

METROPOLITAN BALTIMORE COUNCIL AFL-CIO UNIONS
2701 WEST PATAPSCO AVENUE, SUITE 110
BALTIMORE, MARYLAND 21230
PHONE: 410-242-1300 E-MAIL: admin@mbaflcio.org

Name:

Email address:

Office Sought:

Party:

Occupation:

Campaign address: (House number, street, city, zip code.)

Phone number:

Campaign Finance Committee name:

Campaign manager:

Campaign manager phone

Campaign manager email:

Campaign Treasurer:

Campaign Treasurer address:

1. Why should organized labor support your campaign? Please explain.
2. Have you ever been a member of union? If yes, please give the union name, local number, and dates that you have been a member.
3. What is your experience working with unions?
4. Have you been involved in supporting workers trying to form a union? If "yes," please explain.
5. Would you sponsor and/or support legislation protecting workers rights in your county or jurisdiction to organize unions and engage in collective bargaining? Additionally, would publicly support workers in their efforts to

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organize by issuing public statements, attending rallies, sponsoring public forums, etc.? Please explain.

6. Would you be in support of the Right-to-Work Law in the State of Maryland?

7. Under a Labor Peace Agreement, the company agrees to a fair and democratic process (neutrality/card check) for its employees to use to achieve union representation, should said employees choose to unionize. Would you sponsor or support legislation that would make private companies, such as hotels, that receive public assistance in the form of tax breaks, payment in lieu of taxes (PILOT), government contracts, or other forms of public subsidy, be required to agree to a Labor Peace Agreement?

8. Would you sponsor and/or support legislation that would prohibit employers from compelling workers to attend mandatory meetings to listen to their employers religious and political beliefs, including the employer's beliefs about joining a union?

9. Would you sponsor and/or support legislation to ensure large employers be required to pay a "living wage", health benefits and be required to adhere to local hiring provisions to ensure that development has a positive and responsible economic and fiscal impact on our community? Would you require any company that receives a tax break from your jurisdiction pay a living wage to its employees?

10. Would you support and advocate for community benefit agreements to help ensure consumer and worker rights are protected when corporations receive tax breaks?

11. Would you sponsor and/or support legislation that would require all contractors bidding on public works jobs to provide health benefits for their employees?

12. Do you support a requirement that any county or city commission, committee, task force, advisory or oversight board that directly affects employee issues has employee union representation? If not, why not?

13. Would you sponsor and/or support legislation that would disqualify any company that has a record of violating labor laws, wage and hour laws, anti-discrimination laws, or that are involved in protracted labor disputes from bidding or receiving any public contracts?

14. Approximately 25,000 state and higher education employees are currently covered by collective bargaining contracts with AFSCME. Some agencies, including the Judiciary, are excluded. Some employees, such as special appointees and at will employees, are also excluded. Some, but not all local governments have collective bargaining. Do you support expanding collective bargaining coverage to include state employees and local government employees that have been left out?

15. Privatization is sometimes seen as a way to save money and/or makes government more efficient. Do you see outsourcing or privatization as appropriate in any circumstances? If so when?

16. If you answered "yes" to question 7, would you require a cost benefit and other analyses to be done before privatizing?

17. Since the onset of the pandemic, large numbers of people have been leaving county and city government jobs. The number of resulting vacancies in local government agencies has created a staffing crisis whereby local governments are having a difficult time providing services to their residents. How would you address the staffing crisis facing local governments?

18. Would you support guaranteed hazard pay premiums for employees providing critical services during public emergencies? If so, which employees would you make eligible for hazard pay premiums?

19. Do you support interest binding arbitration for contract negotiations for city, county, state, and federal employees?

20. Would you support legislation that would expend employee healthcare dispute resolutions in county or city code and require third party interest-based binding arbitration over disputes regarding employee healthcare benefits for active and retired employees?

21. Disputes have arisen around employer's self-insured employee healthcare programs. Audits and budget analysis appear to suggest some governments are running for-profit healthcare programs and healthcare surplus funds are being diverted for use in unrelated areas. This clearly suggests that employees are therefore paying much higher than their negotiated healthcare splits for employer self-insured healthcare coverage. As an elected official, will you sponsor legislation that would force government employers with self-funded insurance programs to be more transparent with actual claim cost, rebates and other refund programs?

22. How would you address the increasing health care cost for active and retired city and county employees?

23. In recent years legislation has been introduced that would move public employees' retirement from a defined benefit plan to a defined contribution plan (401K). Do you support such a plan? Why or why not?

24. At the state level, Maryland initiated an unfair program that moved state employee retirees from a promised retiree prescription drug plan to Medicare Part D, thereby greatly increasing the costs of many retiree prescriptions. As a candidate for local office, do you pledge to follow-through on promises to county and city employees and oppose any plans to take from public workers a promised retiree prescription drug plan and move them to Medicare Part D?

25. The Merriweather Lake House Hotel (Formerly the Sheraton Columbia Hotel) in Columbia, MD received over \$2 million from the federal Paycheck Protection Program (PPP) since March of 2020. The owner, David Costello, said that the hotel would employ 120 hotel workers with the money. In March of 2020 the hotel closed and laid off all the hotel workers. Upon the hotel's reopening it refused to recall loyal workers who had been there for

years. Will you join the Do Not Patronize Pledge to not attend events or patronize the hotel until it does the right thing and recall these workers who were laid off due to the COVID-19 Pandemic?

26. There are just over 40 public charter schools in the state of Maryland. The large, out-of-state charter operators would like to weaken state law to make teachers and staff employees of the charter board, rather than employees of the local school board. This would remove all protections that teachers and staff have under the collective bargaining agreement between the teachers' union and the school board. This would also limit oversight of these privately run public schools by taking them out from under the purview of the local school board, as well as giving these charters a "blank check waiver" from any local school board policy. Should charter school teachers and staff be considered employees of the charter school or of the local school board? Should oversight of these schools be weakened?

27. Should government divert funds from public schools by giving vouchers (either a tax credit, or even a tax rebate) to parents who want to send their children to private or religious schools, including through the BOOST voucher program? Please explain your answer.

28. Throughout the state, local school boards vary from being fully elected, fully appointed, or a hybrid of elected and appointed board members. For your jurisdiction, what style school board do you support—fully elected, fully appointed, or hybrid? If hybrid, should a majority be elected or appointed?

29. Verizon has built its high-speed FiOS fiber network in the suburbs surrounding Baltimore and Washington DC, but it has not built FiOS in Baltimore City. Nor has it built FiOS in other Maryland cities like Frederick. Will you work with us to try to get Verizon to build out its high-speed FiOS fiber network to Baltimore and all rural communities?

30. A recent study by the AFL-CIO and National Nurses United entitled "Preying on Patients" found that Maryland's non-profit hospitals are suing low-income patients for unpaid medical bills. The median debt on these lawsuits is just \$944. The study even found that patients were being sued for amounts as little as \$68. Will you support a ban on small dollar medical debt lawsuits?

31. Participation in the democratic process should be available to all that are eligible and willing to participate. With the recent attack on voting rights and the weakening of the Voting Rights Act, working families see their ability to participate in democracy through voting, under attack. As the United States Postal Service is still one of the most trusted means of communication and the American Postal Workers Union as an advocate for voting rights; what is your position on the need for vote by mail legislation on the state level? Would this be legislation that you support?

32. Climate change appears to be the number one issue of legislators in the state and the combustion engine is the number one polluter of the environment in the state. The best way to reduce this pollution is to increase the use of public transportation. Would you sponsor and/or support legislation to increase transportation modes in and out of Baltimore City and throughout the state by extending and/or increasing routes of buses, light rail, subway, MARC and AMTRAK services? Please explain where your priorities would be.

33. What is your position on the state investing in the building of the Red Line subway system in Baltimore City?

34. The best way to increase ridership to accomplish the goals of reducing pollution and highway congestion is through advertising and reducing or eliminating fares. Would you support legislation for funding public awareness campaigns to increase ridership on all modes of public transportation?

35. Would you support eliminating fares for use of public transportation?

36. The production, transportation, and distribution of energy create and maintain many jobs in many industries throughout Maryland. Many forms of resources and technology are used in this process. Coal, natural gas, oil, wood, biomass, waste, wind, solar, wave and nuclear are all currently utilized to produce energy. What is your vision as we attempt to address climate change and the affect it will have on these middle-class jobs?

37. Railroads play an important part in the transport of interstate commerce throughout the county. They currently operate one 99% of their trains with a minimum crew of at least two persons. However, the business climate today is to lean toward robotics, automation, and autonomous operations. Railroads are no different with their desire to operate their trains in this fashion, regardless of the effect it has on public and worker safety. Would you as a legislator sponsor/co-sponsor legislation that would require a minimum of two crew members on all freight trains operating in your jurisdiction, and throughout the State of Maryland?

38. One of the loopholes in construction on State and Local projects that require contractors to pay prevailing wages is their ability to sub out the manufacture or fabrication of the materials needed to off-site entities. This work is done in shops located within and out of State at many times substandard wages. Would you as a legislator support legislation that would require prevailing wages be paid to all employees engaged in the manufacture or fabrication of materials used in projects that are required to be paid prevailing wages, whether done on or off site?

39. Do you support the strengthening and expansion of Prevailing Wage on construction? If elected, would you incorporate prevailing wage in procurement standards? Please explain your answers and how you would achieve this.

40. Project Labor Agreements (PLAs) ensure a highly qualified and skilled workforce, training and apprenticeship opportunities for residents, and a pathway to middle-class careers. PLAs have proven that they are the key to completing construction projects on time and on budget, while simultaneously creating high quality, family supporting jobs with healthcare, pensions, and a clear, upward career path for workers and residents. If elected, would you introduce and support legislation in favor of the use of PLAs on public works projects? Would you urge developers and contracting companies to adopt PLA language in their bid documents? Please explain your answer, specifically what strategy you would use to see that PLAs are incorporated on public and private development?

41. Many construction workers experience some form of wage theft. This could be the contractor not paying overtime, pay for time worked or the company completely not paying the workers. When workers submit non-payment of wage claims to state and local government agencies authorities they experience delays in recouping the stolen wages. Often the

government will not impose liquidated damages and penalties, or the worker has to settle for less than they are actually owed. Would you be willing to help draft, lobby, and vote in favor of legislation that allows workers to take a private right of action that guarantees legal fees and increased liquidated damages otherwise known as a wage theft law

42. Baltimore Washington Building Trades Union craft affiliates invest \$20 million dollars a year in Maryland, training people to be professionals in the construction industry. These highly sophisticated apprenticeship programs, and our "Apprenticeship Readiness" Programs are incredibly important to the future of construction. We need to ensure that these next generations of workers have a career path to the middle class and are offered quality construction training. Will you support amending procurement standards to include language that mandates contractors have apprenticeship programs registered with the Maryland Apprenticeship and Training Council? Will you support efforts to ensure worksite journeymen apprenticeship ratios maintain safety on the jobsite and ensure quality on-the-job instruction for registered apprentices? Would you support the creation of apprenticeship programs for City/County municipality careers?

43. It's a known fact that all workers benefit from unions. Employee's benefit most when a union's is in place to negotiate with employers on their behalf. Through their collective bargaining power and influence in the legislative arena, unions set pay standards, benefit standards and workplace conditions and protections. Union employees make an average of 30% more than non-union workers, 92% of union workers have job-related health coverage versus 68% of non-union workers, and they are more likely to have guaranteed pensions than non-union employees. Unions play an important role in creating and maintaining a strong middle class in America. Would you as a legislator support a requirement to include; prevailing wages, project labor agreements, labor peace agreements and buy Maryland/buy America first provisions, in all State procurements and tax incentive policies; and if not why?

44. Do you support or oppose a county or city property tax cap? If you answered "support," please explain.

I understand and authorize this questionnaire for the Metropolitan Baltimore Council AFL-CIO Unions potentially to be made public.

Signature _____

Date

Please return completed questionnaire to address listed above or via e-mail:
admin@mbaflcio.org

opeiu2/afl-cio