

To: Interested Parties
From: Tony Krvaric, Chairman, Republican Party of San Diego County
RE: Nathan Fletcher's Labor Council Questionnaire
Date: Friday, September 20, 2013

"There's not one position of mine that's changed. There's not one issue that's changed. There's not one principle that's changed. The only thing that's changed is the party label." – Nathan Fletcher to the UT in April 2012.

When Nathan Fletcher quit the Republican Party less than a month after not receiving the Party's endorsement, he made that staunch claim. The issues, principles and positions that he was referring to were all outlined in a speech he made to the Republican Party in March 2012, they included:

"I opposed Proposition D [sales tax increase], I support the Comprehensive Pension Reform, I support the ban on Project Labor Agreements, I support the outsourcing of City services."

At the time, these were all fiscal reformer positions. Fletcher also touted a 0% labor scorecard. However, just over a year and a second party switch later, Fletcher has now filled out the San Diego-Imperial Counties Labor Council's questionnaire (included) with answers that would give him a near perfect score, and in doing so, he went back on all of those positions he claimed for years and aggressively campaigned on during the last Mayoral election just over a year ago. These new positions include:

- Fletcher now *supports* mandatory Project Labor Agreements (PLAs) on City projects. PLA's dramatically increase the costs of taxpayer-funded projects and ban non-union workers from working on taxpayer funded projects (Question 12). **Fletcher now supports Project Labor Agreements.**
- Fletcher now *strongly supports* Card Check – a method of unionizing private companies by doing away with the secret ballot. This leaves workers open to union organizer intimidation (Question 3). **Fletcher now supports Card Check, the forced unionization of workers without a secret ballot.**
- Fletcher indicated that he *strongly supports* the statement that as mayor he will prioritize the appointments of union bosses to oversight committees, boards and commissions, and that he will not appoint commissioners to the Airport Authority, MTS board, Water Authority, or the Port Commission, unless they have the blessing of the Labor Council (Questions 15, 29, 30 & 34). **Fletcher has clearly stated that he will work with Union Bosses to pick some of the city's most important board and commission appointments, and is willing to appoint them directly: "I will take affirmative steps to ensure labor representatives are appointed".**
- Fletcher *supports* the statement: "under no circumstances should the City contract out work currently performed by public employees" (Question 18) – a position in

direct conflict with his previous claims of supporting managed competition.

Fletcher does not support Managed Competition.

- Fletcher now *supports* the statement that “companies and public agencies should be encouraged to continue employer-provided [defined benefit] pensions” (Question 27). This is a direct assault on pension reform and completely contradicts the position Fletcher took in 2012 on Prop B, Comprehensive Pension Reform. **Fletcher no longer supports the meaningful pension reform that Proposition B brought San Diego taxpayers. He cannot be trusted to implement pension reform.**
- While taxes were not directly asked on the scorecard, it is important to note that after the primary last June, Fletcher voted for AB 1500’s \$1 Billion annual tax. **Fletcher voted to raise taxes.**

Additional items that should give pause:

- Fletcher now *strongly supports* the notion that it is the responsibility of elected officials to intervene in negotiations between unions and private companies (Question 13).
- Fletcher now *supports* the notion that Supercenters (re: Walmart) should be “limited in their size, due to their economic, environmental and traffic impacts on a community” and that Walmart (specifically) has a “highly negative impact on the economic health of communities across our nation (Questions 24 & 25).

Key Fletcher Yes responses also include his commitment to:

- “Personally attend a rally to support workers organizing drives, contract disputes or strikes”
- “Personally walk a picket line...” [organizing drives/disputes/strikes] .
- “Personally contribute financially...” [organizing drives/disputes/strikes].
- “Personally participate in a boycott” [organizing drives/disputes/strikes].
- “...Willing to commit to using only union [hotel] facilities.”

Conclusion:

These are Nathan Fletcher’s positions as of September 5, 2013. These were ALL positions Fletcher did not hold just over a year ago. While it should be self-evident that these dramatic changes in position over such a short period of time could not possibly be genuine, the truth is that since he has undergone two political transformations over the span of just over a year, who’s to say who the real Nathan Fletcher actually is? I’m not sure anyone really knows, I’m not sure he knows himself. Voters will have to decide if they can actually trust a candidate who has only been consistent at one thing over the last several years: Nathan Fletcher has demonstrated that he will say and do anything to advance himself and get elected to Mayor. After Bob Filner, I’d hope that San Diegans would find that unacceptable.

San Diego-Imperial Counties Labor Council, AFL-CIO
City of San Diego Mayoral Special Election Primary 2013

The San Diego-Imperial Counties Labor Council represents 129 local unions and over 189,000 working families throughout the region. Politically, we represent the interests of our members and their families and the hundreds of thousands of working people who strive for good jobs, a healthy economy and a secure future. Please return this questionnaire via e-mail at kclemons@unionyes.org or via fax at (619) 281-1296. After we have received your questionnaire, we will let you know if we would like to schedule an interview with you. Please feel free to call on us for background on issues that are unfamiliar to you. Please call Kirsten Clemons at (619) 228-8101, extension 3.

Name: Nathan Fletcher

Address: 4079 Governor Drive #179, San Diego, CA 92122

Phone(s) 858-457-1393

E-Mail and Website: nletcher@nathanfletcher.com / www.nathanfletcher.com

Office you are seeking (specify seat/ district): Mayor City of San Diego

Campaign Manager: Tim Walsh

Campaign Consultant: Doug Herman

Campaign Fundraiser: Anne Bosanac

How long have you lived in San Diego? I first came to San Diego in 1997 for Marine Corps Recruit Depot. In your district? 10 years

Union affiliation past or present (if any) American Federation of Teachers

Family who belongs to a union (if any) My Dad was a police officer and my step Dad was a factory worker at International Paper. Both were members of their local union

Education: Bachelor of Science in Political Science from California Baptist University

Describe your community involvement. List specific organizations: Community Advisory Council, Voices for Children, Board of Directors for the Marine Corps Recruit Depot Museum Historical Society. Member of San Diego Nice Guys, Veterans of Foreign War, American Legion. Former Board of Directors member for YMCA Youth Summer Camps

Who has endorsed your candidacy? Be specific with individuals or groups. Municipal Employees Association, San Diego Firefighters Local 145, San Diego City Lifeguards

For the following statements, please indicate your level of support by placing the number 1 – 5 on the line next to the statement. Use 1 if you strongly support the statement, without reservations. Use 2 if you somewhat support the statement, with possible reservations. Use 3 if you somewhat disagree with the statement with some exceptions. Use 4 if you strongly disagree with the statement. Use 5 for statements that you refuse to indicate your support or opposition.

1. Unions are essential to ensuring there is a middle class. 1
2. All workers should have the right to join a union without interference or intimidation from employers. 1
3. Employers should accept card check (majority sign-up) recognition for workers engaged in organizing drives. 1
4. Employers wishing to do business with the City of San Diego should be required to disclose past labor violations. 1
5. City contractors, recipients of economic development incentives and city leaseholders should be prevented from using taxpayer funds or land to oppose unionization. 1
6. Elected officials have a duty to act as an intermediary and actively promote alternatives to delays and legal maneuvers that accompany union certification elections. 1
7. Elected officials should intervene on behalf of workers during labor negotiations if management is not negotiating fairly with workers and their union, even when the management is a public agency. 1
8. Contractors providing city services and recipients of economic development incentives should be required to pay employees a livable wage. 1
9. Contractors providing city services and recipients of economic development incentives should be required to provide affordable health benefits to their workers. 1
10. Contractors providing city services should be required to offer priority employment to workers displaced by a change in contractors. 1
11. All workers whose jobs are governed by the San Diego Municipal Code, including independent contractors, should be subject to basic health and safety standards, including taxicab drivers. 1
12. Project Labor Agreements (PLAs) should be utilized for all projects using public funding in the City of San Diego. 2
13. It is the role of elected leaders to facilitate negotiations between workers and private companies on building projects that involve taxpayer funding. 1

14. A labor compliance program that reports regularly to the public and that directly involves building trades unions is a critical part of insuring compliance with local, state and federal labor laws in public works construction. 1
15. I will prioritize appointments of union members and representatives to oversight and advisory committees and organizations relating to building, construction, and workforce development. 1
16. Funding for pre-apprenticeship programs that direct veterans, under- and unemployed people, and young people to union apprenticeship programs should be supported with public development funds. 1
17. Elected leaders should work with unions to develop a strategy to drive public and private investment into the clean energy economy. 1
18. Under no circumstances should the City contract out work currently performed by public employees. 2
19. Under no circumstances should the City contract out public safety work currently performed by public employees. 1
20. If a city workforce can provide the same service at the same cost as a private sector workforce, the city workforce should be utilized. 1
21. Elected Officials should require a Cost Accounting Analysis of contracts (including the cost of the Request for Proposals, change orders, and other hidden costs of contracting out) and comparison of wages and benefits to city workers vs. private contractors as part of decision-making process for contracting out services. 1
22. Contractors who have violated the Living Wage Ordinance should be permanently barred from doing business with the City of San Diego. 2
23. Companies that receive economic development assistance should be required to make commitments to provide good jobs (jobs that pay a living wage, provide benefits), and commitments to stay in the community for a certain period of time as a condition of receiving that assistance. 1
24. Supercenters that sell non-taxable items (groceries) should be limited in their size, due to their economic, environmental and traffic impacts on a community. 2
25. Wal-Mart, as a company, has a highly negative impact on the economic health of communities across our nation. 2
26. The City should have a "Responsible Contractor" policy to require that goods and services (such as power, telecommunications, etc.) purchased by public agencies be purchased from employers

that pay decent wages and benefits and recognize employee's right to organize unions free from employer intimidation. 2

27. Because defined-benefit plans are stable and dependable, and defined-contribution plans are risky and costly, companies and public agencies should be encouraged to continue employer-provided pensions. 2
28. Civil Service preserves the integrity of the merit system from political interference and should be protected. 1
29. The views of Labor should be taken into account when the Council nominates a Port Commissioner. 1
30. I will not vote to appoint to the Airport Authority, the MTS board, the Water Authority, or the Port Commission that the Labor Council formally opposes based on the candidate's views and/or record on labor issues. 2
31. I will oppose any City Charter change to eliminate or severely weaken Civil Service. 1
32. I will oppose any City Charter change to eliminate or severely weaken Prevailing Wage. 1
33. Programs to ensure equal opportunities for women and minorities are still necessary. I will support Equal Opportunity contracting. 1
34. Representatives from organized labor should be appointed to boards and commissions to ensure working people have a full voice in public policy decisions. I will take affirmative steps to help ensure labor representatives are appointed to these positions. 1
35. The City must always bargain in good faith and not declare impasse as long as a union is willing to bargain in good faith to reach a contract. 1
36. Accessible mass transit projects must be a high priority when considering the use of the transportation dollars. 1
37. The City should seek policies that ensure public works projects using local tax dollars place a high priority on employing local workers first. 1
38. The San Diego convention center is a public asset that should be governed by a board that is accountable to the community, and not just the tourism interest. 1

For the following statements, please answer YES or NO. An answer of maybe should be recorded as NO.

1. Will you appoint a person on your staff to work with organized labor on our issues? YES Will you require that individual to attend a Labor 101 course? YES
2. Will you *personally* attend a rally to support workers in organizing drives, contract disputes or strikes? YES Have you? Yes
3. Will you *personally* walk a picket line to support workers in organizing drives, contract disputes or strikes? YES Have you? NO, I've never been asked
4. Will you write a letter to support workers in organizing drives, contract disputes or strikes? YES Have you? YES
5. Will you make phone calls to support workers in organizing drives, contract disputes or strikes? YES Have you? YES
6. Will you *personally* contribute financially to support workers in organizing drives, contract disputes or strikes? YES Have you? NO, I've never been asked
7. Will you donate food to Labor's Food Bank or the Letter Carrier's Food Drive to support workers in organizing drives, contract disputes or strikes? YES Have you? Yes
8. Will you post a yard sign to support workers in organizing drives, contract disputes or strikes? YES Have you? NO
9. Would you *personally* participate in a boycott to support workers in organizing drives, contract disputes or strikes? YES Have you? NO
10. If you hold fundraisers at a hotel, are you willing to commit to using only union facilities? YES
11. Do you boycott Wal-Mart? I do not shop at Wal-Mart
12. Have you ever crossed a picket line? NO
13. Will all of your campaign materials that are not printed in house (yard signs, letterhead, remit envelopes) be printed union and display the union bug? YES

Signed



Date:

9/5/13