



April 2, 2018

Western Maryland Labor Council, 152-154 N. Mechanic St., Cumberland, MD 21501
Central Maryland Labor Council, 511 E. Franklin St., Hagerstown, MD 21540
Metro Washington Council, AFL-CIO, 888 16th St., NW, Ste #520, Washington, DC 20006

Dear Brothers and Sisters in Labor,

Attached is a copy of my AFL-CIO 2018 Congressional Candidate Questionnaire. I share your values and ask that you consider me for endorsement so that I can bring a new voice to Washington that will fight for working families in the Sixth District.

As a retired Military Intelligence Officer, I look at Russia's meddling in our election, and I ask your help in restoring our democracy to the American people. For too long, leaders in both parties have been captured by big money and the donor class. Our government has grown out of touch with working people, and the voters know it. We cannot continue to promote up elected officials because they are not as bad as others. It has been this pattern within our party which has led to the election of Governor Hogan and President Trump. **If you are happy with the status quo, it may make sense to promote the Majority Whip in the State Senate up a level. I am not happy with Governor Hogan and President Trump, so I offer an alternative.**

In the Sixth District, we have been represented by a Congressman who does not live in the district for over 5 years. One cannot truly represent a district if you are not one of the voters which you claim to represent. **Two of my competitors, both David Trone and Roger Manno, are out-of-district millionaires who are unable to represent this district properly.**

I am a Soldier and a Combat Veteran, who served three deployments to Bosnia and time on the ground in Iraq. But today, I see my country threatened by a President who is under the influence of a foreign nation, and is actively tearing down our governmental institutions, attacking not only law enforcement and intelligence agencies, but rolling back progress we have made in advancing the causes of working families across the board. As a Soldier, I am sworn to defend our Constitution. I ask you to help by joining me in my fight to save our Country.

I am committed to this race to try to save my Country. However, I can count. A number of unions have already made endorsements, although **the large majority of them are not located in the Sixth District and endorsed without interviewing any other candidates.** I must rely on the remaining members of the AFL-CIO to be open to giving another candidate a chance. **I will meet with any member union to discuss my positions and my concerns at any time.** You may contact me at 240-344-5882.

In Solidarity



AFL-CIO

2018 CONGRESSIONAL CANDIDATE QUESTIONNAIRE

First Name ANDREW	Middle Name JAMES	Last Name DUCK
State MARYLAND	District 06	Party DEMOCRATIC
<input type="checkbox"/> Incumbent <input type="checkbox"/> Challenger <input checked="" type="checkbox"/> Open		
Do you currently hold or have you previously held public office(s)? Describe. NO. I AM A RETIRED U.S. ARMY OFFICER.		
Have you received an AFL-CIO endorsement in the past? If so, for which office(s)? YES. I WAS ENDORSED BY THE AFL-CIO FOR THIS OFFICE (2006-2010).		
Official Campaign Committee Name DUCK FOR CONGRESS		
Campaign Address 5257 BUCKEYSTOWN PIKE, SUITE 477		
City FREDERICK	State MARYLAND	ZIP 21704
Campaign Manager MILLCENT HALL	Email MILLCENT @ DUCKFORCONGRESS.ORG	Cell Phone 301-401-6168
Are you now or have you ever been a union member? Union(s) and local(s)? NO.		

Please return this questionnaire to:

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**
- ➔ Would you support strengthening penalties on predatory corporations that violate workers' rights, and combat misclassification of workers as supervisors and independent contractors? **YES**
- ➔ Would you support strengthening workers' right to strike for basic workplace improvements, including higher wages and better working conditions? **YES**
- ➔ Would you support banning state laws that undermine worker freedoms to join together and negotiate? **YES**
- ➔ Would you support providing millions of public employees with the freedom to join a union and collectively bargain with employers? **YES**
- ➔ Would you support streamlining the National Labor Relations Board's procedures to secure worker freedoms and effectively prevent violations? **YES**
- ➔ Would you support protecting the integrity of union elections against coercive captive-audience meetings? **YES**
- ➔ Would you use federal purchasing power and policy to help expand opportunities to negotiate? **YES**
- ➔ 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**
- ➔ 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**

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**
- ➔ 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**
- ➔ 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**
- ➔ 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**
- ➔ 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**
- ➔ Would you support the federal government focusing workforce development funds on high-quality jobs and high-road employers? **YES**
- ➔ Would you support parity for increases in nondefense and defense spending? **YES (SEE ADDENDUM)**

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? **YES (SEE ADDENDUM)**
- ➔ 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**
- ➔ Would you oppose efforts to either weaken or repeal the Davis-Bacon Act? **YES**
- ➔ Would you oppose efforts to weaken or repeal the Service Contract Act? **YES**
- ➔ 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**
- ➔ Would you oppose efforts to undermine the use of project labor agreements (PLAs)? **YES**

- ➔ 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**
- ➔ Would you protect public-sector employees' pay, rights and benefits when special interests push privatization and contracting-out schemes? **YES**
- ➔ Would you support legislation and budget resources to end the misclassification of employees as contractors? **YES**
- ➔ Would you support policies to ensure that automation enhances human work and that the economic gains from automation are broadly shared? **YES**
- ➔ Would you oppose further federal pay freezes and benefit cuts that already have cost federal employees more than \$159 billion in lost income? **YES**
- ➔ 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**

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 (SEE ADDENDUM)**

- ➔ Would you support efforts to strengthen enforcement of trade agreements? **YES**
- ➔ Would you support legislation that allowed for the application of countervailing duties to address currency manipulation (currency CVD)? **YES**
- ➔ Would you defend worker rights globally and work to raise labor standards in the global supply chain? **YES**
- ➔ 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**

- “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**

Would you support budget and tax policies that promote the creation and retention of good jobs in the United States? **YES**
(SEE ADDENDUM)

- Would you support taxing corporate income from outsourced operations the same as income from domestic operations? **YES**
- Would you support proposals to encourage investment in domestic manufacturing, production and employment to ensure a robust manufacturing sector? **YES**

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**
- Would you support full implementation of the Dodd-Frank law? **YES**
- Would you support a 21st century Glass-Steagall Act and breaking up the too-big-to-fail banks? **YES** (SEE ADDENDUM)
- 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**

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**

- 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**

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**
- ➔ 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**
- ➔ Would you support measures to strengthen retirement income security by increasing Social Security benefits? **YES**
- ➔ 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**

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**
- ➔ Would you support increases in the job safety budget to strengthen standard setting, enforcement, and worker safety and health training programs? **YES (SEE ADDENDUM)**

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

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
 - ➔ Would you oppose enforcement-only immigration policies that increase fear in our workplaces and communities? YES
 - ➔ Would you support efforts to reform temporary worker programs by strengthening workplace protections and employer oversight? YES
 - ➔ Would you support measures to extend permanent protections to working people with DACA and TPS? YES
 - ➔ Would you support legislation to draw clear lines of separation between immigration enforcement and local and state law enforcement? YES (SEE ADDENDUM)
-

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
- ➔ Would you support legislation to require that companies guarantee at least seven paid sick days per year? YES
- ➔ 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
- ➔ Would you support The Schedules That Work Act that would empower hourly employees with greater scheduling flexibility and certainty? YES
- ➔ What will you do to help achieve the goal of high-quality, debt-free higher education? YES
- ➔ What will you do to help the millions of Americans struggling with student loan payments? YES

(SEE ADDENDUM)

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

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? **YES. (SEE ADDENDUM)**
- ➔ 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**
- ➔ Would you oppose significant cuts to the Medicaid program, through block-granting, "per capita caps," changes to the funding formula or other approaches? **YES**
- ➔ Would you support legislation to preserve coverage provided by CHIP and the ACA? **YES**

Congress should promote policies that enhance fairness, quality and cost-effectiveness in the health care system.

- Would you oppose changes that weaken the employer shared responsibility requirements of the ACA? **YES**
- 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**
- Would you oppose efforts to restrict access to FDA-approved birth control methods for women? **YES**

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**

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.**
(SEE ADDENDUM)

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**

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 ^{ELEMENTATION} ~~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.** (SEE ADDENDUM)

- 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**

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**
- Would you oppose efforts to erect obstacles to voting, including those based on economic condition or race? **YES**
- Would you support efforts to promote greater voter participation and access, including early voting? **YES**
- Would you support universal registration and oppose all barriers to universal registration? **YES**
- 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**

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.**

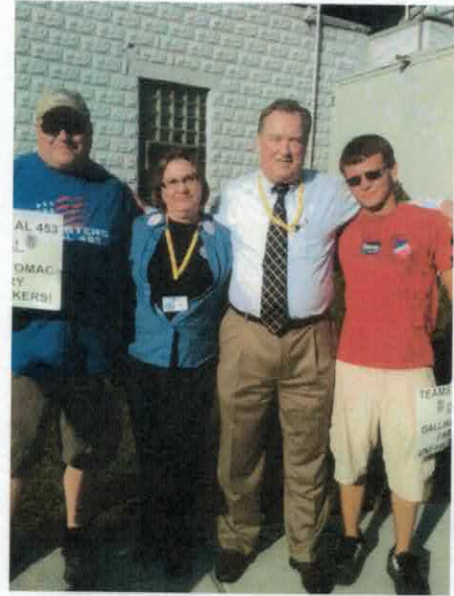
Congress should fully protect the rights of LGBTQ Americans. LGBTQ Americans need basic protections from discrimination—in credit, education, employment, housing and public accommodations. Significant progress has been made in recent years (coverage under hate crimes legislation, open participation in 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.**

1. REWRITING THE ECONOMIC RULES TO RAISE WAGES

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.

I strongly support the right of workers to organize. I will not only support the right of workers to organize and to engage in work actions, if a union within my district engages in a work action; I will walk the picket line with them. I have stood on the picket line with workers on strike in Cumberland, even when I was neither an active office-holder nor running for office. I stood with working people simply because it was the right thing to do. In addition to supporting all of the items specified in this question, I would push for aggressive enforcement of existing laws that protect the rights of working people to organize and fight for good working conditions and fair pay. I will work with unions within my district to assist them in organizing efforts. As I work to bring federal jobs and funding to the district, I will leverage my efforts to ensure that unions are considered in those economic development efforts.



2. Congress should help ensure full employment.

In addition to supporting all of the items specified in this question, I would go further. It is clear that the Federal Reserve has focused excessively on controlling inflation at the expense of full employment. I will not only attempt to correct that error by advocating for any new appointments to the Federal Reserve to commit to a focus on full employment, I will address this error with existing members of the Fed. If Jerome Powell testifies, I will ask specific questions to require him to address the reasoning for this error. I will sponsor or co-sponsor legislation to overturn the recent corporate tax cut which costs over \$1.5 Trillion and redirect those funds to additional infrastructure spending. I support direct federal spending to address our infrastructure needs, not "Public-Private Partnerships" which result in excessive tolls, which are regressive taxes that hit working families the hardest. Use of variable rate tolling in the DC area has resulted in tolls as high as \$47. We should not have one set of highways for rich people and a separate set of roads for working people. As part of this infrastructure spending, I will fight for increased funding for mass transit, especially METRO, with a focus on improved safety for both workers and riders. I support increased federal investment in green energy research and implementation. I will sponsor legislation to install solar and geothermal energy in all federal buildings over 3000 square feet. This will create union jobs and save the government money in reduced energy expenses, paying for itself within 3 years. I will sponsor legislation to speed the conversion of the electric grid from a centralized production of electricity from large plants, to a smart grid approach that is focused on the distributed generation of renewable energy, with large scale energy storage for load leveling when the sun is not shining and the wind is not blowing. This retooling of the electric grid will create thousands of additional jobs for union electricians. I support increasing federal revenues by raising the top marginal tax rate to 50%, imposing a transaction tax on Wall Street transactions, and taxing capital gains at the same rate as earned income. A Wall Street transaction tax is needed to reduce excessive machine trading which is currently causing excessive volatility. It makes no sense to tax income from work at a higher rate than

unearned income. On the spending side, I support parity in nondefense and defense spending, not just in the increases. The 2017 budget spent 57% of discretionary income on defense spending. My target would be a 50-50 split between defense and non-defense spending. I would achieve a cut to defense spending through Defense Acquisition Reform which would reduce the bureaucratic burden on the defense planning and budgeting process. This reform is sorely needed, as the current system takes at least 7 years from defining a requirement before the troops get equipment. We need a system that is much more responsive and cheaper to implement. This reform will enable us to cut Defense spending without cutting defense related union jobs, while freeing funds for investment in other requirements such as health care and education.

3. Congress should protect and strengthen labor standards and expand employment protections for working families.

In addition to supporting all of the items specified in this question, I would go further. The Fight for \$15 is just the first step in the fight for a living wage. I know that \$15 per hour is not sufficient to provide for a family everywhere in the country. I support a living wage based on the United Way's ALICE (Asset Limited, Income Constrained, Employed) Index, which provides a county by county calculation of a living wage. In addition to supporting legislation and budget resources to end the misclassification of employees as contractors, I will use Congressional oversight to push for aggressive enforcement of existing laws which are routinely violated. Within the Department of Defense, where the proportion of contractors has grown significantly, I will advocate to convert contractor positions to military and government civilian positions. Cuts to military and government civilian positions have resulted in contractors being hired to perform "inherently governmental" activities, placing personnel in legal jeopardy. I will actively work to defend public sector employee positions, wages and benefits. I will sponsor legislation to restore the Military's 20 year retirement as a permanent option for Active Duty Soldiers, a benefit which is being eroded.

When evaluating the credibility of candidates on whether they will defend public sector employee benefits, I encourage the AFL-CIO to examine the record of elected state legislators. Maryland teacher pensions were moved from a shared responsibility with both State and County contributions, to put the entire responsibility on the County. This move is now resulting in teacher pensions which are increasingly underfunded. State Legislators who voted for this transfer should be held accountable for their irresponsible actions on this issue.

An additional issue of particular concern to Correctional Workers is the chronic understaffing of State correctional facilities. Elected State legislators consistently vote for the budgets which do not provide sufficient funding for those correctional facilities, and fail to conduct the oversight needed to ensure the limited funds that are provided are spent to fund the appropriate number of positions. This understaffing puts the safety of both inmates and correctional officers at risk. State Legislators who voted for this underfunding should be held accountable for their irresponsible actions on this issue.

4. Congress should reform the global economy.

In addition to supporting all of the items specified in this question, I would go further. I would sponsor or co-sponsor legislation to require that all corporate income earned overseas is treated the same as domestic corporate income, and taxed immediately at the same rate. With regard to NAFTA, I would work to provide the appropriate funding to ensure that all displaced workers are provided with the training needed to transition into other industries, with a focus on ensuring that those other industries have sufficient jobs available to make the training worthwhile. As NAFTA is renegotiated, I will insist that the revised agreement include improved standards for working conditions as a key component. For

trade issues broadly, I would require that the U.S. use the full powers available through existing trade agreements and organizations, rather than pulling out of agreements and engaging in unilateral action, as being done with the current Administration and is doomed to failure. To address trade violations, such as the dumping of Chinese steel and aluminum on the world market, we must organize a global response that incorporates a large number of nations. Unilateral action is not comprehensive enough to be effective. The replacement of existing trade agreements with a large number of bi-lateral agreements will weaken the U.S. position in negotiations. Starting trade wars will result in increased tariffs on U.S. goods and cost jobs. However, current procedures are too slow and not prosecuted with enough emphasis and determination. I would use Congressional oversight to speed the process of moving trade disputes through the WTO.

To encourage investment in domestic manufacturing, production and employment, I would focus on investment in infrastructure, green energy programs, and customized manufacturing. Our aging infrastructure is a drag on economic activity and is costing jobs. As workers and material spend more time stuck in traffic, the cost of U.S. goods and services increased, reducing our competitiveness. Investing in infrastructure will directly create thousands of jobs which cannot be exported, and improve our competitiveness in the world. Investing in renewable energy jobs, such as installation of solar and wind projects and re-engineering an improved "smart grid", will provide high paying domestic jobs while reducing our dependence on imported energy. As technology allows us to move from mass production of large numbers of identical items to customized manufacturing, we have the opportunity to bring jobs closer to the consumer to permit more interaction, enabling the consumer to have more input into the manufacturing process. Manufacturing in smaller runs, with greater varieties of products, will enable U.S. manufacturing to customize products for consumers with greater precision, better meeting consumer needs. This custom manufacturing provides a high-value growth opportunity that can increase jobs in the U.S.

5. Congress should reform Wall Street.

In addition to supporting all of the items specified in this question, I would go further. I would sponsor or co-sponsor legislation to repeal the recent \$1.5 Trillion tax cut, where most of the benefit went to corporate tax cuts. I support increasing the top marginal tax rate, and would consider top rates up to 50%. I would tax capital gains at the same rate as income. It does not make sense to tax income from work at a higher rate than unearned income. We should reward work, not punish it. I support the "Robin Hood Tax" to levy a small transaction tax on each Wall Street trade to reduce machine trading. We need regulation to outlaw "front-running" of trades, where large traders have built high speed trading systems to submit trades that will be processed more quickly than small investors. Regulation needs to be enforced to ensure that "credit default swaps" and similar instruments are regulated like insurance products because that is how they work. I support the full reinstatement of the Glass-Steagall Act, and I am concerned that a "21st Century Glass-Steagall Act" will be watered down and ineffective. I will also carefully monitor the Postal Service to ensure that we not only expand the services offered, but maintain Saturday mail delivery, maintain local post offices, and ensure that services continue to be available to all citizens, even those in small towns and rural areas.

2. RETIREMENT SECURITY

In addition to supporting all of the items specified in this question, I would go further. I would strengthen the financial stability of Social Security by raising the cap on the level of income subject to the FICA tax, to pay all benefits in perpetuity. I support increasing Social Security benefits for all, but particularly by providing expanded coverage to spouses, as spouses are often left with lower benefits

when the principal wage-earner passes, resulting in undue hardship on older women. We need to address this injustice as we increase Social Security benefits.

3. OCCUPATIONAL SAFETY AND HEALTH

In addition to supporting all of the items specified in this question, I would go further. We need vigorous oversight of OSHA and MSHA enforcement. Too often we see workplace deaths occurring even after safety violations have been noted and ignored. We need oversight to ensure that unsafe workplaces, especially mines, are forced to cease operations when unsafe conditions exist. Rather than allowing unsafe conditions to persist, the federal government should establish "Safety Teams" which can move in to assist with compliance when unsafe conditions exist.

4. IMMIGRATION

Too much focus has been put on immigration actions against workers, while no action is being taken to enforce the law on employers. Unscrupulous employers take advantage of workers, failing to pay workers even the low wages that were agreed, subjecting workers to unsafe working conditions, and setting unreasonable standards for working hours. I am the only candidate in this race who has debated Frederick County Sheriff Chuck Jenkins on his discriminatory enforcement using the 287g program, while other candidates have remained silent. We must enforce all laws to protect workers, and ensure that all workers have safe working conditions and are paid fairly and on time.

I support comprehensive immigration reform which focuses on family unification regardless of national origin.

5. WORK AND FAMILY POLICIES

I support HR 1880 (College for All Act) which would provide grants for students to attend a public college or university or a trade school debt-free.

6. HEALTHCARE

I believe health care is a human right. I support H.R. 676 MEDICARE For All, which would expand MEDICARE to cover everyone regardless of age.

7. EDUCATION

I am a proud graduate of Maryland Public Schools, and my children and grandchildren have attended public schools. I believe the federal government has a responsibility to ensure that every student has access to a free, high-quality, appropriate education. This includes providing funding to local school districts to ensure they are able to meet the needs of all students. The federal government can also support educational research to assist with determining what teaching methods are most appropriate and providing examples of best practices.

Current legislation requires too much testing, at the expense of teaching. We should not evaluate educational performance based solely on the performance of students on multiple choice tests. School evaluations should include a wider range of criteria, which incorporates consideration vocational and technical training, in addition to education for college-bound students. Evaluation should consider more than just reading, writing and math, it should also include areas like art, music, and physical education.

I support HR 1880 (College for All Act) which would provide grants for students to attend a public college or university or a trade school debt-free.

8. CIVIL AND HUMAN RIGHTS

We need comprehensive criminal justice reform. To address racial disparities, we should track the statistics for persons who come in contact with the criminal justice system and address racial disparities where they occur, from stops, to detentions, to arrests, to prosecutions, and to sentencing. We know that racial disparities exist at all levels of interaction with the criminal justice system, and we need action at each level. The federal government should establish recommended minimum training criteria for state and local police forces, to ensure that a uniform training standard is available. By providing a training curriculum, we can improve law enforcement training standards at a manageable cost for small municipal police forces, which may improve the quality of policing. Drug use should be handled as a medical problem, not with incarceration.

I support all actions to increase voter registration and voter participation, to include automatic registration. I support statehood for the District of Columbia. Residents of the District of Columbia are entitled to equal representation under the law. DC has a larger population than some states, and should have full voting representation in both the House of Representatives and the Senate.

I also support statehood for Puerto Rico, where the FEMA response to last summer's hurricane has been abysmal and is still costing lives today. The federal response to this natural disaster has been shameful. It results from an attitude based on ignorance and racism. Because Puerto Rico lacks any federal representation, there is no one to advocate for the millions of U.S. citizens there.

I support equal pay and treatment for all persons. We should address sexual harassment and sexual discrimination with vigorous enforcement of the appropriate laws. These acts should be treated as the crimes which they are.

I support equal rights for LGBTQ persons. I am the only candidate in this race who has attended all of the Pride celebrations in the Sixth District, and was an invited speaker at several of them. As a veteran, I would work with veterans who were dishonorably discharged due to their sexual orientation or gender identity to restore their discharge characterization to the appropriate level.

ITEMS NOT ADDRESSED

As a resident of Maryland's Sixth District, I believe that our next Congressional Representative should be a resident of the Sixth District. For the past 5 years, our Congressman has been an out-of-district millionaire. As a result, the needs of the residents of Central and Western Maryland have been ignored. A comparison of Allegany and Garrett County with their neighboring counties in West Virginia show the difference the good representation in Washington can make. West Virginia has gotten a large number of federal jobs, including the FBI Fingerprint Center in Blacksburg WV, the ATK plant, and even the Headquarters for the Coast Guard (when WV has no coastline). The Sixth District deserves a Congressman who can vote in this district. Both David Trone and Roger Manno are out-of-district millionaires who should not even be considered for endorsement.

While I have never been an elected official, for the past 14 years I have worked at the Pentagon, supporting the Army Deputy Chief of Staff for Intelligence. In my position, I have worked to provide the funding to support surveillance aircraft, to include aircraft at the airport in Hagerstown, Maryland. My work has contributed to bringing jobs to Hagerstown, and to keeping them there. Within the past six months, I provided the justification to stop potential cuts by explaining the need for layered surveillance with Moving Target Indicator (MTI) sensors. My analysis clarified the need for the Army's Medium Altitude MTI collection, in addition to the Air Force's JSTARS collection, as the sensors detect different

types of movement with different levels of precision. This analysis is part of the process needed to keep the good paying jobs at the Hagerstown airport. Knowledge of the Defense Department budget process will be essential to bringing jobs to Western Maryland and to maintaining the many defense industry jobs which exist throughout the State of Maryland. None of the other candidates for this office have this experience, which is more important than state-level legislative experience for a Congressional candidate.