords aren't taking advantage of tenants. Even if it's just a family who owns a unit, they should not be taking advantage of tenants. I support laws that require disclosure of tenant rights and protection and that enact steep punishments for landlords.

Currently San Mateo County has a private ambulance service that provides emergency medical services to residents (AMR). Firefighters Local 2400 would like to create a consolidated San Mateo County Fire Department with an EMS Division under that umbrella that would provide ambulance service with public employees. A public EMS model would be a Division under the San Mateo County Fire Department alongside the Fire Suppression Division, similar to the structure of San Francisco Fire and Contra Costa County Fire. The employees would be

public employees, just like firefighters, paid through the JPA. All cities in the County that chose to participate would pay into it.

I fully support this model - see below

Do you support a public model of EMS Service in San Mateo County? Why or why not? How would you implement it?

I fully support removing AMR and making it a county system. This will ensure that our hardworking EMTs and Paramedics have the proper equipment and wages to support their ability to work. ALS and BLS providers would be supported by the same Union and the collective bargaining power would be greater. This process will be slow but hopefully not as slow as the fire consolidation since a lot of the EMS units are already consolidated.

**BRISBANE, DALY CITY, PACIFICA CANDIDATES:** What are your thoughts on the current North County Fire Joint Power Authority (NCFJPA)?

**BRISBANE, DALY CITY, PACIFICA CANDIDATES:** Would you be willing to revisit the governmental structure of the NCFJPA agreement?

**BRISBANE, DALY CITY, PACIFICA CANDIDATES:** Would you be willing to entertain the possibility of moving Fire Protection Services away from North County Fire and into the San Mateo Consolidated Joint Power Authority?

What, if any, ballot measures (state and local) do you support in this election cycle? Please explain your position. I support the half cent tax ballot measure to increase housing affordability within San Mateo. I feel this will make San Mateo a place for everyone, not just the wealthy.

What, if any, efforts to improve access to reliable, affordable and frequently running transportation do you support?

I want to make transit more accessible to all residents. That includes first and last mile transit options such as ensuring our sidewalks are maintained for safety. I will always support the addition of service (and transit jobs). I believe that additional frequencies of transit will promote additional ridership as we reduce the barrier of entry in terms of convenience.

How will you promote sustainable and equitable transit-oriented communities?

I will work with our city leaders to develop transit-oriented developments. I will promote walkability everywhere, which in-turn will increase the likelihood of successful transit programs. These transit-first developments will promote sustainability as reduced car trips will in-turn reduce emissions.

What measures has your Council taken to address climate change, and what role did you play if any?

Our council has focused on transit-oriented developments (TODs) and redeveloping parking lots into walkable mixed-use developments. While I have not yet joined the council, when I do, I will continue to promote this. Additionally, I am an active and frequent user of our transit systems.