



## 1. REWRITING THE ECONOMIC RULES TO RAISE WAGES

The defining economic challenge of our time is raising wages and living standards for the vast majority of American workers. Wages have been flat or falling for the bottom 90% of wage earners since 2009, and for the bottom 70% of wage earners since the 1970s. Wage stagnation is not the inevitable outcome of immutable economic forces, but the predictable result of policy decisions made on behalf of the most privileged segments of our society. We must make different policy choices going forward if we want the vast majority of workers to be the primary beneficiaries of economic growth. We must: (1) strengthen collective bargaining and freedom of association; (2) ensure full employment; (3) protect and strengthen labor standards and expand employment protections for working families; (4) reform the global economy; and (5) reform Wall Street. After World War II, there was a dramatic reduction in economic inequality and a dramatic increase in U.S. living standards. Wages and compensation rose in tandem with productivity until the late 1970s. Since 1979, however, wage growth has been flat or falling for the bottom 70% of wage earners, while productivity and corporate profits have soared. Virtually all income gains since the end of the Great Recession have been captured by the 1%.

1. Congress should rewrite the rules so that all working people have the freedom to join together and negotiate with their employers for better wages and working conditions. The decline of unions in recent decades has been a key factor behind the stagnation of wages for both union and nonunion workers. Congressional Democrats' "Better Deal" agenda includes a comprehensive set of proposals to protect the freedom of workers to join together and negotiate for higher wages and better working conditions.

Would you support creating a mandatory mediation and arbitration process to ensure corporations and newly formed unions reach a first contract?

**Yes. American workers have been decimated in recent decades, and these protections will ensure that newly formed unions, through mediation and arbitration, have the opportunity to reach a contract that protects their members' rights.**

Would you support strengthening penalties on predatory corporations that violate workers' rights, and combat misclassification of workers as supervisors and independent contractors?

**Yes. I have a long record of working to increase the number of inspectors policing abuses of workers' rights and the penalties for employers violating those rights, including employers that cheat both their employees and the State through worker misclassification. As a Member of the Maryland General Assembly I've introduced numerous pieces of legislation and spent countless hours to accomplish these goals. In Congress, I will support necessary revisions to the Internal Revenue Code and the FLSA to crack down on worker misclassification by, among other things, increasing penalties and audits. I am proud to have been the loudest voice in the Maryland General Assembly for the past twelve years on the worker misclassification issue, and look forward to continuing this work in Congress.**



Would you support strengthening workers' right to strike for basic workplace improvements, including higher wages and better working conditions?

**Yes. I support the NLRB's 2016 decision to eliminate the retaliatory hiring of permanent replacements for striking workers. The NLRB decision must be codified into the National Labor Relations Act and a strict standard of employer intent must be adopted to ensure that no worker loses their job for exercising their right to strike. On a deeply personal note, I have stood on a great many picket lines, including with UFCW, CWA, IAFF, FOP and others, against abusive and discriminatory policies that undermine workers, diminish workplace safety and benefits, and erode the overall dignity of the American workforce.**

Would you support banning state laws that undermine worker freedoms to join together and negotiate?

**Yes. Corporations are in the final stages of consolidating U.S. wealth into the hands of a select few. Unions built the middle class in this country, and- if allowed to- unions will rebuild the middle class in this country. A negative decision in *Janus* and/or the continuing spread of right to freeloader laws must be reversed to allow the middle class in this country to flourish again.**

Would you support providing millions of public employees with the freedom to join a union and collectively bargain with employers?

**Yes, absolutely. Earlier this year I introduced legislation in the Maryland Senate (SB560) to provide graduate assistants at institutions of higher education with collective bargaining rights. My work on protecting and expanding organizing and collective bargaining rights is one of the reasons our campaign for Congress has been endorsed by numerous public employee unions including an early endorsement by UFCW Local 1994 MCGEO, FOP, IAFF, SEIU, among others.**

Would you support streamlining the National Labor Relations Board's procedures to secure worker freedoms and effectively prevent violations?

**Yes. I fully support the Better Deal policy proposals to strengthen the NLRB by giving its decisions the force of law, enhancing its ability to seek court orders, and conduct such basic necessary work as performing economic analysis.**

Would you support protecting the integrity of union elections against coercive captive-audience meetings?



**Yes. It is essential that there remains a level playing field between workers and employers throughout the union election process. I support all necessary measures to ensure union elections remain untainted by the intimidation tactics of employers.**

Would you use federal purchasing power and policy to help expand opportunities to negotiate?

**Yes. I firmly oppose the use of taxpayer money to subsidize substandard or hazardous working conditions. In 2009, I successfully authored legislation (HB 644) requiring contractors on public works projects to either participate in an apprenticeship training program or fund apprenticeship training programs. Additionally, I've introduced numerous pieces of legislation to apply adequate prevailing wage standards and require project labor agreements in public procurement contracts (see SB 219 of 2012, SB 878 of 2013, SB 204 of 2014, SB 711 of 2016).**

Would you co-sponsor and vote for the WAGE Act (sponsored by Sen. Patty Murray and Rep. Bobby Scott), legislation that would strengthen penalties under the NLRA, expand coverage, provide for mediation and arbitration of first contracts, and protect immigrant workers?

**Yes. I fully support every provision of the WAGE Act. Fighting for workers has been, and will always remain, at the center of my career in public service.**

Would you co-sponsor and vote for the Workplace Democracy Act (sponsored by Sen. Bernie Sanders and Rep. Mark Pocan), legislation that would (1) permit workers to form unions through a process known as majority sign-up and (2) establish first-contract mediation and arbitration?

**Yes. If a majority of employees demand a voice in their working conditions they are due that right. I fully support the NLRB certifying unions when more workers than not desire the ability to organize for collective bargaining. As previously stated, I believe strong measures must be put into place to prevent employers from throwing nascent unions into limbo for the purpose of denying them their right to form a union.**

2. Congress should help ensure full employment. Until the 1970s, full employment was the primary objective of economic policy making. In recent decades, this goal has been sacrificed to largely unfounded fears of accelerating inflation, and excessive unemployment has had profoundly destructive effects on wage growth for the vast majority of workers. Meanwhile, America's infrastructure continues to crumble, falling to 25th in the world, according to the Organization for Economic Co-operation and Development, costing millions of jobs and hindering economic growth.

Would you advocate for appointments to the Federal Reserve Board of Governors those who are committed to full employment—measured by the growth of real wages in line with productivity?

**Yes. The benefits of economic growth must be shared equally between employers and workers in the form of pay increases. I support the appointment of individuals who will**



**return the Federal Reserve Board to a worker-centric full employment economic and monetary policy.**

Would you support and advocate for an approach to budget and taxes that focuses on the needs of working families—by raising significantly more revenues over the long term from big corporations and the wealthy so we can make the investments we need in infrastructure, education and good-paying jobs for working people?

**Yes. In 2012, I successfully introduced the most progressive reform of the Maryland tax code in decades. Our work supported critical government services during the Great Recession by ensuring the wealthy paid their fair share. I've seen first hand what it means to struggle from paycheck to paycheck; the economic insecurity millions of Americans grapple with today is a direct result of rampant wealth inequality. My work on infrastructure issues is part of the reason I have twice been honored as Legislator of the Year by the Executive Council of AFL-CIO member Building and Construction Trades Unions.**

Would you support \$2 trillion over 10 years in additional funding for large-scale infrastructure projects, such as school modernization, water and energy systems, and transportation—including highways, public transit and airports—necessary to bring our nation's infrastructure to no less than a B+ grade from the American Society of Civil Engineers, and that would generate good jobs?

**Yes, provided those jobs are union jobs. I am an honorary member of two construction trades unions (IBEW Local 26 and UA Local 602) and believe it is past time we put the most skilled workers on the planet to work building a 21 century infrastructure system.**

Would you support efforts to expand Buy America coverage, eliminate waivers and exemptions, insist on a domestic supply chain for national defense production, and strengthen local procurement standards?

**Yes. I fully support the inclusion of enhanced Buy American provisions in any infrastructure plan. America's transportation infrastructure and military equipment must be built using American-made iron, steel and other domestically manufactured materials. Additionally, I support the April 2017 'Buy American and Hire American' Executive Order, although I lack confidence in the ability of the Trump Administration to deliver on its potential.**

Would you fight for a national manufacturing policy based on public investment in new technologies, maximizing the advantage of our energy abundance, the domestic production of clean energy goods and an expectation of rising pay?



**Yes. In the Maryland General Assembly I've introduced numerous pieces of legislation to incentivize the growth of emerging technologies, including green energy products, and boost worker pay. (see SB 393 of 2017, SB 711 of 2016, SB 936 of 2016, and SB 908 of 2014).**

Would you support the federal government focusing workforce development funds on high-quality jobs and high-road employers?

**Yes, absolutely. In 2009, I successfully passed legislation creating the State Apprenticeship Training Act (HB 644) to accomplish exactly this goal in Maryland.**

Would you support parity for increases in nondefense and defense spending?

**Yes. During my time as an aide to senior members of the U.S. House of Representatives I gained a thorough understanding of the appropriations process and what can be accomplished through the interlinkage of defense and nondefense spending- something that was just demonstrated by the recent budget agreement.**

3. Congress should protect and strengthen labor standards and expand employment protections for working families. The failure to update labor standards and expand employment protections to help working families has been a significant factor limiting wage growth in recent decades. At the same time, prevailing wage laws that have helped maintain wage standards and guarantee high-quality work on projects using taxpayer money have come under increasing attack as corporate interests have increased their power in Congress.

Would you support federal and state legislation to increase the minimum wage to \$15 per hour—with indexing and parity for tipped workers?

**Creating a level playing field for working families and fighting to secure the equality of opportunity for all Americans is at the core of our campaign. I'm proud to be the only candidate for the Sixth Congressional District that back in 2017 co-sponsored legislation to raise the minimum wage to \$15.00 per hour in Maryland. Everybody deserves to earn a living wage of at least \$15 an hour. Tipped workers are no exception, which is why I offered the tipped worker amendment that brings those wages back into the full minimum wage. To be clear -- I support raising the tipped minimum wage above its current level, but oppose measures to phase out the tipped minimum wage. I've personally worked for tips -- in restaurants, clubs, and I've even driven a taxi cab. Wages from tips vary greatly across the industry. While some workers would surely see a raise in wages with a \$15 an hour minimum, others currently earn over \$15 an hour through tips. I support raising the minimum wage to at least \$15 an hour and maintaining the tip credit system. If a tipped employee's total pay (from wages and tips) does not rise to the level of \$15 an hour or higher then the employer should have to pay the difference in**



wages. We must vigorously enforce this system so that employers do not participate in wage theft.

Would you support federal and state legislation to codify the Obama administration's overtime rule and guarantee overtime eligibility for workers making less than \$47,476 per year?

**Yes. I fully support Representative Scott's Restoring Overtime Pay Act. In 2017, I co-sponsored SB 607 to provide overtime pay eligibility to an additional 80,000 Marylanders - the only candidate running for the Sixth Congressional District to do so.**

Would you oppose efforts to either weaken or repeal the Davis-Bacon Act?

**Yes. I've been a proud champion of protecting and expanding prevailing wage laws at both the federal and state levels. On the state level, I have been the strongest and most vigorous proponent of prevailing wages in for the last 12 years. I personally derailed the former Lt. Governor's "P3" bill when it left out prevailing wages, until prevailing wages were included. I have authored a plethora of legislation and amendments that advance and protect prevailing wages, and in 2016 I introduced The Prevailing Wage Rates Reform Act (SB 711), the most sweeping prevailing wage legislation in Maryland history, to broaden the applicability of prevailing wage laws and significantly strengthen the penalties for violations.**

Would you oppose efforts to weaken or repeal the Service Contract Act?

**Yes. McNamara-O'Hara must be protected to ensure service workers are not short changed by companies participating in government contracting.**

Would you support efforts to ensure that Section 13(c) transit labor protections apply to all federal transit programs, including all "innovative finance initiatives"?

**Yes. I support a broad application of mass transit worker protections to all federally financed transit programs. I am honored to have outstanding labor organizations supporting my campaign for Congress, including ATU, SEIU Local 500 and UFCW Local 1994 MCGEO.**

Would you oppose efforts to undermine the use of project labor agreements (PLAs)?

**Yes. There has been no stronger advocate for the use of PLAs in Maryland, including the introduction of legislation to expand the application of PLA requirements (see SB 219 of 2012). I will put my twelve year record in the Maryland General Assembly on labor issues up against any legislator in the country.**



Would you demand that any federal infrastructure legislation maintain high labor standards to ensure that infrastructure investments create good jobs—such as Davis-Bacon Act prevailing wages, Section 13(c) transit protections and applicable rail labor standards?

**Yes, it is crucial that the important work of rebuilding America’s infrastructure go to highly-skilled workers that receive fair wages and enjoy robust labor protections. In 2013, I took a high profile stand against a Public-Private Partnership bill in Maryland that excluded prevailing wages, and the next year was able to secure a P3 bill that included prevailing wages. This is an example of how I have fought harder than anyone in this State for rights of workers.**

**“No state legislator in the country does a better job representing the interests of working men and women than Maryland State Senator Roger Manno.” - IUEC Director of Government Relations Vance Ayres.**

Would you protect public-sector employees’ pay, rights and benefits when special interests push privatization and contracting-out schemes?

**Yes. I firmly oppose public employees being displaced for private contractors. In Congress, I will continue to fight against the privatization of government services, including at the U.S. Department of Veterans Affairs.**

Would you support legislation and budget resources to end the misclassification of employees as contractors?

**Yes. It is absolutely unacceptable that in FY 2017 more than a quarter of worker misclassification complaints went uninvestigated by the Maryland Department of Labor, Licensing and Regulation. Throughout my tenure in the General Assembly I have maintained constant pressure on DLLR to add inspector positions and improved reporting mechanisms. In Congress, I will support needed revisions to the Internal Revenue Code and the FSLA to crack down on worker misclassification.**

Would you support policies to ensure that automation enhances human work and that the economic gains from automation are broadly shared?

**Yes. We all know that automation can be real threat to workers if not implemented properly, and is best used as a way to optimize worker productivity, not supplant it. I fully support the work AFL-CIO is doing in this area to to establish policy frameworks ensuring that our technological investments are not displacing workers by undercutting them economically.**

Would you oppose further federal pay freezes and benefit cuts that already have cost federal employees more than \$159 billion in lost income?



**Yes. Our federal workers bore a disproportionate amount of the budgetary impacts of the Great Recession. This unconscionable treatment of our federal employees must be reversed and adequate compensation must be provided to these critical workers. In Maryland, there has been no more vocal supporter of our public employees- including the professionals in the Department of Public Safety and Correctional Services and the Department of Juvenile Services that are enduring dangerous working conditions on a daily basis due to underfunding.**

Would you oppose legislation to take away just cause protections, support restoration of just cause protections for Veterans Affairs employees, and support an enduring and objective civil service system with fair pay, benefits and working conditions for civil servants?

**Yes. Our public employees are entitled to fair, non-arbitrary due process proceedings that include a requirement of “good or just cause” as a basis for termination. Our Government is only as strong as the civil servants we rely upon to provide our essential services. During my time in the Maryland General Assembly I’ve been proud to partner with AFSCME in advocating for better pay, benefits and working conditions for public employees. This session I was the lead sponsor of SB 556 to increase the shift differential rate for more than 8,600 civil servants at or below grade 17. I look forward to continuing this work in Congress.**

4. Congress should reform the global economy. U.S. global economic policies have promoted the economic interests of multinational corporations over those of working people in the United States and overseas; contributed to the deindustrialization of America; and put downward pressure on mid-level wages. Repeatedly, America’s workers have raised their voices against poorly designed trade rules, such as those enshrined in the North American Free Trade Agreement and the U.S.-Korea Free Trade Agreement. Now, the Trump administration is renegotiating NAFTA. However, it remains unclear exactly what improvements, if any, it will make to that flawed model. NAFTA’s most important failures are: A weak labor side agreement that failed; Unreformed investment rules (Investor-State Dispute Settlement) that increase corporate influence over our economy and undermine our democracy; Complete lack of effective rules against currency manipulation; and Restrictions on Buy American policies that open the U.S. government’s procurement market to foreign firms.

Would you oppose a renegotiated NAFTA that failed to include updated labor and environmental provisions requiring countries to meet minimum international standards and including effective tools that would ensure timely enforcement?

**Yes. The devastation caused by NAFTA throughout Western Maryland communities continues today. I will oppose any NAFTA deal that does not deliver on true international worker protections and environmental protection obligations. These provisions must be accompanied by robust enforcement mechanisms.**



Would you support efforts to strengthen enforcement of trade agreements?

**Yes. In 2015, I was the lead sponsor of SB 893 to provide transparency and oversight into the effects of international trade agreements and currency manipulation by our U.S. trade partners, and specifically as they impact Maryland workers and industries. The legislation sought to establish a Commission on Free Trade, Currency Manipulation, and State Sovereignty tasked with evaluating existing and proposed trade agreements and developing recommendations to protect Maryland jobs and industries from any unforeseen or adverse effects.**

Would you support legislation that allowed for the application of countervailing duties to address currency manipulation (currency CVD)?

**Yes. For far too long American workers have competed on an unlevel playing field due to currency manipulation. A true blight on Maryland manufacturing, the ongoing practice of currency manipulation by U.S. trade partners, whereby our currency is stockpiled by trade partners, which devalues their own currency, and benefits their products to the ultimate detriment of our products. This ongoing trade imbalance has been lethal to large segments of our employment base.**

Would you defend worker rights globally and work to raise labor standards in the global supply chain?

**Yes. I am fully committed to supporting the growth of our International unions globally. Our American workers are the highest skilled, most productive workers on the planet; it is a true injustice they must compete with our brothers and sisters internationally that are forced to earn a living in working conditions ranging from substandard to horrific.**

Would you vote to make corporations pay the same taxes on offshore profits as they pay on domestic profits, so they no longer have a tax incentive to send jobs overseas?

**Yes. The Trump/GOP tax plan provided nothing more than a one-off slap on the wrist for U.S. corporations sheltering trillions of dollars offshore. The reduced penalties are far less than what these corporations owe the United States which is why I fully support Representative Schakowsky's Corporate Tax Dodging Prevention Act to tax these assets at the full corporate tax rate.**

"Fast track," trade authority, the legislative procedure that allows trade deals to be negotiated in secret and deprives Congress of the opportunity to amend the final deals, is up for renewal in 2018. Would you oppose an extension of such authority unless it is amended to require more congressional and public input and oversight into trade negotiations?



**Yes. Article 1, Section 8 of the U.S. Constitution vests Congress with the power to regulate commerce with foreign nations. In the House of Representatives, I will stand up against the shameful abdication of this core responsibility. American workers deserve to know their Representatives are fully involved in the negotiations of these agreements that have such far reaching impacts throughout our economy.**

Would you support budget and tax policies that promote the creation and retention of good jobs in the United States?

**Yes. In the Maryland Senate, I introduced some of the most progressive budget and taxation policies in America. In 2012, the tax plan I authored successfully staved off “doomsday” cuts to our critical government services, including education. In 2015, I introduced the Maryland Strong Manufacturing Development Act based on the audacious belief that workers deserve the same tax benefits as companies.**

Would you support taxing corporate income from outsourced operations the same as income from domestic operations?

**Yes. The multinational corporations that have hollowed out our manufacturing communities should not benefit from sending American jobs to countries with fewer worker protections by avoiding paying their fair share in taxes.**

Would you support proposals to encourage investment in domestic manufacturing, production and employment to ensure a robust manufacturing sector?

**Yes. I have my entire career. In endorsing our campaign for Congress, Fred Swanner, President of Maryland State UAW Community Action Program said, “Roger Manno is a true dedicated fighter for working families in the state of Maryland. He has been dedicated to working families in our great state as far back as I can remember. Roger has worked tirelessly with UAW to advance manufacturing in this state, bringing living wage jobs to working people.” I was proud to earn the support of AFL-CIO for the original version of the Maryland Strong Development Act, and believe this policy framework can serve as a model for ending ‘race to the bottom’ corporate giveaways by building resilient employment bases through worker incentives.**

5. Congress should reform Wall Street. Wall Street has diverted resources away from productive investments toward unproductive speculation, and allowed financial and corporate executives to claim a bigger slice of the economic pie without making the pie bigger.

Would you support passage of a Wall Street speculation tax to discourage harmful speculation that shortchanges investment in the real economy, and to generate revenue for investment in jobs, infrastructure and education?



**Yes. I fully support the implementation of a transaction tax in line with what is in place internationally, including in the United Kingdom. I support this commonsense levy, not only for badly needed revenue it would generate, but also for its potential to curtail the dangers of high frequency trading.**

Would you support full implementation of the Dodd-Frank law?

**Yes. The dangers posed by the “too-big-to-fail banks” were clearly apparent during the great recession, and we as elected officials owe an obligation to ensure that these same banks cannot buy their way out of accountability with campaign donations. In Congress, I will tenaciously fight to keep the important Dodd-Frank protections in place.**

Would you support a 21st century Glass-Steagall Act and breaking up the too-big-to-fail banks?

**Yes. There is no place in our system of federal banking for speculative gambling that puts our entire American economy at risk.**

Would you vote to end the tax deductibility of stock-based executive pay and end the CEO bonus loophole that encourages short-termism in corporate management that leads to downsizing, outsourcing, offshoring and insecure work?

**Yes. I wholeheartedly support corporate tax fairness, and oppose the bait and switch on executive pay contained in the Trump GOP tax plan. With wealth inequality at an all-time high in our Country, it takes a special kind of cruelty to take money out of the pockets of struggling middle class families and give it to the international corporations that abandoned our communities. Perhaps even worse still, to set in motion a heartless fiction where working families see a modest tax decrease only to turn around and be told that their Medicaid and Medicare must be slashed as a result. As a member of the Maryland legislature, I stood up against unaffordable handouts to the wealthiest 0.2%. This is one of the many reasons we need experienced, rock solid Progressives in Congress to stand up for the middle class and against the Trump GOP.**

Would you vote to close the “carried interest” loophole so that the income of private equity and hedge fund managers is taxed as much as the income of working people?

**Yes. There is no legitimate policy rationale for taxing hedge-fund manager income at the capital gains rate instead of the income tax rates the rest of us Americans pay.**

Would you support legislation to require the Postal Service to provide such basic financial services as paycheck cashing and electronic funds transfer as a step toward establishing nonprofit, public postal banking?



**Yes. Public postal banking would increase access to banking services in our rural communities while providing a public option for these services to keep private lenders honest.**

## 2. RETIREMENT SECURITY

Retirement income security is beyond the reach of most Americans. According to the nonpartisan Center for Retirement Research at Boston College, the retirement income deficit—the gap between what Americans have accumulated for retirement and what they will need for a decent retirement—is a staggering \$7.7 trillion.

This gaping deficit is explained in large part by the fraying of our private pension system, with fewer private-sector workers now covered by traditional pension plans.

As currently constructed, retirement savings plans, like 401(k) plans or IRAs, cannot make up for the loss of traditional pensions. They require workers to bear all the risk, often are insufficiently diversified, suffer from poor returns, and typically carry heavy fees and expenses. Nearly half of all working-age families have no retirement savings whatsoever. Even for families close to retirement who have some retirement money, the typical balance amounts to only \$400 per month.

Social Security remains the foundation of retirement income for working families and the principal insurance against family impoverishment due to death or disability. The Social Security system is extraordinarily well crafted, with a progressive benefits structure that delivers higher returns to lower-wage workers and ensures workers and beneficiaries will not outlive their benefits, which are protected from erosion by inflation. But as important as they are, Social Security benefits are too low—only \$16,428 per year for the average retired worker, which is just \$4,000 above the individual federal poverty level.

With a nearly \$2.9 trillion trust fund and the ability to pay all promised benefits in full until 2034, the program is not in crisis. Over the next 75 years, Social Security's modest funding shortfall, amounting to 1% of gross domestic product (GDP), can be addressed without any benefit cuts to current or future retirees.

Would you oppose measures to replace any part of Social Security's guaranteed benefits with individual investment accounts?

**Yes. Social Security is an essential part of our social fabric. These are earned benefits that workers pay into throughout their entire careers. I am wholly opposed to any and all efforts to privatize these benefits, which is really just a thinly veiled attempt to cut these crucial benefits that so many Americans have worked so hard to earn. Social Security is responsible for lifting 22 million Americans out of poverty. However, far too many seniors are still struggling just to get by under the current system. This is unacceptable.**



**Instead of seeking to drive more Americans into poverty, we should be protecting and expanding Social Security.**

Would you oppose efforts to reduce Social Security's guaranteed benefits under current law, including proposals to: (1) increase the retirement age (which already is increasing to 67 under current law); (2) change the calculation for the annual cost-of-living adjustment; (3) change the benefit formula; or (4) institute means testing?

**Yes. I strongly oppose any and all efforts to reduce Social Security's guaranteed benefits. This shouldn't even be a conversation. We don't need cuts, we need expansion. Far too many Americans are unable to retire with dignity and struggle each month to make ends meet, facing unfathomable choices between being able to purchase life-saving medications and keep the heat on. Any legislation that would force families that are already struggling to tighten their belts even more is unconscionable.**

Would you support measures to strengthen retirement income security by increasing Social Security benefits?

**Yes. As previously stated, I believe strongly that we must fight against attempts to cut Social Security with an offensive approach. We must shift the conversation from cuts to increases. In America, every person should be able to retire with dignity and financial security. Our Social Security system as it currently exists has gone a long way toward advancing that goal, but we can and must do better. By raising the Social Security payroll tax cap, we could secure the solvency of the system AND increase benefits for years to come.**

Would you support a measure to require all financial professionals and firms who offer advice on retirement accounts to put the best interests of their client ahead of their own financial interests and to take affirmative measures to mitigate their conflict?

**Yes. Financial professionals and firms who offer advice on retirement accounts have a responsibility to their clients to put the needs and interests of the client ahead of any potential conflicting interests they may have themselves. Hardworking Americans who are seeking out advice on how to have a secure retirement should be able to trust that they are receiving the best and most sound advice applicable to their individual circumstances.**

### 3. OCCUPATIONAL SAFETY AND HEALTH

In 1970, Congress enacted the Occupational Safety and Health Act in response to the unacceptable number of workers who were being killed or seriously injured in the workplace. Since then, significant progress has been made, but the toll of workplace injuries, illnesses and fatalities remains high. Each year, thousands of workers are killed and millions more injured or



diseased because of their jobs. In addition, some groups of workers, including Latino workers and immigrant workers, are at much greater risk due to the dangerous conditions and lack of protections. Millions of workers are not covered by the law, and for other workers, protections are inadequate.

The Obama administration strengthened worker safety and health protections, enhancing enforcement, issuing important new safety and health safeguards on silica and beryllium, and strengthening anti-retaliation protections for reporting job injuries. But business groups and many congressional Republicans opposed these measures, and now under the Trump administration are pushing to roll back and weaken protections, and cut the safety and health budget. These same groups also are pushing “regulatory reform” legislation that would make it impossible for OSHA, the Mine Safety and Health Administration and other agencies to issue needed safeguards to protect workers and the public.

Would you support legislation to strengthen the Occupational Safety and Health Act and extend OSHA coverage to all workers, strengthen whistleblower protections and enhance OSHA’s enforcement programs?

**Yes. All workers have a right to work in an environment that is safe and healthy. OSHA is a critical tool in ensuring that this is a reality. While we have come a long way over the last few decades when it comes to worker safety, we still have a long way to go and too many workers today are left unprotected. I would support legislation to strengthen and extend OSHA’s coverage. Whistleblower protections are fundamental to the fight to ensure that all workplaces are safe and must be strengthened if we are to see progress.**

Would you support increases in the job safety budget to strengthen standard setting, enforcement, and worker safety and health training programs?

**Yes. I support fully funding these essential programs. Without appropriate levels of funding, we are shortchanging workers and putting them at risk.**

Would you oppose efforts to weaken or defund the regulatory and enforcement programs of OSHA and MSHA?

**Yes. I oppose all efforts to defund or weaken any OSHA or MSHA programs. This is a matter of life and death for workers and we must do everything in our power to ensure worker health and safety.**

Would you oppose efforts to weaken or block implementation of OSHA’s new standards on silica and beryllium, new regulations on injury tracking and stronger anti-retaliation protections for reporting job injuries?



**Yes. It seems that Republicans' favorite task is dismantling Obama-era programs and legislation. We must fight back against these efforts and continue to move forward rather than backward.**

Would you oppose legislation that would make it more difficult or impossible for government agencies to develop and issue new needed safeguards to protect workers, the public and consumers?

**Yes. Any efforts to undermine worker safety measures are unacceptable. This should be a bipartisan issue. I will stand firm against any efforts to roll back the progress that we have made and will fight to move our country forward on matters of worker health and safety.**

#### 4. IMMIGRATION

The AFL-CIO supports comprehensive immigration reform and has strongly advocated for keeping families together and creating a road map to citizenship. Immigration reform must be done in a comprehensive manner to protect U.S. workers and reduce the exploitation of immigrant workers. The most effective way to eliminate the competitive advantage unscrupulous employers gain by hiring undocumented immigrants and captive guest workers is to ensure that all workers—regardless of where they were born—are paid prevailing wages and have the full protection of labor, health and safety, and other laws.

Immigration reform must include five major interconnected pieces: (1) a broad, inclusive road map to citizenship; (2) an independent, professional bureau to measure labor shortages and ensure employers are not bringing foreign workers into the country to displace U.S. workers or to lower industry wages and working conditions; (3) improvement, not expansion, of existing temporary worker programs; (4) a secure, effective work authorization mechanism that treats workers fairly; and (5) rational, humane border control measures.

The AFL-CIO supports working people with temporary protections granted by the executive branch through the Deferred Action for Childhood Arrivals and Temporary Protected Status programs. By extending relief and work authorization to more than a million people, DACA and TPS have helped prevent unscrupulous employers from using unprotected workers to drive down wages and conditions for all workers in our country. Rather than terminating these successful programs, we need to extend protections that allow people to live and work without fear, and afford them the status to assert their rights on the job. Congress should enact immigration reforms that will help ensure safer workplaces, build a stronger economic future for our nation, and support the basic rights and dignity of all working people.

Would you support a timely, certain road map to citizenship?



**Yes. Our neighbors that are living in this country with undocumented status are in a precarious situation. They not only face the risk of deportation, but often are subject to predatory and discriminatory practices by employers. When they are victims of crime, they are unable to seek protection from our justice system because of the risk to themselves and their family. It is long overdue that we fix our broken immigration system and provide a pathway to citizenship for the millions of individuals and families living and working in the shadows.**

Would you oppose enforcement-only immigration policies that increase fear in our workplaces and communities?

**Yes. As former Senior Counsel to the Ranking Member of the Judiciary Immigration Subcommittee, Congresswoman Sheila Jackson-Lee (D-TX), I was in a unique position on September 11, 2001. I had the opportunity to work to protect our borders and homeland, while aggressively working toward fair immigration and law enforcement policies that did not racially or otherwise target people because of their legal status. Those extraordinary experiences helped to shape my advocacy in the community and in the General Assembly. I continue to support a fair and humane system that allows for a pathway to citizenship, expanded refugee programs, and family unification/reunification programs. These must also include criminal sentencing reforms for non-violent violations and law enforcement reforms of federal laws, such as the Priority Enforcement Program (PEP), the 287(g) program, and the Criminal Alien Program, in order to rein in the practice of local law enforcement enforcing federal immigration functions.**

Would you support efforts to reform temporary worker programs by strengthening workplace protections and employer oversight?

**Yes. All workers, regardless of citizenship status, benefit from strengthened workplace protection and employer oversight.**

Would you support measures to extend permanent protections to working people with DACA and TPS?

**Yes. The DACA program is essential protection for those young people who came to the United States as minors. This program must be made permanent through a clean DREAM Act. We were able to do it in Maryland, where we now provide in state college tuition to Dreamers. We can do it in Congress with the right leadership. Many of our neighbors who are in this country on Temporary Protected Status have been living as productive members of our society for many years. While they initially came here with the idea to only stay temporarily, as the years went on and they were still unable to safely return home, they built lives in America – as anybody would in similar circumstances. It would be unjust to suddenly terminate TPS for these individuals, as the Trump Administration plans to do. I stand against the Trump Administration’s actions on TPS. I**



**support a process by which TPS holders could apply for permanent legal status and ultimately a pathway to citizenship. It is essential that this program is administered in a way that enables the TPS program to persist. TPS is an essential humanitarian program that must be preserved for the future.**

Would you support legislation to draw clear lines of separation between immigration enforcement and local and state law enforcement?

**Yes. In 2017, I cosponsored Maryland's TRUST Act, which would have prohibited the use of local or state government resources for immigration enforcement purposes.**

## 5. WORK AND FAMILY POLICIES

The Family and Medical Leave Act of 1993, requiring employers to provide up to 12 weeks of unpaid (but job-protected) family or medical leave, was a major step in helping workers balance the demands of work and family. But its limited coverage and the inability of millions of workers to afford leave without pay constrains the FMLA's effectiveness.

Only 59% of workers are covered and eligible to take leave under the FMLA and, according to a 2012 U.S. Labor Department study, nearly half (46%) of eligible workers who needed leave but did not take it said they could not afford it. To address these shortcomings, Congress should expand FMLA eligibility and resist calls by employers to curtail FMLA rights by limiting the circumstances under which employees can take leave. Congress also must enact paid family and medical leave insurance that guarantees up to 12 weeks of paid leave for workers to care for newborns or sick family members, or to recover from their own illness.

The Fair Labor Standards Act requires employers to pay a time-and-a-half cash premium for work performed in excess of 40 hours per week. Under the guise of helping families balance work and family, some in Congress have proposed giving employers the option of offering compensatory time off (instead of a cash premium) for overtime work. Supporters claim this legislation would give workers more flexibility and control over their schedules. In reality, compensatory time proposals would undermine the 40-hour week—resulting in more workers working longer hours for less pay—and would give flexibility and control to employers rather than workers.

Congress must guarantee at least seven paid sick days for every worker. Employees should not have to choose between coming to work sick or staying home without pay—and risking their jobs. Yet about three in 10 private sector workers do not have access to paid, job-protected sick days. Low-wage workers are especially vulnerable: 78% of the lowest-wage workers—the majority of whom are women—do not have a single paid sick day. When workers cannot access paid sick time, their economic and job security suffers. Just 3.5 unpaid days away from work jeopardizes a typical family's ability to afford groceries when breadwinners do not have paid sick days.



Further, employees increasingly face just-in-time scheduling practices—receiving very little notice of their work schedules and facing shorter, unpredictable work hours when work is slow—without payment for their scheduled shifts. Managers often assign workers to call-in shifts or on-call shifts that require them to wait for their employers' calls (often within two hours of their potential shift) to find out whether to report to work. The AFL-CIO supports The Schedules That Work Act (sponsored by Sen. Elizabeth Warren and Rep. Rosa DeLauro) to provide greater rights and protections to workers who face abusive scheduling practices.

Would you support legislation to provide paid family and medical leave insurance?

**Yes. FMLA was a critical first step in creating an economic system that is more supportive of families, but we still have a long way to go. Far too many workers are left out of FMLA's protections and far too many of those who are covered are unable to take necessary time off when they fall ill or must care for a new child or a sick loved one because they are unable to financially. We have to do better for our workers. I fully support The Schedules That Work Act as well as the FAMILY Act which strengthens the current inadequate FMLA protections and provides workers with a sustainable benefit using the Social Security framework. These common sense legislative proposals would bring the United States into parity with the rest of the industrialized world.**

Would you support legislation to require that companies guarantee at least seven paid sick days per year?

**Yes. I support compulsory paid sick leave requirements along the same lines as the Maryland Healthy Working Families Act I was proud to co-sponsor in 2017.**

Would you oppose legislation that would excuse employers from their obligation under the FLSA to pay a cash premium for overtime work if they offer their employees compensatory time off?

**Yes. This bill is being promoted with a false narrative that it will support working families and allow for greater flexibility in scheduling. The truth is that if we allow employers to exert their disproportionate power over their employees then employees always get a raw deal. We must support measures that give more power to workers and this legislation would do the opposite. Under the guise of flexible work arrangements, these measures give more power to employers. Overtime pay was a battle hard fought and we must not give that away for political expediency.**

Would you support The Schedules That Work Act that would empower hourly employees with greater scheduling flexibility and certainty?

**Yes. I have long been a fierce advocate for the rights of workers. From the floor of the Maryland Senate to the picket line, I have stood with and for workers who are fighting**



**just to get a fair shake. I fought hard against big business and union busting bosses to deliver historic legislation guaranteeing paid shift breaks to Maryland retail workers. I bring this same commitment and resolve to this issue. Unpredictable schedules not only lead to unpredictable pay, but also put women and families in a precarious position when it comes to childcare. The Schedules That Work Act would go a long way to creating national fair scheduling standards that work for working families.**

What will you do to help achieve the goal of high-quality, debt-free higher education?

**Education has always been the great equalizer in our country. A quality education can be the ladder that helps an individual climb out of difficult life circumstances. Unfortunately, access to education in this country has never been equal. In today's climate, the achievement gap persists and access to higher education is stymied by high costs that leave the vast majority of students saddled with mountains of debt. We can and must do better for our youth. I support legislation that will lead to high-quality, debt-free higher education, including but not limited to tuition-free undergraduate education at public universities, such as Senator Sanders' College for All Act. The federal government has a critical role to play in preparing the next generation to take over our 21st century economy, right now it is in many ways failing in that responsibility. The College for All Act would not only provide life-changing access to higher education, it would meaningfully tackle the crushing student debt burdens holding so many back from living out their dreams. Across this country, prohibitively high tuition rates and student debt costs deny working families access to taxpayer funded public universities, including schools right here in Maryland.**

What will you do to help the millions of Americans struggling with student loan payments?

**Crushing student loan debt holds back so many of our young people from achieving the American Dream. Young people are graduating with debt payments as high as mortgages in an economy with staggering wages. I know, because I graduated law school with more than \$100,000 in loan debt and compounding interest. I support a public service tuition forgiveness program for students working in governmental sectors and underserved communities, in addition to allowing those with existing federal student loans to refinance their loans at lower interest rates. Additionally, we must protect and even expand existing student loan debt forgiveness programs. Our young people must have protection from predatory practices by student loan services. I support legislation that would create a Student Loan Borrower Bill of Rights that would require loan servicers and banks to help borrowers into the most useful repayment plans, prevent borrowers from having Social Security, tax refunds, and wages garnished if they fall behind on their payments, and prevent states from taking away professional licenses from those who fall behind on student loans. With tens of millions of Americans cumulatively holding nearly \$1.5 trillion in student loan debt, it is in our national interest to do everything we can to help student loan borrowers. I also support legislation that would allow borrowers to**



**discharge private student loans in bankruptcy. Private student loans should be dischargeable in bankruptcy as they lack many of the consumer protections and the favorable interest rates of government provided loans.**

## 6. HEALTH CARE

Health care is a basic human right. That is why the American labor movement has fought for more than a century for a health care system that will guarantee that everyone can access high-quality health care without facing financial barriers to care. Our longstanding goal for achieving this is to move expeditiously toward a single-payer system, like Medicare for All, that provides universal coverage using a social insurance model, while retaining a role for workers' health plans.

In recent years, politicians ideologically opposed to government helping people get needed health care have attacked popular programs that provide coverage to millions of Americans. We strongly oppose attempts to reduce the benefits provided by Medicare, Medicaid, the Children's Health Insurance Program, the Affordable Care Act and the Department of Veterans Affairs health care system. Similarly, we oppose policies that undermine the health benefits earned through work, such as the misnamed 40% "Cadillac" tax on high-cost coverage (worker-negotiated health plans), proposals to limit the tax exclusion for workplace health benefits, collecting revenue by imposing fees on worker plans, and undermining the ACA employer shared responsibility requirement.

Immediate gains can be made for working people by strengthening existing coverage and securing health care equity for all. We can advance toward a single-payer system by lowering Medicare's eligibility age from 65 to 55 and by creating a public health insurance option that builds upon Medicare or Medicaid as an alternative to coverage provided by for-profit insurance companies. Out-of-pocket costs for working families can be reduced by enhancing government's role in negotiating lower prices for medicines and medical services. The coverage expansions provided by the ACA can be protected through policies that will stabilize the individual market. We can slow the opioid epidemic by dramatically expanding access to effective treatment.

Congress should eliminate the health benefits tax on worker-negotiated health plans. The ACA includes a controversial tax designed to increase the out-of-pocket costs faced by workers with employer-based coverage.

Would you support legislation to repeal this tax?

**Yes. Health benefits are an essential part of any employee benefits package and unions are to thank for that. Unions go to battle for their members everyday to ensure that their members can have the strongest benefits available and they should not be penalized for this. The "Cadillac" tax only serves to punish hardworking people and it must be ended. While I was proud to work with the Obama Administration to draft provisions of the ACA guaranteeing Americans access to basic healthcare, the "pay fors" including the**



**“Cadillac Tax” should never undermine the economic security of our working families. I support repealing the excise tax on high cost health care plans and replacing it with a truly progressive revenue source.**

Would you oppose any proposal to tax or impose fees on employment-based health coverage?

**Yes. As previously explained, I oppose imposing taxes or fees on employer-sponsored health coverage. Congress should pursue every opportunity to make healthcare a right, as well as oppose attempts to erode coverage provided by Medicare, Medicaid, CHIP and the ACA, and shift costs to working people.**

Congress should pursue every opportunity to make health care a right, as well as oppose attempts to erode coverage provided by Medicare, Medicaid, CHIP and the ACA, and shift costs to working people.

Would you support single-payer proposals or other approaches that extend comprehensive coverage and transition toward making health care a basic right, like reducing the Medicare eligibility age from 65 to 55 and creating a public option legislation?

**Providing health care for every American by establishing health care as a legal right is and has always been my greatest motivation and passion. As such, the implementation of a single-payer universal health care system has been a main pillar of my campaign for Congress since day one. I support universal single-payer healthcare – specifically HR676, which I personally worked on in its initial development and roll-out early in my legal career in Congress. My advocacy also includes launching a HR676 organizing shop out of my House of Delegates office in order to unify state legislators from across the country in support of HR676. That work led to my being asked to serve on President Obama’s pre-ACA White House health reform working group. In that role, my specific contributions focused on ending preexisting condition exclusions and referencing that egregious practice as “healthcare discrimination.”**

**In endorsing our campaign for Congress, National Nurses United representative and Maryland Registered Nurse Renelsa Caudill stated, “Registered nurses are proud to endorse State Sen. Roger Manno for Congress because he has demonstrated his dedication to ensuring quality health care for all through a Medicare for All single-payer system.”**

Would you oppose Medicare changes that shift costs to seniors, including premium increases, co-payment increases, benefit reductions or conversion to a voucher system?

**Yes. Attempts to cut Medicare are unconscionable. These are earned benefits that workers have paid into their entire careers. We must fight back hard against any attempts to decrease benefits or shift costs to seniors. We must fight to drive down costs for**



seniors, who already pay far too large a portion of their limited income on healthcare costs.

Would you oppose significant cuts to the Medicaid program, through block-granting, “per capita caps,” changes to the funding formula or other approaches?

**Yes. Block granting is just a euphemism for cutting services. Medicaid is an essential program that helps low-income workers, children, and individuals with disabilities access needed health services. Instead of talking about how to cut these essential programs, we should be discussing expansion. I support a universal single-payer health system, along the lines of HR 676, which would provide Medicare-for- All health coverage to all Americans.**

Would you support legislation to preserve coverage provided by CHIP and the ACA?

**Yes. CHIP is an essential program to ensure that our youth have access to healthcare so that they can live long and healthy lives. ACA has substantially increased the number of Americans who are able to access healthcare by increasing the insured population, guaranteeing no-cost preventive care, and banning healthcare discrimination. Any attempts to undermine either of these programs must be stopped.**

Would you oppose changes that weaken the employer shared responsibility requirements of the ACA?

**Yes. Employer shared responsibility requirements are an essential component of the ACA. Attempts to undermine these requirements are attempts to undermine the success of the ACA, plain and simple. We must fight back against any and all attacks on the progress we have made in expanding coverage for hardworking Americans, all while pushing forward to advance legislation that will extend coverage to all.**

Would you support legislation to advance government negotiation of pharmaceutical drug prices (especially for Medicare), address unfair and abusive practices regarding prescription drug monopoly rights, and require drug price transparency?

**Yes. It is clear that we have a flawed system when pharmaceutical executives get rich at the expense of hardworking Americans who are unable to afford lifesaving medications. The current system is unacceptable, we cannot continue with business as usual. The federal government has the ability to remedy this. I support allowing the government to negotiate pharmaceutical drug prices and am a strong advocate of efforts to hold prescription drug companies accountable for price gouging.**

Would you oppose efforts to restrict access to FDA-approved birth control methods for women?



**Yes. I oppose any and all efforts to limit women’s bodily autonomy, including, but not limited to, efforts to restrict access to FDA-approved birth control methods. These safe and effective medications revolutionized women’s lives and support for increased access to the full range of options, including emergency contraception, should be a non-partisan issue. I am proud to have sponsored SB 969, requiring student health centers at public higher education institutions to provide 24/7 on-site access to emergency contraception.**

Congress should reject privatization of veterans health care. For decades, the Department of Veterans Affairs has used contract care to supplement the specialized, cost-effective, in-house care it provides to veterans. However, bills have been introduced to substitute contract care for the core, integrated services provided by VA.

Would you support full funding of the VA to enable the VA health care system to remain the primary source of care to our nation’s veterans and oppose efforts to substitute privatized care for these core services?

**Yes. America owes the greatest debt to the service men and women who have served in uniform, both in the U.S. and abroad. Throughout my career in government service, I have had the great honor to work with thousands of Veterans and their families, to provide the services and benefits that they and their families have earned and deserve. The VA is an essential service provider to our veterans, but far too often it fails them. We can and must do better for the servicemen and women who have given so much to their country. The VA system needs to be fixed, nobody can argue about that. But the solution is not privatization. I support full funding of the VA so that our veterans can continue to receive the benefits that they have earned through years of sacrifice.**

## 7. EDUCATION

Congress should fully fund the Elementary and Secondary Education Act. Currently, more than 50 million students attend our country’s public schools. The teachers, paraprofessionals and other school employees who work with these students each day care deeply about the quality of our public schools and the education their students receive. Since 1965, the Elementary and Secondary Education Act has represented the federal government’s largest investment in K–12 education, and it is a crucial mechanism both in funding and in guiding policy for all public schools.

Do you believe the federal government has a role in elementary and secondary education?

**Yes. Every student has a right to a world class education. It’s not just important – it’s critical to the development and success of our children. That requires world class classrooms, educators, and standards that work for all kids. I’ve personally worked in public school classrooms as a para-educator, before working in the trenches of Annapolis for more than a decade – and no one works harder for our kids. In the General**



**Assembly I've introduced legislation to waive community college tuition for disabled students. I also authored the successful More Learning, Less Testing Act of 2017- the #2 bill of the National Educational Association that now limits testing in Maryland to 2.2 percent of class time. The U.S. Department of Education has a critical role to play in promoting best practices to boost educational achievement across each and every U.S. public school system. The achievement gap is a grave injustice and we as a country can do better for our children. Throughout my career I have been a leader on education funding, including tackling spiraling student debt rates. When some in Annapolis presented the "doomsday budget" that would have cut hundreds of millions of dollars from classrooms, I stepped up and authored the new law, eventually passed in the 2012 Special Session, that now provides billions of dollars of funding for K-12 education, health care and other programs. When Maryland suffered from year after year of budget cuts because of failed budget projections, I authored groundbreaking legislation that now transforms the Maryland budget, and earmarks critical funds for K-12 school construction.**

Congress must oppose the use of school vouchers. Many states still spend less on K–12 education than they did before the 2008 recession. Despite this fact, some in Congress want to use taxpayer money to support private and religious schools, by expanding the use of vouchers, opportunity scholarships and tuition tax credits. Decades of experiments with voucher programs have the same conclusion: vouchers fail most of the children they intended to benefit.

Do you oppose vouchers and/or other proposals that allow taxpayer dollars to be used for private and religious schools at the K–12 level, either as a limited experiment or as a full-scale program?

**Yes. I fully oppose vouchers and all proposals that funnel taxpayer dollars out of the public school system where they are so critically needed. I also oppose providing private charter schools with public funding that would otherwise go into our public education system, and strongly support holding charter schools to the same levels of accountability as public schools.**

#### 8. CIVIL AND HUMAN RIGHTS

Congress should reform the criminal justice system. Nearly one in 100 American adults is incarcerated. America's prison population, which has increased by 500% over the last 30 years, is the largest in the world. Mass incarceration has affected individuals and families across the nation, but has had a disproportionate impact on communities of color and people in poverty.

Would you support legislation that would require the reduction of the "three-strike" penalty—mandating life sentences for certain individuals—to a term of 25 years, and shorten a previously mandated 20-year sentence for certain individuals to 15 years?



**Yes. In the General Assembly I've been a leading proponent of reforming misguided drug laws by decriminalizing marijuana and eliminating mandatory minimum sentences for CDS felonies. In Congress, I will continue this work through smarter sentencing legislation along the lines of what has been introduced in the past by Senator Durbin to reduce the prison population by retroactively lowering mandatory minimum sentences and allowing non-violent offenders to have their sentences shortened.**

Would you support giving judges more discretion to sentence below prescribed mandatory minimums by expanding the existing "safety valve" and creating a new authority for judges to depart from certain mandatory minimums?

**Yes. As previously mentioned, I have been a proponent for reform of misguided mandatory minimum sentencing laws.**

Congress should restore full voting rights for all Americans. In the 2013 *Shelby v. Holder* decision, Chief Justice John Roberts wrote: "voting discrimination still exists; no one doubts that." Yet in that same decision, a 5–4 majority of the Supreme Court invalidated key provisions of the Voting Rights Act that required jurisdictions with a long history of voting discrimination to seek federal preapproval of proposed changes to their voting laws. Almost immediately after that decision, states and localities no longer under federal oversight began imposing new obstacles to voting, shortening early voting periods and closing polling places. Meanwhile, more than 500,000 U.S. citizens live in our nation's capital and fulfill the responsibilities of citizenship. However, they have no voting representation in Congress. This situation is an affront to our principles of democracy.

Would you sponsor and work to enact legislation to restore the strength of the Voting Rights Act?

**Yes. In the wake of the 2013 Supreme Court decision in *Shelby County v. Holder*, which struck down portions of the Voting Rights Act, we have seen increasing changes in voting laws that disproportionately affect minority and low-income individuals. Congress has not only the ability, but the responsibility to step up and fill the gap left by the Court's ruling. It is long overdue that Congress pass the Voting Rights Advancement Act.**

Would you oppose efforts to erect obstacles to voting, including those based on economic condition or race?

**Yes. I strongly oppose all efforts to erect obstacles to voting. We should be working to increase voter participation not suppress it. Measures such as voter ID laws and limiting early voting have a disproportionately negative impact on communities of color and low-income communities and must be stopped. The right to vote was too hard**



**fought a battle for us to stand by idly while those in power seek to disenfranchise voters again.**

Would you support efforts to promote greater voter participation and access, including early voting?

**Yes. We should be exploring solutions to increase voter participation. As such I support early voting, voting by absentee ballot, and universal voter registration. The right to vote is fundamental to our democratic society and nothing should be done to undermine this right.**

Would you support universal registration and oppose all barriers to universal registration?

**In the Maryland Senate, I introduced the Universal Voter Registration Act (SB 350 of 2016), which included requirements for both the MVA and social service agencies to contribute voter information to local boards of election. This helps ensure all eligible voters are able to participate in elections.**

Would you support legislation to allow the delegate elected by the citizens of the District of Columbia to vote in the House of Representatives?

**Yes. The right to be represented in government is fundamental to any democratic system. It is outrageous that citizens living in the District of Columbia do not have representation in Congress. It is long overdue that the District of Columbia be recognized as a state, with full representation in Congress.**

Congress should strengthen the Equal Pay Act to ensure women are not shortchanged at work. When the Equal Pay Act of 1963 was enacted into law, it became illegal for employers to pay unequal wages to male and female employees who perform the same work. Yet wage disparities between women and men are evident today in both the private and public sectors and at every educational level. The Paycheck Fairness Act would require employers to demonstrate that wage gaps between men and women doing the same work are truly a result of factors other than gender. It also would prohibit retaliation against workers who share salary information, or inquire about their employers' wage practices. It would bring Equal Pay Act remedies and class-action procedures into conformance with those available for other civil rights, and strengthen the government's ability to identify and remedy systematic wage discrimination.

Would you support the Paycheck Fairness Act, legislation that would provide targeted remedies needed to update the historic Equal Pay Act?



**Yes. It is unacceptable that the wage gap still persists to this day. In a society where women, particularly women of color, are not equally compensated for their work we cannot say that we are truly equal. I support the Paycheck Fairness Act as a necessary measure to remedy this inequality. I have also been a strong advocate for the passage of the Equal Rights Amendment.**

Congress should fully protect the rights of LGBTQ Americans. LGBTQ Americans need basic protections from discrimination—in credit, education, employment, housing and public accommodations. Significant progress has been made in recent years (coverage under hate crimes legislation, open participation in military service and marriage equality), but until comprehensive federal LGBTQ civil rights protections are enacted, LGBTQ Americans remain vulnerable to discrimination in almost every sphere of life.

Do you support the Equality Act, legislation that would ensure that nationwide civil rights protections cover LGBTQ Americans?

**Yes. It shouldn't matter who you love, how you're born, who you are, or who you choose to be, everyone deserves respect, dignity, and equal protection under the law. Other candidates in this race for the 6th Congressional District campaigned in 2008 on the position that our LGBTQ neighbors should settle for civil unions rather than "try to change the definition of marriage." I'm proud to say that I spent those years fighting for true equality.**

**While we have made incredible progress on the issue of marriage equality, there are so many more challenges facing the LGBTQ community. Discrimination in housing, employment, parental rights, and other areas of life based on gender identity and sexual orientation is still legal in many parts of this country. We can and must do better. That is why I am proud to have been one of two Senate lead cosponsors of the landmark gender identity bill, the Fairness for All Marylanders Act, along with (now) Congressman Jamie Raskin and lead sponsor Senator Rich Madaleno. I'm proud of my work in the Maryland House and Senate towards providing equality for all Marylanders -- from marriage equality, to gender identity birth certificates, to adoption rights for same-sex couples as co-parents, to transgender equality -- but there is still so much more work to do on the federal level in Congress. In particular, if elected to Congress I will support the Equality Act and the Every Child Deserves a Family Act.**