



**Metropolitan Washington Council
AFL-CIO**

**2018 District of Columbia
Committee on Political Education
PRIMARY ELECTIONS**

CANDIDATE QUESTIONNAIRE

Overview:

The Metropolitan Washington Council, AFL-CIO, is comprised of 185 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.

**Metropolitan Washington Council AFL-CIO
2018 CANDIDATE'S QUESTIONNAIRE**

GENERAL INFORMATION:

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Candidate for: **DC Council At-Large (Independent)**

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Campaign Manager: **Alfreda V. Davis**

Campaign Treasurer: **Liz Leith**

Does your campaign accept PAC contributions? **Yes**

Previously elected / appointed office: **N/A**

Office _____ Term _____ Office _____ Term

Have you ever received labor's endorsement? No _____ When? _____

PLEASE EXPLAIN WHY YOU SEEK LABOR'S ENDORSEMENT: My platform is building a "City That Works for All. We Can Make This City Better, Together" The Metropolitan Washington Council: AFL-CIO 2018 District of Columbia - Primary Election Candidate Questionnaire

support of labor will be essential in promoting a living wage, affordable housing, quality education including vocational and apprentice training for our youth, and healthy communities. Labor has been and will continue to be the key to maintaining our historic middle class.

SIGNATURE: _____ DATE: _____

Please return your signed questionnaire by Saturday, September 8, 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 states, 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

q Oppose

q 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

q Oppose

q Not sure

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

X Support

q Oppose

q Not sure

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

X Support

q Oppose

q Not sure

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

X Support

q Oppose

q Not sure

In the private sector, arbitration is governed by federal law. In the District of Columbia, public sector labor disputes are governed by the DC Comprehensive Merit Personnel Act of 1974 (CMPA). I believe it is critically important to ensure that there is a level playing field in the arbitration process. Employers should not be able to unduly extend the time before a matter is considered, placing employees at significant financial and emotional disadvantages.

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 DC?

q Yes

X No

q 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?

q Support

X Oppose

q 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.

8. 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?

Yes

No

not sure

This summer, the Supreme Court dealt a huge blow to public-sector unions and the labor movement in general, ruling in *Janus v. AFSCME* that public employees do not have to pay fees to unions to cover the costs of collective bargaining. The court decided that requiring employees to pay fees violates their First Amendment rights.

With the decision, public-sector employees will no longer have to pay fees or dues to their unions, even if those unions collectively bargain on behalf of those employees.

I commit to working with labor to come up with solutions to how best to ensure that people who do not join the unions still pay their fair share for the benefits and services received.

9. Please provide us with at least two examples of what you have done legislatively to support workers' rights?

I have not served in the legislative arena, but I have dedicated my career (20+ years) to advocating on behalf of workers, residents in underserved communities, our youth and elderly— to ensure that the same access and opportunities to government services, affordable healthcare, job readiness, good paying jobs, safe and livable communities, and quality education are available to all.

B: Workforce Violence:

1. What is your position on work place violence in the Hospital and Health care facilities?

Workers are entitled to a safe and secure workplace. Hospital and healthcare employers must make safety a top priority. They must ensure that adequate

staffing levels exist to ensure worker safety. Employers must be held responsible and strictly accountable for adverse conditions in facilities and any resultant injuries to its employees.

2. How do you see yourself as an elected leader championing this issue for workers?

I will work with the unions to ensure: (1) that current laws are enforced; (2) that adequate laws are put in place to protect workers from workforce violence, where needed; and (3) that best practices and models for comprehensive workplace violence prevention legislation are considered and implemented.

C: Health Care: (Please answer by checking the box)

1. Nurses and other health care workers are often required to perform manual lifting of patients, without support offered by additional personnel, equipment, or training. As a result, registered nurses experience high rates of musculoskeletal disorders and injuries from lifting patients. Such injuries can have long-term detrimental effects on workers' ability to perform daily tasks, leaving them with chronic debilitating pain and often forcing them to leave the workforce. Indeed, about 12 percent of the nursing workforce leaves the bedside each year due to back injuries.

Do you support legislation that would require every healthcare employer to implement a comprehensive, evidence-based safe patient handling program that includes the use of lift teams, patient handling equipment, and proper training for healthcare workers?

Yes.

2. Health disparities, including those resulting in deaths, in the District of Columbia between black and white residents and between those in different wards are severe. Do you believe these disparities are a serious problem?

X Yes

q No

q other (explain below)

If so, what policies are you proposing to eliminate these disparities?

A recent study by Georgetown University's School of Nursing and Health Studies reflected that African Americans in Washington, D.C., are six times more likely than whites to die from diabetes-related complications. Other disparities include the fact that African American men live 15 fewer years than their white counterparts and are three times more likely to die of prostate cancer.

As is the case with education, socioeconomic drivers contribute to disparities between African American and White populations in our city. Those drivers include stark differences in unemployment rates (19 percent in African American majority Ward 7

versus 3.4 percent in majority white Ward 3), median household income (\$40,000 for blacks versus \$115,000 for whites) and education (less than 25 percent of blacks 25 and older hold bachelor's degrees versus 50 percent for all residents).

I believe that we must take a holistic approach to addressing health disparities. High-quality health care is an essential component. We must have ready access to quality hospital care in every ward of the city. We must make preventive health care a priority. Access to healthcare must be available to expectant mothers and to every child from birth.

We must also begin to address social, economic, and environmental factors that contribute to poor health outcomes—including but not limited to lack of access to wholesome fresh food options in communities, blighted neighborhoods and unhealthy living conditions.

Will you highlight these problems in your election campaign?

Yes

No

Other (explain below)

3. Currently 28 million Americans, including at least 26,000 people in the District of Columbia, have no health insurance. Although the District government moved to expand Medicaid to cover an additional 35,000 people and has created an insurance exchange pursuant to the federal Affordable Care Act, it is the case now and will continue to be true that many people with health insurance cannot afford to use it due to high premiums, high deductibles and high co-pays. Nurses are concerned about the impact on access to health services resulting from limited networks of providers, and high out-of-pocket costs. Health insurance companies have reported record stock price increases, and hospitals anticipate increased revenues as well.

Furthermore, the subsidies promised under the Affordable Care Act may not be available because of federal budget constraints, and in any case will be insufficient for many Americans with low and moderate incomes. And the DC government contracts with private insurance companies to administer the District's Medicaid program, while some states administer their Medicaid insurance program in-house at approximately half the cost.

4. Will you support a "patient bill of rights" to ensure health care access and limit out-of-pocket costs for receiving care outside of insurance company-established networks?

Yes

No

Other (explain below)

5. Do you support prohibiting “balance billing” of patients by healthcare providers who seek reimbursement beyond what insurers pay?

Yes **No** **Other (explain below)**

6. Do you support “in-sourcing” DC’s Medicaid program so that private insurance corporations aren’t allowed to profit off this vital public program?

Yes **No** **Other (explain below)**

The in-sourcing of the Medicaid program will provide employment opportunities for DC residents.

7. Are you in favor of a publicly administered, state-based, single-payer universal health care system and, if so, what steps are you prepared to take to make it a reality in the District of Columbia?

Yes **No** **Other (explain below)**

The current DC Health Link system is a multi-payer system that offers various levels of healthcare coverage through multiple private and public sources. The costs and deductibles vary substantially. However, often where the healthcare needs are greatest, the system fails those most likely to need services—the poor and middle class.

I am committed to further study of this matter and will rely on experts in this field prior to making any final commitment. We need the best possible healthcare system that does not discriminate on the basis of income or need for services.

D: Education:

1. What steps will you take to promote public unionism in DC if, as is expected, the Supreme Court will rule against unions in *Janus vs. AFSCME*?

Please see response to Question 5 on Page 8.

2. Do you believe that the students of Washington, DC would be better served if the District ended Mayoral control of schools and educational policies were once again the purview of an elected School Board?

Yes

No

other (explain below)

I would be inclined to strongly consider legislation that returns the power of oversight and hiring of a superintendent and educational policy making to a duly elected school board.

There have been some notable successes under Mayoral Control. However, the negatives have by far outweighed the positives. Given the series of scandals that have accumulated over time—e.g. poor graduation rates, abysmal attendance records, and preferential treatment in the circumvention of the lottery system and placement of students, the current school governance structure does not embody the integrity and professionalism that our students deserve. There has been no progress in closing the achievement gap. Lack of transparency and accountability in school operations and improper use of funding have cast doubts on the capacity and commitment of the current system to implement needed reforms.

As a Councilmember At-Large, I would seriously listen to the relevant stakeholders— teachers, principals, workers, parents, advocates and other experts in determining where the power of oversight, policy and hiring should ultimately reside.

3. Do you believe the Washington Teachers' Union and DCPS should have the right to collectively bargain on teacher evaluation standards and procedures? If so, what steps will you take to achieve this goal?

Yes

No

other (explain below)

Teachers must have the right to collectively bargain in the area of teacher evaluations, which sets the criteria of how teachers are determined to be successful in their roles. It is unimaginable that the input of our on-the ground experts would be excluded from decisions relating to their professional growth, career advancement and effectiveness. I commit to work closely with WTU Local 6 in lobbying Congress to restore teacher input in this critical area.

4. DCPS has one of the highest teacher turn-over rates in the nation. What would you do to address this problem?

Teacher churn is a problem. This lack of stability results in loss of confidence in the school system. It also has severe financial implications on available

resources, which could better be utilized to meet educational goals. We must create a work environment for our teachers which:

- **recognizes excellence,**
- **promotes diversity,**
- **encourages fresh ideals and innovation,**
- **is adequately resourced,**
- **incentivizes performance,**
- **provides competitive compensation,**
- **supports professional development, and**
- **demonstrates a commitment to the success of every child who enters DCPS.**

5. How are you going to help guarantee transparency in the DCPS budgeting process to make sure that funds earmarked for Title I programs and at-risk programs are used as intended?

Accessibility to information is key to ensuring transparency. Currently, DCPS parents have unequal access and knowledge about the DCPS budget process. Of the few online portals that track school data, enrollment and funding, the data that appears online is frequently obfuscated and posted without appropriate outreach. This especially adversely impacts many parents of English language learners (ELL) and at-risk students. (Those without computer technology are precluded altogether.)

The budget process has become a system for the well informed, the well versed, and the well advantaged. We need to create a system of fact sheets and monthly updates on education spending that is not solely reliant on online posting, but also includes printed easily to read or view notices. By making these budget notices a requirement, we can actually help education agencies to keep up-to-date records of their budget allocation and monitor their own expending.

Further I will be fully committed to working with key stakeholders— parents, advocates, teachers and administrators, and other relevant parties to create a DCPS budget process learning tool, which promotes an easy and accessible methodology for reading, understanding the budget.

6. The achievement gap in DC between low income students and their more affluent peers is 38 times the national average.
- What do you believe are the causes of the achievement gap?
 - What will you do to address this problem?

The root causes of the achievement gap in our schools are systematic racism and inequality in our economic system. As students who are already at social and economic deficits are introduced into our education system, the inequitable levels of funding, unequal distribution of highly qualified and experienced teachers, and inequitable school resources and facilities which exist-- result in our most vulnerable students falling further and further behind.

We must first demonstrate the resolve and commit the resources as a government to meet the social and economic challenges—poverty, violence, instability in family life, housing, and sustenance— in order to begin to close the achievement gaps in our schools.

This strategy must be augmented by ensuring that our most vulnerable students have intensive and sustained academic interventions such as quality after school programming, summer school programming, extended school years, smaller class sizes, and take-home resources and tools in order to begin to level the playing field.

This strategy also must include ensuring that all at-risk funding is fully available and exclusively utilized for its intended purpose; and that amount per pupil at risk funding is increased as needs require.

Finally, we must work to ensure that the resource inequities and unequal access that perpetuate a system of marginalizing our students is eliminated. In a city where less than one third of our students are rated as “college and career ready”, we can and must do better.

7. The DCMR Title 5 states that principals and assistant principals serve one year without tenure in the position. Retention and reappointment shall be at the discretion of the Chancellor. Principals and Assistant Principals have no due process rights resulting in a high turnover of school administrators. How would you propose building continuity of leadership in the face of this situation?

This is a serious problem in achieving a stable public school system. I would propose to work with the effected stakeholders to develop solutions (both policy and/or legislative that will encourage the retention of personnel in a non-arbitrary and fair manner.

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

Short-term rental companies like, Airbnb, have grown exponentially in the last few years. In order to protect our neighborhoods and communities from commercial operators who convert

valuable housing into de facto hotels, Councilmember Kenyan McDuffie introduced the *Short-term Rental Regulation and Affordable Housing Protection Act of 2017*. This bill will 1) limit short-term rentals to primary residences, 2) remove the incentive to operate commercially by putting a cap on the amount of days a host can rent their home while not present, and 3) hold hosting platforms accountable.

1. Will you vote in support of this bill?

Yes **No**

2. Late last year, a Council committee held a hearing on noise complaints. It was evident from this hearing that the vast majority of the complaints should be addressed through better enforcement of the existing Noise Control Act. Unfortunately, some have proposed solving their noise concerns with draconian legislation that would limit the exercise of free speech in the District. Do you promise to defend the Noise Control Act, which provides critical protections for residents and visitors seeking to exercise their free speech rights in the District of Columbia?

Yes **No**

3. Would you be willing to support DC legislation that would require any and all presenters, promoters, vendors, “Events DC”, et al doing any form of for-profit theatrical presentation, show or concert on City property or on property controlled by the City to pay all of their employees an area-standard wage, provide health care coverage and access to job training in the Technical Entertainment Industry?

Yes **No**

4. Congress extended the Abolishment Act (D.C. Code §§ 1-624.08 et seq.), effectively allowing the DC government to define the procedures governing any RIF initiated by an agency head, by limiting the procedures to which an aggrieved employee is entitled, and rendering those procedures nonnegotiable. Although this was a misguided effort to help DC government reduce costs, agency heads exploited this Act, often using it as a means to rid their agencies of unpopular employees.

5. The use of such improperly targeted RIF’s is an abuse of authority and does not serve the interests of the District. DC workers covered by a collective bargaining agreement have been unfairly deprived of any meaningful opportunity to assert the

rights that they were intended to have under the District of Columbia Comprehensive Merit Personnel Act.

Will you support legislation to repeal provisions of the Abolishment Act that override collective bargaining?

Yes **No**

6. Should DC government be able to override collective bargaining agreement provisions regarding RIFs?

Yes **No**

The Comprehensive Merit Personnel Act of 1974 (CMPA) establishes the right of DC government employees to form unions if they so desire, and sets out how representation elections will be held, how collective bargaining will be conducted, and how disputes will be resolved.

7. Some ES employees (paraprofessionals) work only 10 months out of 12. Would you support legislation to allow these workers to receive unemployment services during the summer months when they are deemed as officially being laid off employees?

Yes **No**

8. Will you vote to uphold the provisions of the CMPA if they are challenged in any way which reduces workers' rights?

Yes **No**

Noncompliance with wage and worker protection laws persists at a high level around the country. A 2008 survey found that 68% of people working low-wage jobs in large cities experience wage theft every week, losing about 15% of their earnings. When our laws regarding the minimum wage, overtime, wage theft, and paid sick leave are violated, workers and their families face real and dire consequences. They suffer increased poverty rates and are more likely to rely on public assistance, straining safety net programs and hindering workers' ability to improve their economic futures. But the harms of wage theft also extend beyond its immediate victims, reducing taxable income and exerting downward pressure on the wages of all workers in affected industries. Law-abiding business owners are also harmed as their competitors unlawfully trim labor costs*.

9. What steps will you take toward eliminating all forms of wage theft and fostering an environment of worker protections throughout the District of Columbia?

Worker education campaigns, including highlighting whistleblower protections, must be instituted so that workers—especially those in low wage jobs and with language barriers such as in our immigrant communities, can become informed and can safeguard their wages.

As a legislator, I would be committed to supporting citywide campaigns in this regard and ensure that adequate recourse exist for violations.

While wage theft is pervasive and highly damaging, there is some good news: the problem is not unassailable. To be most effective, anti-wage theft laws must be meaningfully and effectively enforced, and must be accompanied by other legal provisions that empower victims to speak up against their abuse, such as strong anti-retaliation laws.

10. Will you work with community groups, city administration and others to support proven programs that combat wage theft: Community engagement in language access programs; Public Education Partnerships; the Development of Community Allies to assist with third party enforcement?

Yes **No**

11. Will you increase funding in the departments and programs that have proven to ensure that workers are paid correctly and made aware of their rights under the law, such as: increased funding in DOES for investigators, funding for community members who are third party enforcers; increased penalties for employers who violate the laws and; funding for a robust Public Awareness and Accountability Program?

Yes **No**

12. Will you provide the funding to implement the Procurement Integrity, Transparency, and Accountability Amendment Act of 2016, which requires that city contracts above \$75 million have a Project-Labor Agreement?

Yes **No** **other (explain below)**

I am highly supportive of Project-Labor Agreements. They provide for use of the local workforce, payment of fair wages, and delivery of projects on time.

13. Income and racial inequality are growing in DC. What would you do to address that?

We must begin to address social, economic, political and environmental factors that contribute to the growing income and racial inequality. I would:

- Promote the restoration of building, career and technical trades in all DC Public High Schools to provide access to better career opportunities for students immediately entering the job market;
- Support collaborative efforts between employers and training institutions to offer pipeline workforce development and jobs skills training programs;
- Provide incentives to attract new businesses to historically marginalized neighborhoods;
- Enforce local hiring mandates for city-funded projects; and
- Develop, support or reinforce policies to ensure the availability of affordable housing across all eight wards of the city

F: Transportation: (Please provide your response on a separate sheet).

1. Do you believe that any privatization of public transit is acceptable for the improvement of service at WMATA, DC Streetcar or DC Circulator? If so, please explain.

Yes No other (explain below)

I believe that the majority of problems currently being experienced with our public transit system are the result of misplaced funding priorities, deferred maintenance schedules which placed the system at risk, and failure to engage individuals who do the work in information gathering and decision making. The issue is not one of privatization, but fixing what is already in place.

2. In the 2018 legislative session in Maryland, ATU Local 689 aggressively pursued legislation to see assaults on transit workers charged as an automatic felony. Will you work to make sure D.C. joins Maryland in raising the penalty of assaults on transit employees?

Yes No

1. CLASS I / Freight & Passenger Railroad – Safety & Security

Union Station is the second busiest station in the national Amtrak network with five million annual passengers. MARC, and Virginia Railroad Express (VRE) transport daily 50,000 commuters and visitors to the District of Columbia. The combined ridership for Amtrak, MARC, and VRE is expected to increase from 14 million – 34 million by 2040.

Freight railroad traffic through the District of Columbia is projected to increase by 57% to 48 daily double-stacked freight trains from the Ports of Norfolk, Charleston, Jacksonville, and Miami.

Wards 4,5,6,7 host the railroad corridors with a combined population of 297,747 residents equaling forty-four (44%) percent of the total population. Our 700,000 population is projected to increase by 30% by 2040. Many of these new residents will live and work in the old and new communities adjacent to railroad corridors.

The past two years the District of Columbia has experienced major railroad incidents:

- May 2016 - 170 car CSX train freight train derailed in Ward 5 traveling through the District of Columbia on the CSX Capital Sub-Division from Cumberland, Maryland to Hamlet, North Carolina. Fourteen cars derailed with seven tanker cars containing sodium hydroxide, ethanol, and calcium chloride leaking its contents.
- June 2017 – Two CSX Transportation employees were struck and killed by a southbound Amtrak Train No. 175 north of Union Station in the Ivy City.

In 2017, the Council approved the Rail Safety and Security Amendment Act (D.C. Law 21-254) authorizing the creation of an Emergency Response and Rail Safety Division within the Department of Energy and the Environment (DOEE). It also would establish of a Railroad Advisory Board.

2. In FY 2018 budget, the Council did not appropriate any funding to establish the State Rail Safety Office. Would you support full funding to establish the Rail Safety Office in the FY 2019 budget?

X Yes **q No** **q other (explain below)**

3. Would you support an amendment to D.C. Law 21-254 “Rail Safety and Security Amendment Act” authorizing the DOEE to assess penalties and fines for safety or security violations on the railroads operating in the District of Columbia?

X Yes **q No** **q other (explain below)**

G. Utility Issues: (Please provide your response on a separate sheet)

I. DC Water – Clean River Impervious Area Charge (CRIAC) Fee

Over past 30 years, the Metropolitan Washington Council / AFL-CIO have opposed policies that denied reasonable, fair, and equitable utility rates to District of Columbia residents.

It is our view the (Clean Rivers Impervious Area Charge) CRIAC being imposed on ratepayers by DC Water is of these policies. The CRIAC is onerous and undermines public support for Clean River Projects to improve storm water management and the Anacostia River.

More importantly, the CRIAC fee disproportionately affects senior citizens, working families, and long-term homeowners. It is also contributing to accelerated gentrification and the de-stabilization of many legacy neighborhoods and communities.

The CRIAC fee is making the District of Columbia unaffordable for its many public servants and residents. DC Water must develop a plan to broaden its rate base, to include assessments on the District of Columbia and Federal Governments.

The Metropolitan Washington Council Labor Council is committed to reducing the financial burden of the CRIAC charges and a more equitable formula to fund restoration and preservation of the Anacostia River.

If elected to the Council of the District of Columbia, will you commit to:

14. Do you support efforts to reduce and expand the distribution of CRIAC charges across rate groups?

Yes

No

other (explain below)

15. Do you support greater oversight of DC Water operations and ratemaking? Including requiring Council approvals for all new fees, charges and rate hikes imposed on District of Columbia ratepayers.

Yes

No

other (explain below)

H. Retail/Service

1. Do you support Fair Scheduling legislation to require employers to give retail and restaurant workers their weekly work schedules at least two weeks in

advance, and requires employers to offer part-time workers more hours when a fellow employee leaves, rather than hiring additional employees?

X Yes

q No

q other (explain below)

2. What is your position on Initiative 77 and the efforts to repeal it?

Regardless of my personal views, once the will of the voters was expressed, I do not support the overturn of that decision. Council intervention would be no different than what we as residents fight against vigorously— any Congressional action that encroaches on home rule and the rights of our residents to determine local matters.

Candidate (Please Print Legibly): Dionne Reeder

Signature: *Dionne Reeder*

Date: Sunday, September 9, 2018

Thank you.