

April 4, 2018

Att: Kim Tucker

Donna S Edwards
The President of Maryland & DC AFL-CIO
7 School Street,
Annapolis, MD 21401

Sub.: Endorsement request for PAUL, UTAM FOR CONGRESS MD-8 and my answers to your questionnaire.

Dear Madam:

Thank you for your Endorsement Questionnaire. I appreciate it.

I understand the role of AFL-CIO Communities in our economy and everyday life. They make food for us to eat, clothes to wear, vehicles to drive and operate metros for our daily work commute and so on. The list is very long. Without their effort, ingenuity and understanding nothing is affordable and nothing is accessible. Life becomes very hard for large mass of American population. Here in Maryland where bulk of the population is dependent upon public infrastructures, their role is even more critical. Despite this great contribution AFL-CIO Members make to the benefit of overall population, they have their own struggles and concerns which they often compromise and negotiate with the Management. Sometimes they win but often they lose.

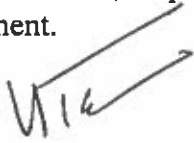
As a Representative in US Congress, I promise you that I will try to address the concerns of AFL-CIO and by using the tools of legislation I will support their genuine concerns and rights in a most judicious and fair manner. I will take stand against Management wherever and whenever it is needed. But all of my efforts will be on the basis of fairness, independence, ethics and integrity of the job I hold as a Legislator. If I cannot address the concerns of AFL-CIO, I should not try to run for the US Congress, Senate or President. In the US Congress, I can be a mere one vote. But, I can also be all vote by proposing a convincing legislation that passes. So, I am promising at my best that I will take up the issues of AFL-CIO with top priority.

In the Questionnaire some of the questions seem tricky. I do not want to lie on what I will not do as a Congressman. One example is altering the proprietary ownership interest of an industry such as union take-overs of industries they operate. I will not support that to win an election. So some of the answers may not be best to your likings but even in those cases I promise you that I will try to understand every case more thoroughly. After all it is because of the understanding differences that two parties do not agree on. And every case is different and special. This is what I can say honestly and with integrity.

Tech greed has not let my website become ready yet but I hope to have it soon. I will let you know with updates. I write the website and somebody in the background deletes or alters my design to suck money from a poor man running for Congress. It seems the Website Company thinks if somebody is running for Congress he has a lot of money.

I will highly appreciate vote, help and support from AFL-CIO Members. I will highly appreciate AFL-CIO endorsement.

Thank you.
Utam Paul
Author
Candidate for Congress MD 8
240.701.7276



MARYLAND STATE AND DISTRICT OF COLUMBIA AFL-CIO
2018 CANDIDATE'S QUESTIONNAIRE

GENERAL INFORMATION:

Name UTAM PAUL Address 17704 PHELPS HILL LN
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Phone: 240.701.7276 Mobile 240.701.7276 Email UTampaul@hotmail.com
Candidate for: US CONGRESS
Campaign Committee Name and Address: PAUL, UTAM FOR CONGRESS

Campaign Committee Phone: 240.701.7276 Email / Web Pfc 2018@yahoo.com or UTampaul@hotmail.com
Campaign Manager: _____

Campaign Treasurer: _____

Does your campaign accept PAC contributions? YES

Previously elected / appointed office(s):

Office _____ Term _____ Office _____ Term _____

Office _____ Term _____ Office _____ Term _____

Have you ever received labor's endorsement? _____ When? _____

PLEASE EXPLAIN WHY YOU SEEK LABOR'S ENDORSEMENT: _____

I support labor's issues.
I know the roles you play in overall prosperity of
our nation. So, I want to win my elections with your
votes and support.

SIGNATURE: UTAM PAUL DATE: April 4, 2018

Please return your signed questionnaire to:
Maryland State and District of Columbia AFL-CIO
7 School Street, Annapolis, MD 21401 or email ktucker@mddcaflcio.org.
QUESTIONNAIRE MUST BE RECEIVED BY April 12, 2018

dse/kt
open2, afl-cio

MARYLAND STATE AND DISTRICT OF COLUMBIA AFL-CIO 2018 CANDIDATE'S QUESTIONNAIRE

Workplace Rights

There are basic workplace rights that the unions and members of the Maryland State and District of Columbia AFL-CIO believe are fundamental and absolutely essential. Private sector employees have the right to form unions and engage in collective bargaining elections, whereas public sector employees in Maryland must push for legislation in order to have those same rights. Over the past decade, these rights have been legislated to many state, higher education and K-12 public school education employees and some county employees. However, thousands of public sector employees are still denied these rights. *Would you support comprehensive collective bargaining legislation that would provide collective bargaining rights (including exclusivity, binding arbitration and an independent labor board) for all public employees-local, county, school boards and state?*

Support Oppose

Explain: I generally support public employee rights to organize and form unions including collective bargaining, arbitration etc.

What is your position on each of these fundamental rights?

1. The right of workers to organize and have union representation Support Oppose

Explain: _____

2. The right to freely exercise workplace rights free from harassment, intimidation and/or delays
 Support Oppose

Explain: _____

3. The right to bargain collectively with a legal obligation on both sides to negotiate in good faith
 Support Oppose

Explain: _____

4. The right to resolve differences in a fair, impartial and timely manner, including binding arbitration Support Oppose

Explain: _____

The National Labor Relations Act grants private sector workers the right to organize and be represented by a union in collective bargaining negotiations. Opponents of collective bargaining propose legislation to curtail workers' bargaining strength and effectiveness. Under the innocuous sounding name of "Right-to-Work," this legislation purports to protect the rights of workers and improve the state's economic development climate. But the net result in Right-to-Work states is that workers earn less, have fewer health care benefits and have higher job fatality rates. Right to Work laws prohibit workers from negotiating a "union shop" or "fair share" clause in their contracts. Such a clause obligates those in the bargaining unit to pay their fair share of the collective bargaining representation costs. By wiping out that protection, Right to Work actually weakens the rights of working people. *What is your opinion on "Right-to-Work" laws in Maryland?*

- Support Oppose

Explain: *It depends upon the case. If net result were not positive there would not be such law. I feel Right to Work does not weaken the rights of working people. We should support Right to work laws in Maryland.*

Opponents of the labor movement have tried in recent years to make it more difficult for unions to serve their members, through a friendly sounding proposal called "paycheck protection". The net effect is that it would make it virtually impossible for unions to represent their members. *What is your position on the so-called paycheck protection idea?* Support Oppose

Explain: *I feel if unions want to serve their members, they themselves want paycheck protection. Don't they?*

Maryland's community colleges were established by state law and receive part of their funding from the state. Yet, unlike K-12 public school employees in each county, community college workers are denied the right to organize and engage in collective bargaining. *What is your position on granting collective bargaining rights to community college employees?* Support Oppose

Explain: But I do not student fees go up because of this.

When workers choose an exclusive collective bargaining representative, that union is legally obligated to represent every worker in the unit. Even when some people choose to be non-members, the union must represent them fully and fairly. *In your opinion, do you support permitting a union to collect a service fee from non-members for the cost of union representation as long as there are protections for those who object on religious grounds?* Support Oppose

Explain: It is not fair for the unions to collect service fee from non-union members. If they want union representation they will join the union. Or voluntarily donate money for the cause.

The AFL-CIO created the term "Labor Peace Agreement," to describe a workplace neutrality agreement. An LPA is an agreement between the employer and the union in which the employer agrees not to resist the union's organizing attempts. Recently, the District of Columbia City Council passed an ordinance requiring the Mayor to demand an LPA on projects where it has been determined that the City has a "proprietary interest at risk in a hotel development project". *Would you support a similar provision in Maryland, whenever public funds are used to help finance business operations?* Support Oppose

Explain: I will take my decisions by looking into the details of the facts in the case. I want to support unions but not in a way to topple turny ownership interest of investors who are the key drivers of the projects. I feel unions should not misuse LPAs.

Skilled Trades

A Project Labor Agreement (PLA), also known as a Community Workforce Agreement, is a pre-hire collective bargaining agreement with one or more labor organizations that establishes the terms and conditions of employment for a specific construction project. Before any workers are hired on the project, construction unions have bargaining rights to determine the wage rates and benefits of all

employees working on the particular project and to agree to the provisions of the agreement. The terms of the agreement apply to all contractors and subcontractors who successfully bid on the project. *If elected, would you support PLAs on all construction projects that receive State funding?*

Yes No

Explain: If there is no other ^{prevailing} law that makes PLA null, Yes
I support PLA.

In government contracting, a prevailing wage is defined as the hourly wage, usual benefits and overtime, paid to the majority of workers, laborers, and mechanics within a particular area. Prevailing wages on State funded projects are established by the Department of Labor, Licensing, and Regulation for each trade and occupation employed in the performance of public work. In order for a construction project to require Prevailing Wage in Maryland, it must receive State funding and be valued at \$500,000 or more. *Do you support lowering the threshold to \$250,000 or less, to expand Prevailing Wage rates to more Maryland workers?* Yes No

Explain: If a fast food restaurant can pay minimum wage, I think
Construction workers should get minimum wage no matter
the size of the project is big or small.

Do you support expanding Prevailing Wage law to cover local projects that receive Tax Incremental Financing (TIF)? Yes No

Explain: It depends upon the importance of the project
in Public interest. I don't want to increase tax
burdens but I want Corporations to pay fair wages. We
should find trade off by going to the details of cost components.

Health Care

Many employers provide health care to their employees. However, some large employers that can well afford to provide coverage, shirk their responsibility by refusing to offer employment based health care plans or offer plans with very limited coverage and high premiums. An overwhelming number of employees at big companies are paid such low wages that they cannot purchase their own health care plans. Thus, these companies boost profits by shifting health care costs to taxpayers. The workers and their families must resort to public health programs such as Medicaid and the State Children's Health Insurance Program. In some instances, the employer refers employees to these

public funded services. "Health Care Disclosure" legislation requires annual employer reporting on employees using public health programs. Disclosure gives legislators and taxpayers an account of what is driving the fastest growing area of state spending. *Would you support Health Care Disclosure legislation?* Yes No

Explain: I feel in healthcare matters the Government is not doing its job than employers not doing its job. If govt. feels it has a right to collect taxes it should also feel responsibility to provide healthcare. At present, the GOVT is paying for the wars overseas from tax money but not providing the healthcare that people need. At least employers are giving jobs
As health care costs continue to escalate, and with significant changes coming to the Affordable to American Care Act, many Marylanders do not have access to affordable quality health care services, and many more are under the threat of losing access. *What should the next Administration and General Assembly do to solve this problem?*

- a) Leave it to the federal government to fix
- b) Do nothing/monitor the situation
- c) Adopt a state universal health care system
- d) Provide coverage to the uninsured but leave private insurance plans in place

Please explain your position It is both State and Federal responsibility. People should have access to healthcare that is affordable.

Education

The number of charter schools in the state continues to increase. The teachers in Maryland's public-school system and charter schools have the right to organize and bargain collectively. *Do you support continued collective bargaining for teachers in Charter Schools?* Yes No

Explain: ~~We have to train and champion our teachers~~

The Commission on Innovation & Excellence in Education – commonly referred to as the "Kirwan Commission" – is charged to review and assess current education financing formulas and accountability measures, and how each local school system is spending its funds, including the increased State funds provided through the Bridge to Excellence in Public Schools Act. Further, the Commission will consider how the federal Every Student Succeeds Act of 2015 will affect primary and secondary education in Maryland, and how best to prepare students to compete in the workforce and the global economy. Their report is not expected to be completed until after the 2018 Legislative Session. *Considering the report has not been finalized, and if given the opportunity to submit your*

ideas to the Commission, what proposals would you have to close the equity gap in public education, fully fund our school systems, champion our educators, and provide a world class education to Maryland students?

We have to train and champion our teachers.

The 21st Century School Facilities Commission – commonly referred to as the “Knott Commission” – was convened to look at cost-savings measures in the construction and maintenance of public schools throughout the State. The Commission reviewed the existing process of school construction, from local decision making to the roles played by state agencies through the Interagency Committee on School Construction, to design and architecture, as well as labor costs. Do you believe that Prevailing Wage Law in Maryland needs to be changed in order to save cost on school construction? Yes No

Explain: We can save cost in many ways.

We should not weaken our minimum wage laws in the name of cost savings in public projects. We need to reduce overhead cost. We need to reduce material cost without compromising quality.

As the State considers alternative financing and public-private-partnerships for school construction, do you believe the prevailing wage laws should be strengthened? Yes No

Explain: Prevailing wage laws should be strengthened without increasing tax burdens on the peoples.

Accountability / Economic Development

State government sometimes privatizes state services or functions. It often does so with the rationale that private firms can do the job better, cheaper and more efficiently than the public sector. However, little is done to establish a benchmark and then actually monitor and provide annual reports on the cost savings and the quality of services.

Would you support legislation that would audit these contracts, and publicly report the findings?

Yes No

Explain:

Do you support state privatization of certain public services? Yes No

Explain: Certain or some public services yes, But, not all public services - Private sector is efficient and economic in many areas but not in all areas. There are areas where public sector also does fine. So it depends upon the case.

Would you support legislation offering state employees real input regarding ways to increase efficiency in lieu of contracting out a service? Yes No

Explain: It depends upon the case. We need to use both state employee inputs as well as contracting out. We need to use both in most of the cases.

In its desire to attract new business and jobs and maintain current businesses, the state offers businesses an array of tax incentives, tax abatements and grants paid for by tax dollars. In exchange these businesses promise to create or maintain a certain number of jobs for a certain period of time. Although the state has regulations for recouping some of its investment if the promise is not met, there is concern that the outcome data is inconclusive leaving hundreds of thousands of dollars not accounted for and maybe not recovered. *In your view, what should the state do to hold businesses accountable for the tax dollars spent on their behalf?*

Explain: State at first should use multiple criteria to attract corporations in the state. Example: Single rules and laws, availability of infrastructures, availability of electric power, land etc. In addition to that States may offer tax holiday or reduced tax rates for a limited period.

Maryland like many states finds itself in a budget challenged situation. In attempts to balance the budget there are often cuts to the number of employees, employee benefits, and public services.

Do you believe that the state should also propose revenue generators such as?

Example - Phillip Morris
The millionaires' tax Yes
Combined reporting Yes

Microsoft No Not sure
 No Not sure
Depends upon the case and nature of business, how it is contributing to people at large.

Higher State Minimum Wage

Yes

No

Not sure

Minimum income tax for corporations

Generally Yes

No

Not sure

In some instances, public money is being spent in the name of economic development that does little to create good jobs, and sometimes, the money is used for investments in other states or countries. *to gun makers, cigarettes & liquor factories*
Would you support a Keep the Jobs in Maryland Act which would insure that tax dollars are used to create jobs in-state by prohibiting contracting with or providing assistance to companies that ship work out-of-state?

Yes

No

Candidate (please print)

UTAM PAUL FOR US CONGRESS

Signature

Uta

Date

April 4, 2018

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