Overview:

The Metropolitan Washington Council, AFL-CIO, is comprised of 180 local unions representing working people in all public industry sectors. The Metropolitan Washington Council AFL-CIO’s priorities are outlined below:

- creating family sustaining jobs for all;
- investing in education, infrastructure, healthcare and transportation;
- improving the lives of workers through education, quality job training, career advancement and livable wages with good benefits;
- ensuring fair, progressive tax policies;
- making high-quality, affordable healthcare available to everyone;
- holding corporations and government more accountable to ensure that the public good is served by taxpayer dollars; and
- ensuring that a worker’s universal right to organize and to bargain collectively for wages, hours and conditions of work are maintained and enforced.
GENERAL INFORMATION:

Name   Krystal Oriadha

Address   406 71st Ave

City / County   Seat Pleasant   Zip 20743

Phone: 301-456-7429   Mobile 713-498-5179   Email krystal@votekrystaloriadha.com

Candidate for: Prince George’s County Council District 7

Campaign Committee Name and Address: Friends of Krystal Oriadha

406 71st Ave, Seat Pleasant MD 20743

Campaign Committee Phone: 301-456-7429   Email / Web www.votekrystaloriadha.com

Campaign Manager: Alicia Martin

Campaign Treasurer: Ernesto Rodriguez

Does your campaign accept PAC contributions? Yes

Previously elected / appointed office: N/A

Office Term Office Term

Have you ever received labor’s endorsement? When?

Answer: I am a first time candidate and have been endorsed by the following: UNITE HERE Local 25, Casa In Action, PGCEA, SEIU 32BJ, UFCW Local 400, and Progressive Maryland.

PLEASE EXPLAIN WHY YOU SEEK LABOR’S ENDORSEMENT:

I believe that our values are aligned. The current federal administration is waging a war on the working class. We must be proactive in protecting unions. I believe that as a Democrat, it is my responsibility to act now to support unions and provide opportunities for them to grow. We have an opportunity to protect unions and worker rights on the local level, however, the current local government in Prince George’s County is not driving an agenda focused on helping workers. For example, I would like to see more Project Labor Agreements in the county, more investments in apprenticeship programs, and more legislation passed versus
just support for best practice standards. I will fight together with AFL-CIO to protect workers, unions, and improve the quality of life in our community.

SIGNATURE: [Signature] DATE: 5/4/18

Please return your signed questionnaire by Friday, May 4, 2018 to the below address:
Metropolitan Washington Council, AFL-CIO
Attn.: David Dzidzienyo
815 16th St NW, Washington, DC, 20006
Submissions can also be e-mail to ddzidzienyo@dclabor.org

2018 Candidate Questionnaire

A. Workplace Rights: (Please answer by checking the box)

There are certain basic workplace rights that the unions and members of the Maryland State and District of Columbia AFL-CIO believe are fundamental and absolutely essential. Collective bargaining elections and representation are permitted for private sector employees, whereas for public sector employees in Maryland, legislation is required in order to have those same rights. Over the past decade, these rights have been given 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.

1. 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?

   X Support □ Oppose □ Not sure

What is your position on each of these fundamental rights?

2. The right of workers to organize and have union representation

   X Support □ Oppose □ Not sure

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

   X Support □ Oppose □ Not sure

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

   X Support □ Oppose □ Not sure

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

   X Support □ Oppose □ Not sure
The National Labor Relations Act grants private sector workers the right to organize themselves and be represented by a union in collective bargaining negotiations. From time to time, 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 “union security” 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.

6. Would you support Right to Work in Maryland?

☐ Yes  ☒ No  ☐ Not sure

Opponents of the labor movement have tried in recent years to stifle labor’s political and legislative voice through a friendly sounding proposal called “paycheck protection.” It proposes to give rank and file members more control over how their dues money is spent. It does so by requiring unions to spend an incalculable amount of time and money jumping through bureaucratic hoops. The net effect is that it would make it virtually impossible for unions to represent their members in the political and legislative arenas.

7. What is your position on the so-called paycheck protection idea?

☐ Support  ☒ Oppose  ☐ Not sure

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 do not have the right to organize and engage in collective bargaining.

8. What is your position on granting collective bargaining rights to community college employees?

☒ Support  ☐ Oppose  ☐ Not sure

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 other words, those who pay dues are obligated to subsidize those who don’t.

9. In your opinion, should a union be permitted 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?
B. Health Care: (Please answer by checking the box)

The financial imperatives transforming the health care industry increasingly undermine the ability of clinicians to make health care decisions based strictly on the needs of their patients. This includes a pervasive practice by hospital corporations not to have on shift at all times a sufficient number of registered nurses taking care of patients, a practice which is dangerous for patients and studies show increases morbidity and mortality rates among hospital patients. Another manifestation of this problem is that Maryland has the longest emergency room wait times in the country, according to the US federal Centers for Medicare and Medicaid Services; one clear cause of this is understaffing in the ERs and other units of the hospitals. What steps would you pursue to protect and improve the quality of patient care in county hospitals and clinics? Do you support mandatory, minimum nurse-to-patient ratios in acute-care hospitals? Do you support measures to limit unsafe, premature discharges of patients or transfers from acute care hospitals to nursing homes or other sub-acute facilities? Do you support legislation to enact new protections for hospital patients warehoused in “observation status” with fewer protections accorded other patients?

Currently 28 million Americans, including 389,000 Marylanders, have no health insurance and tens of millions more across the country have inadequate insurance with high co-pays and deductibles that prevent them from seeking care. While this is an improvement from the number of uninsured people in the state before the passage of the Affordable Care Act and the expansion of Medicaid in Maryland, it is still unacceptable to the state’s registered nurses. Over 10% of Maryland’s population (i.e., over 600,000 people) still cannot afford to see a doctor.[1] This situation will get worse if CareFirst, the state’s dominant health insurance carrier, obtains its requested 52% rate hike from the Maryland Insurance Administration. President Trump and Congressional Republicans have sought to make a bad situation much worse by attempting to pass (unsuccessfully thus far) new federal legislation that will deny care to an additional 22 million people, including those in Maryland dependent on Medicaid and the ACA exchanges. But even without these Republican proposed changes, the US still ranks poorly among industrial nations in a large number of health indicators, despite paying more per capita than most other OECD countries.

1. Do you believe that health care is a human right? Are you in favor of a publicly-administered, single-payer universal health care system? Will you champion legislation to implement such a plan in the State of Maryland?

   X Yes  □ No  □ Not sure

2. Nurses have some of the highest rates of work-related, musculoskeletal injuries of any occupation. Do you support legislation that would require that hospitals institute and utilize lift teams and lift equipment, and that also protects the rights of nurses to speak out regarding unsafe patient care practices?
3. The rates of workplace violence in health care settings have risen to epidemic proportions. The Bureau of Labor Statistics showed that 48% of all non-fatal injuries from occupational assaults and violent acts occurred in healthcare and social service settings. Healthcare workers specifically are five times more likely, than all other major industries combined, to be the victim of assault. Thus far, California is the only state to have passed comprehensive workplace violence prevention legislation to protect registered nurses and other healthcare workers. In order to be effective, such a standard must mandate that every hospital develops a workplace violence prevention plan in conjunction with registered nurses that is unique to the needs of each unit, and is in effect at all times in every unit. It must include hazard identification and correction procedures, annual program evaluation, in-person training for all employees and sufficient staffing to respond to workplace violence incidents. Do you support the creation of a comprehensive workplace violence prevention standard for healthcare workers in Maryland?

X Yes □ No □ Not sure

As health care costs continue to escalate, many Marylanders do not have access to affordable quality health care services.

4. What should the next Administration and General Assembly do to solve this problem?
   □ Leave it to the federal government to fix
   □ Do nothing/monitor the situation
   X Adopt a state universal health care system
   □ Provide coverage to the uninsured but leave private insurance plans in place
   □ Other (please specify)

D. Education: (Please answer by checking the box)

1. Would you support returning to an all-elected Board of Education for PGCPS?

X Yes □ No □ Not sure

2. Would you support removing all authority of the Country Executive from PGCPS? Including returning the CEO position to that of Superintendent as outlined by the State.

X Yes □ No □ Not sure

3. Will you as an elected official commit to providing a budget that will fully support the Prince George’s public school system and the necessary resources needed?

X Yes □ No □ Not sure

4. Do you support collective bargaining for teachers in Charter Schools?
Answer: Yes, based on Maryland law regarding Public Charter Schools teachers at public charter schools are members of PGCEA, therefore I believe they should have the same access to rights as other union members.

X Yes □ No □ Not sure

Maryland continues to have one of the best public education systems in the country. Much progress has been made since 1999 and the establishment of the Thornton Commission and the passage of legislation based on the commission’s recommendations.

5. Do you support Full Funding for Thornton?

X Yes □ No □ Not sure

C. Accountability/Economic Development: (Please answer by checking the box)

Good Jobs First has developed model legislation aimed at improving government transparency and accountability for subsidized economic development projects. Many states and municipalities have adopted the model legislation.

As an elected County official, will you introduce and support legislation to (Please check all that apply):

X Require company-specific reporting for each subsidy deal as originally granted, and annual reporting for each deal’s actual outcomes with regard to jobs created, wages and benefits paid, capital invested, and other public benefits.

X Establish job creation standards for economic development projects receiving County subsidies, such as the number of new full-time jobs that must be created for a specified level of financial assistance

X Establish job quality standards for economic development projects receiving County subsidies, such as the number of hours that must be worked per week, provision of paid leave, provision of health insurance, apprenticeship participation, and wage standards

X Recapture or rescind subsidies if a recipient fails to achieve its job creation, wage and healthcare requirements

X Require annual reporting of companies receiving County property tax abatements and reductions

X Require a publicly accessible unified economic development budget that provides a comprehensive accounting of economic development spending all in one place
E. Standing with the Democratic Party: (Please check all that apply)

Every four years, the Democratic Party establishes its party platform—the ideas and beliefs that govern the party as a whole. In 2016, the platform included the following tenets related to workers. As a Prince George’s County councilmember and member of the Democratic Party, please indicate which of the following you support.

- Make it easier for workers to exercise their right to organize and join unions
- Bring companies to the negotiating table
- Support binding arbitration to help workers who have voted to join a union reach a first contract
- Oppose so-called “right to work” laws
- Vigorously oppose any efforts to roll-back prevailing wage standards
- Defend the right of workers to collect their defined benefit pensions and ensure workers get priority and protection when pension plans fail
- Make investments to spur the creation of jobs for our young people
- Fight to ensure every American has access to quality, affordable health care
- Push for more educational benefits and job training for veterans
THIS SECTION APPLIES ONLY TO MONTGOMERY COUNTY CANDIDATES
Note: Does not apply, candidate for Prince George’s County

F. Extending Montgomery County’s Prevailing Wage Law to Include School Construction:
(Please answer by checking the box)

Prevailing wage laws assure that workers on public works projects are paid a wage that is most common or “prevailing” for a specific job in a specific geographic location. They prevent contractors from undermining local employment by low bidding or bringing in workers at lower wages.

MCPS is budgeting its school construction projects to avoid paying prevailing wages—seeking to achieve cost savings by paying construction workers as little as possible in a county with a high cost of living.

Maryland enacted its prevailing wage legislation in 1945. Montgomery County enacted its prevailing wage law in 2008, but excluded school construction projects. Consequently, MCPS construction is governed solely by the State’s prevailing wage law. The threshold for applying the State’s prevailing wage law occurs when the state funds 75% or more of total project costs.

According to OLO Report 2017-4, “New School Construction Costs,” by Stephanie Bryant, to avoid paying prevailing wages on its school construction projects, MCPS does not request more than 24.9 percent of state funding for any school projects.

1. As a Montgomery County elected official, will you introduce and support legislation to close the loophole and extend the County’s prevailing wage law to cover County school construction projects?

□ Yes  □ No  □ Other (explain below)

Comments:
G. Establishing a Montgomery County PLA Ordinance: (Please answer by checking the box)

Project Labor Agreements (PLAs) have been proven to bring in projects on time and on budget. They also have the added benefit of building community partnerships with contractors and unions to hire locally, provide family healthcare, pensions, and a career path for residents.

Across the DMV area, LiUNA has been successful securing PLAs on a wide range of projects, including the DC United Soccer Stadium, the Wizards Practice Facility, the Northeast Boundary Tunnel, and the South Capitol Street Bridge in Washington, DC; the Purple Line in suburban Maryland; and the 395 HOT Lanes in Virginia, among others. This pipeline of projects enables laborer apprentices to move from project to project as one ends and another begins, accumulating the hours they need to graduate and become journey workers earning family-supporting wages.

Other jurisdictions have also adopted PLA ordinances. For example, in Prince George’s County, the County Executive has had express authority since 2011 to execute PLAs on County-funded projects of $1 million or more. In the District of Columbia, a law was passed in 2016 requiring PLAs on city-funded construction projects valued at $75 million or more, unless the Mayor indicates in writing that such an agreement is not in the best interest of the District.

1. As a Montgomery County elected official, will you introduce and support legislation to require PLAs on County construction projects valued at $20 million or more unless the County Executive indicates in writing why a PLA on a particular project would not be in the best interest of residents?

☐ Yes ☐ No ☐ Other (explain below)

Comments:
2. Will you sign PLA's per Current county law?
   □ Yes  □ No

3. Will you adopt apprenticeship readiness programs with RFP's on County projects?
   □ Yes  □ No
THIS SECTION APPLIES ONLY TO PRINCE GEORGE’S COUNTY CANDIDATES

H. Strengthening Prince George’s County’s PLA Ordinance: (Please answer by checking the box)

Project Labor Agreements (PLAs) have been proven to bring in projects on time and on budget. They also have the added benefit of building community partnerships with contractors and unions to hire locally, provide family healthcare, pensions, and a career path for residents.

Across the DMV, LiUNA has been successful securing PLAs on a wide range of projects, including the DC United Soccer Stadium, the Wizards Practice Facility, the Northeast Boundary Tunnel, and the South Capitol Street Bridge in Washington, DC; the Purple Line in Maryland; and the 395 HOT Lanes in Virginia, among others. This pipeline of projects enables laborer apprentices to move from project to project as one ends and another begins, accumulating the hours they need to graduate and become journey workers earning family-supporting wages.

While the County Executive for Prince George’s County has had the express authority since 2011 to execute PLAs on County-funded projects of $1 million or more, only one project (the Brandywine Firehouse in 2012) was built with a PLA. There has been virtually no effort by the County Executive to utilize this authority since then.

1. As a Prince George’s County elected official, will you introduce and support legislation to require PLAs on County construction projects valued at $20 million or more unless the County Executive indicates in writing why a PLA on a particular project would not be in the best interest of residents?

X Yes  □ No  □ Other (explain below)

Comments:
Yes, I think that it is important that we put policy behind our values. If we say that we support unions and the working class, then our policies should reflect those values. I also believe that all projects under the set threshold should meet union standards regarding things like wage and paid sick leave.
Prince George’s County has pockets of poverty and high unemployment. According to The Workforce Landscape in Prince George’s County, nearly 10 percent of residents live in poverty, and many of the communities that border the District of Columbia have unemployment rates in the double-digits, including Oxon Hill, Bladensburg, Capitol Heights, and Hyattsville.

Despite these dire statistics, the County’s local hiring ordinance only sets “best efforts,” aspirational goals for County contractors. In contrast, other jurisdictions that have adopted local hiring ordinances have established very specific requirements for their contractors, and levy fines when violations occur. Some of these jurisdictions include the District of Columbia, San Francisco, Pittsburgh, Seattle, and Milwaukee.

2. As a Prince George’s County elected official, will you introduce and support legislation to amend the County’s local hiring and apprenticeship ordinances to set firm requirements rather than “best efforts” or aspirational goals for County contractors?

   X Yes
   □ No
   □ Other (explain below)

Comments:
Yes, as I mentioned before I think we must move past just encouraging better practices, and start implementing better policies. I believe education is an equalizer. Creating an opportunity for young adults to learn a trade and have the opportunity to work in that field is a key part of uplifting a community.
3. Short-term rental companies like Airbnb have grown exponentially in the last few years. In order to protect our neighborhoods and communities against commercial operators who convert valuable housing to de facto hotels, do you support stronger regulations of short-term rentals that would track short-term rentals, limit them to primary residences, and put a reasonable cap on the amount of days a host can share their home while not present?

   X Yes   ☐ No   ☐ Other (explain below)

Comments:
4. During the past several years, real estate developers have taken advantage of Prince George’s County by seeking financial subsidies for low-quality, sprawl developments with no protections to ensure high-quality jobs are created or that workers are treated fairly. This approach is exacerbating inequality in the County. Would you require developers to hold to high standards for job quality, and work to ensure the right of their employees to join a union without fear or intimidation, whenever the County is involved in development projects?

X Yes □ No □ Other (explain below)

Comments:
Yes, I think it is our job to negotiate a deal that provides the best for our community. I think things like LPA’s and CBA’s are great ways to ensure that when communities are being developed they are also benefiting the people that live there not just developers.

Yes, I believe that Unions are needed to protect worker’s rights. I will continue to support workers and their right to organize because I believe that together we are stronger.
I. **Transportation:** (Please provide your response on a separate sheet).

1. Going into WMATA's FY2019 budget season, politicians, community groups, labor, and business groups have weighed in on the dedicated funding debate. If you are elected, what would you propose to provide WMATA dedicated funding, and how would you navigate the politics of the situation and unite the jurisdictions around your proposal?

   **Answer:** Bus and Rail Transit are relatively important to a significant proportion of my potential constituents. Personally, I am a strong proponent of public transit. I believe that dedicated funding is necessary to ensure the long-term viability of WMATA. Now that legislation just passed to provide dedicated funding to WMATA, I would advocate to ensure that the funding stayed in place and was allocated properly. I would also work to ensure marginalized communities where addressed first.

2. In the last few months, there have been several major safety concerns that have been raised publicly by ATU Local 689 leadership and members. From operator assaults to issues with the 7000 series trains, the public has seen that WMATA management doesn't seem to be able to create a true safety culture at WMATA. How would you work with and support employees who raise safety concerns and are ignored?

   **Answer:**
   I believe we need elected officials that are advocates first not career politicians. That means that you use your platform to amplify the needs of the people you represent. I will always be the person that is willing to step up to the front lines of any issue that is adversely affecting my community. I will make sure that people are held accountable for their actions and inaction.

   There are three institutional avenues available to support employees and others who raise safety concerns and are ignored. The first is to testify before the WMATA governing board at public hearings. The strong voice of an elected official can make a difference if well informed and clear. Second, advocacy on behalf of a strong safety culture through membership on WMCOG can also place the issue front and center. I would work to ensure that the County representative take a strong stance on the WMCOG Board on this issue at its regular meetings. Finally, the County Council itself can hold hearings on safety, assuring a voice for those who have something to say. Through those hearings, reports, and resolutions that follow, they can influence the County delegation to act in Annapolis to prod WMATA to act on public and employee safety concerns.

3. In addition, how would you work with labor to help tackle the larger issue of establishing a safety culture at WMATA and solving some of the recent safety issues, like operator assault, that have been brought to the forefront?
Answer: I believe that we have to be proactive and always think of ways in which we can improve. We should have a “think tank” that addresses issues such as safety and run pilot programs, so we can roll out new policies and guidelines with ease. It is going to take people at the table that don’t mind thinking outside the box and understand, if one method does not work, you don’t stop trying you just go back to the drawing board.

4. With the recent revelation that WMATA and ATU Local 689 have reached an impasse in negotiations due to their inability to agree regarding the employee's defined benefit pension, many politicians and advocates for privatization have tried to make a case for lowering "labor costs" by eliminating hard earned, very basic worker protections. How would you champion worker protections and change the narrative surrounding "labor costs" and defined benefit pension costs?

Answer:
I will always work to defend workers’ rights. I believe that as an elected official you have to be willing to stand up and fight alongside the people you represent. There has been this long-standing narrative with more conservative politicians that Unions and workers are the problem, even though, we see that the executive level continues to get larger salaries and mismanage funds. We need to force them to answer the question - Do they believe that hard working people deserve healthcare for their family, to be able to put a roof over their heads, to be able to take of their kids when they are sick without losing their job, or do they think that is a luxury that only they deserve? Workers are not asking for more, they are asking for what is right and what they have earned.

Shifts away from defined benefit pension systems have done little if anything to guarantee the security of retired workers, no matter what the occupation. Privatization is a particularly problematic solution, as in the case of pensions, it tends to raise the costs to the worker while reducing retirement benefits and security.

5. In the last six months, there has been a lot of discussion surrounding the possibility of the establishment of a federal control board to run WMATA. If that happened, the possibility of eliminating legally binding labor contracts would become a reality, endangering thousands of workers. What are your thoughts regarding the takeover of a federal control board and would you be open to adding a labor seat to the WMATA Board?

Answer: I would not support establishing a federal control board to run WMATA. I would support adding a labor seat to the WMATA Board.

J. Bail Reform: (Please provide your response on a separate sheet).

Under the current money bail system, judges in Maryland typically set financial conditions of release, with little consideration as to whether the defendant can meet them. Defendants must then either pay the court or
a commercial bail bondsman to get out of jail. Those who can’t afford bond often remain incarcerated until their cases go to trial, sometimes for periods of weeks or longer.

1. Maryland’s highest court approved key changes to the state’s bail system, setting into motion a reform designed to keep defendants from languishing in jail before trial simply because they’re poor, do you support Bail Reform Efforts?

Answer: Yes, I support Bail Reform. I have been a longtime advocate for criminal justice reform and ending mass incarceration. As the Chair for Progressive Maryland’s Prince George’s Chapter, I have been leading a charge around bail reform. I have worked with national organizations like Color of Change to bring attention and awareness to the issues facing our community, as well as, lobby my elected officials to do the right thing around reform. I plan to use my office when elected to continue to champion social justice issues like bail reform.

K. Confederate Monuments and Memorials: (Please provide your response on a separate sheet).

At the federal level, legislation is being proposed that would prohibit the use of taxpayer funds for the creation, maintenance, or display of any Confederate symbols on Federal property. The Federal proposal defines “Confederate symbol” as a Confederate battle flag, any symbol or other signage that honors the Confederacy, any monument or statue that honors a Confederate leader or soldier or the Confederate States of America. Localities across the nation are having this debate.

2. What is your position on this matter?

Answer: I do not think that our tax dollars should be used to maintain confederate monuments. As a black woman, I take issues with us lifting up replicas of the oppression of my people, as if it is something to be celebrated, while re-writing history books to trivialize 400 years of slavery. It is important that we teach the meanings of these symbols but I think the place for that is in museums, books, and class rooms where the context of what it represents is clearly presented. We need to learn from our history so we do not repeat the same mistakes, not glorify the worst part of our past.

3. Should there be legislation removing Confederate symbols from libraries, parks, streets, and public buildings?

Answer: Yes, see answer above.
Candidate (Please Print Legibly): Krystal Oridayha
Signature: ![Signature]
Date: 5/4/18

Thank you.