

SEIU 2022 CYCLE CONGRESSIONAL CANDIDATE QUESTIONNAIRE

The Service Employees International Union (SEIU) unites more than 2 million diverse members in the United States, Canada, and Puerto Rico. As essential workers on the frontlines of the pandemic, SEIU members work in the healthcare industry, the public sector, and in property services. We believe in the power of joining together on the job to win higher wages and benefits and to create better communities, while fighting for a more just society and an economy that works for all of us, not just corporations and the wealthy.

Thank you for participating in SEIU’s 2022 Cycle Congressional Candidate Questionnaire. We look forward to getting to know you better and working with you throughout the endorsement process and beyond.

<p>CANDIDATE INFORMATION</p> <p>Name _____</p> <p>Office Sought _____</p> <p>Primary Contact Person and Phone Number _____</p> <p>Primary Contact Person Email _____</p>

Return signed questionnaire to both the International and the applicable SEIU Local/State Council.

<p><u>SEIU International</u> 1800 Massachusetts Ave NW Washington, DC 20036 Erica.Bordador@SEIU.org</p>
<p><u>SEIU Local/State Council</u></p> <p>Candis Castillo candis.castillo@seiuhcil.org</p>

2022 CAMPAIGN PROFILE

Campaign Staff

Campaign Manager _____
Finance Director _____

Campaign Consultants

Pollster _____
Fundraiser _____
Media _____
Direct Mail _____
Digital _____

Anticipated Campaign Budget

Total Amount of Anticipated Campaign Expenditures _____
Total Amount Anticipated to be Raised _____
Total Amount Raised to Date _____

Other Information

Party Affiliation: Democratic _____ Republican _____ Other _____

Top Three Issues: _____

I. UNIONS FOR ALL

The opportunity to join a union – no matter where you work – is the best way to raise wages, improve working conditions, create good jobs, and begin to fix the rigged economy.

FIGHT FOR \$15 AND UNION RIGHTS

1. If elected, would you stand with workers in the Fight for \$15 and a Union who are demanding higher wages and union rights? Would you reaffirm the importance of unions to our communities and take actions on behalf of workers such as attending rallies, issuing public statements in support of workers, contacting employers, sponsoring public forums and otherwise supporting workers who are trying to build power in our economy?

_____ YES _____ NO

2. If elected, would you support the federal Raise the Wage Act, which would raise the minimum wage to \$15, index it thereafter, and phase out subminimum wages for tipped and workers with disabilities?

_____ YES _____ NO

The Fight for \$15 and a Union movement has galvanized workers across the country who are working hard and struggling to get by every day. Thousands of workers, from fast-food workers to child care teachers to home care providers and gig workers, have joined strikes and other actions to win \$15/hour and union rights. Their courage has helped focus the country on the crisis of underpaid work.

ENABLE WORKERS ACROSS AN INDUSTRY to JOIN TOGETHER in a UNION

1. If elected, would you support bold changes to labor law that will allow workers to organize and negotiate standards across entire industries and make it possible for states and localities to try to make it easier for workers to organize?

_____ YES _____ NO

2. If elected, will you support the PRO Act and other legislation that aims to address employer efforts to undermine the protections of the NLRA? Would you support bills that make it easier for working people to join together in unions through provisions such as ending misclassification of employees as independent contractors, accurately determining joint employer status to hold the actual employers responsible for poor treatment of workers, and repealing the ability of states to pass so-called Right to Work laws?

_____ YES _____ NO

3. Even if the PRO Act were to pass, there would still be gaping holes in our laws designed to protect workers. To extend worker protections beyond the PRO Act, would you support expanding the NLRA to cover domestic and agricultural workers?

_____ YES _____ NO

Corporations like McDonald's are hurting our communities, feeding a cycle of multi-generational poverty, and exploiting Black, brown, API, indigenous, and white working people across the country. Every working person must have the opportunity to join unions across industries and regions to improve working conditions. Cities and states should have the freedom to innovate and create new ways to set the table for working people and employers to bargain over wages, workers' rights, and community benefits.

ENSURE THAT EVERY PUBLIC DOLLAR CREATES GOOD, UNION JOBS

1. If elected, will you support efforts to ensure that federal dollars create good, union jobs that put Americans to work by:
 - a) Making some of the fastest growing and lowest paying jobs in the country, including home care, child care, cleaning, and other service jobs, good-quality jobs by improving wages and training opportunities, as well as providing access for workers to join together in a union?
 YES NO
 - b) Ensuring that all federal investments – including contracts, grants, loans, loan guarantees, tax breaks, and other forms – support jobs that provide a living wage, paid leave, and decent benefits, and promote workers’ ability to organize and bargain collectively?
 YES NO
2. If elected, will you support efforts to ensure that any airport or airline that benefits from federal subsidies or grants pays a living wage and implements responsible contractor policies to improve conditions for the workforce and passengers they serve?
 YES NO

Too often, taxpayer funding is used to fund poor-quality jobs that are unsustainable for workers and detrimental to the mission of government. The airports and airline industry, which have benefited from billions of dollars in federal investment and subsidies, are one example. Over the last decade, airlines made record profits while spending billions on dividends and stock buybacks. Meanwhile, the majority of contracted passenger services jobs – including skycap, wheelchair attendant, cabin cleaner, security, baggage handling, and passenger services positions - pay poverty wages. Low wages, high turnover, and poor training put the health and security of workers and passengers at risk.

II. ACCESS to QUALITY, AFFORDABLE LONG TERM CARE and HEALTHCARE

Everyone in America should have guaranteed access to quality, affordable healthcare and long term care, and all healthcare jobs should be good, union jobs paying sustainable wages.

VIALE LONG TERM SERVICES and SUPPORTS

1. Will you support the creation of a comprehensive and sustainable long-term services and supports financing and delivery system that ensures access to long term care for all Americans?
 YES NO
2. In the near term, will you support efforts to strengthen and expand Medicaid home- and community-based services in order to help seniors and others in need of long term care services remain in their homes and communities, including proposals to address the institutional bias in the Medicaid program?
 YES NO
3. Will you support efforts to ensure home care and other domestic workers are protected by employment and labor rights, including the right to join a union, which entails establishing these rights where they do not exist and

Ensuring access to high quality care for the needs of people with disabilities and our growing senior population is one of the biggest health care issues of our time. Seniors and people with disabilities should be able to receive the long-term services and supports that allow them to remain in their homes and communities, and those who opt for care in nursing homes or other congregate settings should get quality care, with high standards for staffing and safety. Medicaid funds and delivers more than 50% of paid LTSS, but was meant to be a safety net, not the primary LTSS delivery

enforcing them where they do?

_____ YES _____ NO

4. Nursing homes must be adequately staffed in order to provide quality care to residents. Staffing shortages in nursing homes were common before the COVID-19 pandemic and have become more widespread during the pandemic. Will you support legislation and other policies to create and enforce adequate federal minimum nursing facility staffing hours and staff-to-resident ratio requirements?

_____ YES _____ NO

5. In institutional settings such as nursing facilities, there is currently little accountability for corporate provider practices, leaving these entities free to put profits over quality of care. For-profit nursing homes and nursing homes owned by private equity often direct resources to increase profits at the expense of worker wages and resident care. Will you support legislation and other policies to increase fiscal transparency and accountability among nursing home operators?

_____ YES _____ NO

system. In the absence of a viable long term care financing system, many people rely on family members to provide unpaid care, with consequences for their incomes and the overall economy. Meanwhile, the system does not work well for home care providers either--low wages and lack of training drive high rates of turnover, a problem that is exacerbated by the historic exclusion of these care providers from standard labor protections, as well as by barriers to joining a union.

QUALITY JOBS, QUALITY CARE

1. Will you support legislation and Medicare and Medicaid policies to guarantee that all healthcare workers are able to join together in a union or other worker organization so they have a collective voice? This includes innovative models such as sector-wide bargaining for healthcare workers that allows worker organizations to negotiate across a specific industry.

_____ YES _____ NO

2. Will you support initiatives to expand access to training, such as apprenticeships and other skills training programs, along with increases in pay to reflect increased training and experience, for healthcare workers?

_____ YES _____ NO

3. Will you support policies to create and enforce federal standards that ensure adequate levels of staffing for nurses and other frontline healthcare providers, end outsourcing of critical functions that compromise the safety and quality of care, and ensure robust workplace safety standards for all healthcare workers, including adequate personal protective equipment and access to COVID-19 vaccines?

_____ YES _____ NO

The income inequality that plagues our economy more generally is particularly evident in the healthcare industry. While hospital CEOs and the insurance industry reap large pay and profits, many frontline workers earn so little that they must often rely on public assistance programs. Fixing our healthcare system requires ensuring that all workers have a voice in decisions that affect them and the people they serve, that they earn a living wage, and that they have access to training and other opportunities to develop their skills.

GUARANTEED ACCESS to QUALITY, AFFORDABLE HEALTHCARE

1. Do you support universal healthcare, meaning ensuring that the 30 million people who are now without health insurance will be covered?

_____ YES _____ NO

2. Will you support legislation that allows the federal government to negotiate drug prices with pharmaceutical manufacturers and that addresses abuse of the patent system?

_____ YES _____ NO

3. Will you support legislation and other action to ensure the stability of hospital financing and enable hospitals and other providers to fully serve their communities, including measures to prevent cuts to Disproportionate Share Hospitals payments, increased funding for Graduate Medical Education, and reversal of "site-neutral" payment policies that harm hospital budgets?

_____ YES _____ NO

4. Will you support initiatives to reduce racial and ethnic disparities in healthcare, such as initiatives to address social determinants of health and to reduce maternal mortality rates among Black women and Native American women?

_____ YES _____ NO

Healthcare is a right, not a privilege. All people—Black, white and brown and regardless of sexual orientation or gender identity – should have access to quality, affordable healthcare and long term care. Since the enactment of the Affordable Care Act (ACA) in 2010, millions of Americans have gained access to basic, preventative healthcare that allows them to lead healthier lives, as well as protections from insurance company abuses. Yet despite these successes, approximately 30 million people remain uninsured and those who are insured face insurmountable rising costs. We must continue to move toward the goal of full universal coverage that is truly affordable. And on that path to universal healthcare coverage, we must invest in and improve the ACA, Medicaid, Medicare, and long term care.

III. FIXING OUR BROKEN IMMIGRATION SYSTEM

Immigrant families should be welcome, safe, and free in America. Immigrant workers are – and have always been – powerful leaders in our union and integral to the care and service workforces in this country.

1. If elected, would you support

- a) Enactment of a pathway to citizenship for dreamers, people with TPS, essential workers and other undocumented immigrant workers and their families?

_____ YES _____ NO

- b) Humane treatment of asylum seekers who arrive at our border and efforts to address the root causes that lead them to flee their homelands, while resisting measures to limit access to asylum, deny due process, and fast-track deportations?

_____ YES _____ NO

Immigrants, like all workers, should have access to good union jobs and the opportunity to join a union. Instead of tearing immigrant children from their parents, inciting division, and spreading fear, we must treat immigrants humanely, recognizing that they are an essential part of our nation's fabric and that we are stronger together. Instead of walls and deportations, our treatment of immigrants must be consistent with our core national values. We must prioritize worker protections and family unity, and establish a roadmap to citizenship for dreamers, people with Temporary Protected Status (TPS), essential workers, and all who call this nation home.

2. ENFORCEMENT: If elected, will you

- a) Resist efforts to impose harmful “reforms” such as cuts to family immigration, reductions in due process protections for asylum seekers, or militarization of the border in return for a pathway to citizenship for dreamers, people with TPS, or others?

_____ YES _____ NO

- b) Support cuts in excess funding for immigration enforcement agents, detention, and border infrastructure that do not comport with rational need and are instead intended to create fear within immigrant communities, and will you support restrictions on any administration’s ability to divert funds appropriated for other line items into immigration enforcement?

_____ YES _____ NO

- c) Support legislation to enforce humane detention standards, end the use of private prisons to house immigrants, and reduce immigrant detention by limiting the circumstances in which it can be used?

_____ YES _____ NO

- d) Oppose proposals to coerce state and local governments to use their own law enforcement agencies to participate in federal deportation efforts?

_____ YES _____ NO

3. LABOR: If elected, will you

- a) Support legislation to protect workers involved in labor disputes from being undermined by immigration enforcement, or the threat of immigration enforcement?

_____ YES _____ NO

- b) Oppose efforts, before comprehensive immigration reform is enacted, to make the flawed E-Verify program mandatory for all or to force layoffs based on Social Security number mismatches that affect many U.S. citizens and authorized workers?

_____ YES _____ NO

4. ACCESS TO BENEFITS: If elected,

- a) Will you support expanding immigrant access to the government benefits that their tax dollars support and that allows them, their families, and their communities to thrive, including COVID relief,

health care, child and other tax credits, access to education, or other basic assistance?

_____ YES _____ NO

- b) Given that access to healthcare for all is critical to the well-being and safety of our communities, do you support eliminating restrictions on healthcare coverage based on immigration status?

_____ YES _____ NO

IV. PROTECTING OUR ENVIRONMENT

We must take immediate, bold action on climate change, hold corporations responsible for rampant pollution accountable, and create good, union jobs in a just transition to a green economy.

1. If elected, will you support bold and urgent action to address climate change by supporting the achievement of net-zero greenhouse gas emissions by 2050 with strong and meaningful GHG reduction benchmarks along the way?

_____ YES _____ NO

2. If elected, will you commit to protect and strengthen existing laws that assure communities live free from toxic chemicals and pollution, and improve public health?

_____ YES _____ NO

3. If elected, will you support initiatives to grow the production of U.S. clean energy through policies and investments in renewable energy, greater energy efficiency, clean energy manufacturing, and infrastructure upgrades, and in the process, create good union jobs?

_____ YES _____ NO

4. If elected, will you vote against bills that would, under the guise of “streamlining” or “regulatory reform,” gut the federal rule-making process and hinder the federal government’s ability to safeguard public health, workers, and communities?

_____ YES _____ NO

5. As government and government employees play a crucial role in climate adaptation, resilience and disaster response, will you support policies and initiatives that strengthen government employees abilities to successfully take on that responsibility?

_____ YES _____ NO

The devastating fires, hurricanes and floods that have disrupted the lives and livelihoods of millions of people in recent years underscore the need for urgent action to address the climate crisis. Policies to combat climate change must be connected to those that raise standards for all working people and address the needs of communities of color who are most impacted, so that no workers, families, or communities are left behind.

V. INVESTING IN QUALITY EDUCATION and PUBLIC SERVICES

Corporations and the wealthy must pay their fair share to help fund quality care and services for our children and our communities, and the dedicated professionals who do this work should earn a sustainable wage and decent benefits and be able to join with their coworkers in a union.

INVESTMENTS in VITAL SERVICES, WITH A FOCUS ON LOW-INCOME COMMUNITIES

1. If elected, will you support efforts to create good, union jobs that put Americans to work by fighting for significant government investment in the following areas, and tying this funding to quality job standards?

a) Vital community needs, such as education, mental health, blight removal, and programs to improve schools, libraries, and parks?

_____ YES _____ NO

b) Improving our airports and mass transit?

_____ YES _____ NO

c) Growing green jobs in service, maintenance, and manufacturing?

_____ YES _____ NO

2. If elected, will you support efforts to target job-creating public investments in Black, brown, API, Indigenous and immigrant communities with high unemployment, and ensure that local residents and businesses directly benefit from the investment?

_____ YES _____ NO

REQUIRE CORPORATIONS and THE WEALTHY ELITE to PAY THEIR FAIR SHARE

1. In order to establish fair and effective taxation on the wealthy few and corporations, will you support efforts to raise tax rates, close tax loopholes, end tax breaks, beef up tax enforcement, and tackle racial tax inequities?

_____ YES _____ NO

Low-road, low-wage corporations hurt everyone by dodging taxes. They avoid contributing to the public goods and services that improve the lives of working families and their communities. Corporations continue to make record profits, yet the taxes paid by these corporations as a share of the overall economy and overall taxes has plummeted. Far too many corporations pay nothing in federal income tax. Moreover, the top one percent of individuals continue to gain an increasing amount of the economic pie, yet often pay lower tax rates than working families due to loopholes and other unfair tax

benefits. Meanwhile, real wages among working families remain largely stagnant, the income gap continues to widen and the middle class continues to shrink.

QUALITY EDUCATION for ALL – EARLY EDUCATION THROUGH HIGHER EDUCATION

1. If elected, will you support efforts to:
- a) Invest in a high quality child care system through direct investments in publicly-funded childcare (not just tax cuts or credits) and guaranteed support for all working families that need it?
 YES NO
 - b) Improve labor standards for early educators by stabilizing incomes through contracts/grants for bedrock funding; providing child care workers with a living wage, benefits, and a path to parity with comparable elementary educators; broadening access to training opportunities through labor-management partnerships; ensuring workers have a voice on the job and a way to join together in a union?
 YES NO
 - c) Fight for public K-12 education and ensure resources are sufficient and equitable, including by supporting major investments in Title I and IDEA; ensuring adequate school staffing with full-time family-sustaining jobs; expanding access to fresh, nutritious school meals; opposing privatization; and scaling up community school models?
 YES NO
 - d) Make higher education accessible and affordable, including by increasing funding for community colleges and state universities; supporting the right of educators to join together with their co-workers in a union and bargain collectively; and tying public investment in higher education to a voice on the job for educators along with family-sustaining wages and benefits for all educators and staff at public institutions of higher education?
 YES NO
2. Nationally, student loan debt surpassed \$1.7T in 2020, which is greater than both credit card and auto loan debt. The burden of student loan debt is preventing millions of families from pursuing the American dream, including the families of many SEIU members. If elected, would you support efforts to forgive student loan debt?
 YES NO

We must invest in the child care and educational systems to create opportunities for lifelong learning and success. We must ensure that all our children receive high quality care and early learning opportunities to give them a good start in life, all our children attend good K-12 schools with wraparound supports to help them thrive, and all our children can graduate from college without burdensome debt. And the child care and educational staff who invest so much in our children should be treated with dignity, have a voice at work, and be paid a living wage and benefits.

VI. DEMOCRACY and JUSTICE FOR ALL

To win economic justice for working people, we must win racial justice - and racial justice cannot be achieved until we advance a multi-racial democracy where every person's voice is heard and counted, every family has the opportunity to thrive, and justice is rendered for all communities.

1. If elected, will you support legislation restoring the full weight of the Voting Rights Act of 1965, including empowering the Department of Justice with the authority to supervise changes to state election laws that result in discrimination against racial or language minorities and may purposefully or inadvertently limit voters' access to the ballot?
 YES NO
2. If elected, will you support proposals to automatically restore voting rights for individuals who have previously been incarcerated or impacted by the criminal justice system?
 YES NO
3. If elected, will you support adopting universal voter registration, expanding early voting, using mail ballots, same day and automatic voter registration, ending voter purges, and other measures that increase voter participation/access and combat voter suppression efforts at the state and local level?
 YES NO
4. If elected, will you be willing to support prioritizing structural changes to the government that would unrig the rules against working families including but not limited to:
 - a) DC statehood
 - b) Puerto Rican self-determination
 - c) Expansion of all federal courts
 - d) Ending partisan and racial gerrymandering
 - e) Universal ethics reforms YES NO
5. If elected, will you support proposals to end the influence of big money from the wealthy and corporations in our political system by enacting reasonable campaign finance laws?
 YES NO
6. If elected, will you support proposals that reimagine our society from one that criminalizes and harms Black people, other people of color as well as poor people to a just society that invests in a vision of community safety that works and is for everyone without exception?
 YES NO

We believe that to win economic justice for working people, we must win racial justice. And racial justice cannot be achieved until we advance a multi-racial democracy where every person's voice is heard and counted, every family has the opportunity to thrive, and justice is rendered for all communities. The fundamental challenges to our vision are structural racism and corporate power. Our countries' refusal to enact bold structural change continues to leave people of color and other historically marginalized communities in danger.

SEIU members have been greatly impacted by three pressing, simultaneous crises: the COVID-19 pandemic, the economic crisis, and the epidemic of continuous violence against Black people and other communities of color. This along with The onslaught of attacks on our democracy and voting rights in the wake of the historic turnout of voters of all backgrounds in the 2020 election, along with the "Big Lie" and the violent insurrection at our Capitol that followed, These events painfully reinforce how far we still have to go to achieve racial and economic justice to advance a true multi-racial democracy where justice is rendered for all no matter their background. This is a moment where we must lead with unequivocal principle because we know Our freedom to vote is interlinked inextricably linked to making progress and expanding power across our communities, including ensuring a living wage of \$15 and a union, treating caregivers as essential workers, providing a pathway to citizenship, tackling climate change, and reimagining public safety and the role of law enforcement in our communities.

7. If elected, will you support prioritizing measures that include, but not limited to:
- a) Decriminalization of Marijuana
 - b) Demilitarizing local law enforcement agencies
 - c) Increasing transparency and accountability for law enforcement
 - d) Ending the cash bail system
 - e) Investing in public services & community safety for communities of color

_____ YES _____ NO

8. If elected, will you support fixing our broken judicial system by:

- a) Actively searching for and promoting candidates for judicial nominations who have experience representing unions and working people

_____ YES _____ NO

- b) Opposing -- and not recommending -- candidates for judicial nominations who have fought against unions and employees, especially candidates who have ever worked for a law firm that has a "union avoidance" practice and candidates who have represented employers in cases against unions and workers

_____ YES _____ NO

- c) Actively supporting efforts to increase judges' professional and demographic diversity

_____ YES _____ NO

- d) Supporting legislative efforts to expand the size of the Supreme Court

_____ YES _____ NO

- e) Supporting legislative efforts to strengthen ethics rules and enforcement for lower-court judges and to impose strong ethics rules on Supreme Court justices

_____ YES _____ NO

Counting all votes is essential to dismantle white supremacy. Those who want to perpetuate structural racism are once again elevating through attacks on the voting rights of Black, brown, API, Indigenous, and youth communities are the same forces attempting to suppress our voting power by making it harder for working people to join unions and keep power in the hands of corporations and billionaires.