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## AFT-Maryland Candidate Questionnaire for Baltimore City Races

The AFT-Maryland is a federation of local unions of the AFT within the state, including the Baltimore Teachers Union and the City Union of Baltimore—whose members work for the city—as well as state employee members of the Maryland Professional Employees Council, AFT Healthcare—Maryland, the Maryland Classified Employees Association, and Maryland School for the Deaf. Together, with the Baltimore County Federation of Public Employees and the Baltimore County Federation of Public Health Nurses, AFT-Maryland has thousands of members who are citizens of the city of Baltimore, as well as thousands of members who work to make Baltimore a better place for its residents.

The AFT-Maryland has prepared the following questionnaire for candidates running for office in Baltimore City as a means to familiarize the candidates with issues that our members care about most. It also allows us the chance to see where the candidates stand on these issues.

AFT-Maryland locals participate fully in the endorsement process of the Metropolitan Baltimore AFL-CIO Council; the council will announce its final endorsements sometime in Late February 2020. However, because we are a large contingency within the Baltimore AFL-CIO, the unions of the AFT-Maryland have a heavy influence on who Labor chooses as its candidates for endorsement.

Please take the time to complete this candidate questionnaire by no later than January 17th, 2020, at 5:00 p.m.

If you have any questions, please contact Todd Reynolds, AFT-Maryland Political Coordinator, at 410-764-3030 or [treynolds@aftmd.org](mailto:treynolds@aftmd.org).

Email address \*



Candidate Information

Name

Logan Endow

Candidate for:

City Council District 4

Home address

City, ZIP code

Baltimore

Phone

Email address

Present occupation

Outreach Coordinator

Employer

BCPSS

Party affiliation

Democrat

Have you ever been endorsed by a labor union? If so, which one(s) and when?

No

Have you ever held elected office? If so, when?

No

### Candidate Questionnaire

Please note the AFT-Maryland plans to make these questionnaires public. Only candidates agreeing to this provision are eligible to be invited to any future AFT-Maryland Candidate forum for the 2020 Election.

## General Questions

1. The AFT-Maryland is a federation of numerous public employee unions, including Baltimore city educators (Baltimore Teachers Union, or BTU, Local 340) and municipal employees (City Union of Baltimore, or CUB, Local 800). Why should we support your campaign?

I'm the son and grandson of teachers and proud union members. Unions have protected my family from discrimination and provided us with a pathway into the middle class. I have built a strong working relationship with the leaders of the Baltimore Teachers Union and and I'm working closely with them on Kirwin Advocacy. I have worked closely with National Nurses United and have canvassed multiple times with them for medical debt. The labor agenda is often derailed by corporate interests exercised through campaign donations to elected officials. I'm one of the only City Council candidates who is rejecting funds from LLCs, lobbyists, and developers. As a City Councilman, I will continue to work closely with unions and will fight in City Hall and in the front lines of strikes to protect workers and increase wages.

2. Have you ever been a member of a labor union? If yes, please give the name and date.

I have never had a job that provided me with the opportunity to join a union. This is a testament what is happening to workers in todays economy. We must reverse sliding unionization rates in order to defend working class interests.

## Questions on Worker Rights

3. Collective bargaining for city employees: Should Baltimore City librarians and those who work for the Enoch Pratt Public Library System be granted the right to engage in collective bargaining? Should employees of the Baltimore Convention Center be granted the right to collective bargaining? If you are elected to office, will you work to expand collective bargaining rights to municipal employees who currently do not have that right?

I would fight collective bargaining rights for all municipal employees including librarians and employees of the Baltimore Convention center

4. Minimum wage: In the 2019 Legislative session, the state passed a minimum wage law that excluded tipped workers and did not link the minimum wage to inflation. In addition, the state's minimum wage won't reach \$15 per hour until 2025. Would you be in favor of Baltimore City linking the minimum wage to inflation, and removing the exclusion for tipped workers? Would you be in favor of removing the delay and closing these loopholes in raising the minimum wage?

I strongly believe that the minimum wage should be linked to inflation and should include tipped workers. At a city level, we need a much faster implementation of the \$15 minimum wage that removes loopholes and is indexed to inflation.

5. Retirement for city workers - Defined Benefit versus Defined Contribution: The City of Baltimore has in the past discussed moving from a defined benefit to a defined contribution plan (401k) for its employees' retirement. Do you support such a move? Why or why not?

I will fight for the pension plans that pay the most to our retired employees. Defined benefits seems like a better option so that retirees can received guaranteed wages and be guarded against economic downturns.

6. Retirement benefits for educators and city workers: Over the past few years, retired educators and employees of Baltimore City have had concerns that, just as the state did to its public workers, the city will discontinue the retiree prescription drug benefit and move all retirees to Medicare Part D for prescriptions. If elected to office, do you pledge to never vote to move retired educators and city employees to Medicare Part D for their prescription benefits?

I'm the son and grandson of teachers and my number one priority is supporting educators and children. I pledge never to vote to move retired educators and city employees to Medicare Part D for their prescription benefits.

7. Safe working conditions for city employees: This past year, a number of city employees have been severely injured—and in at least one case, killed—on the job. Whether it be Transportation Safety Officers merely directing traffic, DPW workers inspecting our water reclamation systems, or Department of Transportation officers needing to repair damaged roads—all employees deserve the right to work in safe conditions. Far too often, city workers feel the leadership of various city departments are either unaware of or completely ignore workplace safety protocols. If you are elected to office in Baltimore City, will you support a law requiring the various city departments to partner with Maryland Occupational Safety and Health to do a no-cost, wall-to-wall inspection of all city workplace facilities to help identify potential employee safety hazards?

Protecting employees and preventing injury is a priority for me. I remember the pain and difficulty my mother went through when she broke her ankle and the building she taught in wasn't ADA compliant. I would definitely work to support a law requiring all of our departments to partner with Maryland Occupational Safety and Health to do a no-cost, wall-to-wall inspection of all city workplace facilities to help identify potential employee safety hazards.

#### Public Education in Baltimore City

8. General: What do you think are the three biggest problems facing Baltimore City public schools? If elected, how will you solve these problems?

We need school based health centers in every 21st century school, increased funding for STEM/vocational courses, and increased funding for mental health.

9. Appointments to the City School Board: Just recently, a law was passed that gave the mayor (but not the city council) more authority in choosing the members of the city's school board. What role do you think the city council should play in this process? What should be the qualities Baltimore should prioritize in choosing a member of the city's school board? Would you commit to only support a candidate for local school board with at least 3 years of classroom experience (as a teacher, or a teacher's aide, for example) working in a public school system?

I do think that the City Council should have a greater role in voting to confirm a School board. As the son and grandson of teachers, who works in the school system now, my priority is to elect school board members who have an intricate understanding of the school system from the front lines. I would commit to only supporting candidates for the school board who have 3 years of classroom experience as teachers, social workers, school psychologists, or PSRP's.

10. Baltimore City School Board: In 2022, Baltimore City will finally be allowed to vote two additional members to the school board. Baltimore City is currently the only jurisdiction in the state whose entire School Board of Commissioners is appointed. In 2022 the board will expand from 10 to 12 seats, with the two additional seats being elected rather than appointed. Of the 23 other Maryland County School Boards, 19 are fully elected, and four are an appointed/elected hybrid, with only Wicomico County having more appointed than elected positions. If elected, would you support legislation transitioning Baltimore City to a fully elected or hybrid board with the majority of seats being elected? What is the optimal structure for Baltimore City's School Board and why?

I think that the school board should be fully elected and I feel that they should be required to have at least 3 years of classroom experience.

11. Student and staff safety: A number of recent, high-profile incidents of violence in our schools have drawn attention to questions of student discipline. Additionally, in surveys to families about reservations on enrolling their children in a BCPSS school, student safety is cited as their #1 concern. Generally, employees of the school system have questioned the current code of conduct as ineffective, whereby students are suspended from school only to return when the suspension is over with the same underlying issues. Are there any revisions to the code of conduct for student behavior that you feel should be considered?

I want to make sure we focus on restorative practices. We need interventions such as mindfulness meditation, student court, anger management, and community conferencing to tackle the root issues of school violence.

12. Baltimore's population loss has contributed to enrollment declines in City Schools. Lower enrollment has also been caused by under-investment fueled by systemic racism that's lowered the quality of City Schools' programming. As part of the 21st Century Schools initiative, Baltimore was required to close a number of schools in order to qualify for renovation funds. School closures have also been triggered by low achievement, as part of the district's portfolio approach to schools. These policies have resulted in a disproportionate number of vacant schools in black neighborhoods that are already under-resourced. If elected, what is your plan to utilize these potential community resources?

I am actively lobbying for Kirwin and working to ensure that a racial equity lens is taken. I want to make sure that all of our 21st century schools have school based health centers, rec centers, and community meeting spaces.



13. In Baltimore, as across the nation, school zones and neighborhood boundaries have historically served to limit access to high quality public schools. While Baltimore City Public Schools students in middle and high school are assigned to schools through a complicated “school choice” process, students in elementary schools are still largely assigned to schools based on enrollment zones. These zones were created over a generation ago, and in the years since, population shifts (notably large growth southeast Baltimore of the English Language Learner population, which required additional services and support) have resulted in several schools being overcrowded, while others are under-enrolled. Additionally, the school district’s Equity Policy requires it to examine its plans and practices to determine and address the ways they exacerbate racial and economic inequity. In order to meet the needs of Baltimore families, and move towards a more just and equitable school system, a comprehensive redistricting plan should be completed, involving the coordination of the Baltimore City Planning Department and Baltimore City Public Schools. However, changing neighborhood boundaries causes significant public backlash. If elected, would you support school redistricting and would you direct the Baltimore City Planning Department to partner with City Schools to create a comprehensive plan?

I strongly support school redistricting with the lens of equity and population shifts. I will direct the Department of planning to work with City Schools to create a comprehensive plan.

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14. Public Charter Schools: There are 50 public charter schools in the state of Maryland, the vast majority of which are in Baltimore City. Some charter school operators would like to weaken state law to make the teachers and staff at the charter employees of the charter non-profit board, not the school system. This would remove all protections that the teachers and staff have under the BTU collective bargaining agreement. Should charter school teachers and staff be considered employees of the charter school board or the city’s public school board?

I want all charter school employees to be employees of the city's public school board and to have protection from the teachers union.

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15. Should there be a cap on the number of charter schools in Baltimore City? Why or why not?

Yes. We need to gather evidence on whether charter schools in Baltimore have increased student performance.

16. BOOST/School Vouchers: Should government give vouchers (either as a tax credit or even a tax rebate) to parents who want to send their children to a private school?

I do not support school vouchers. We should invest money in strengthening our public school system

17. Education funding: Some in Annapolis have argued that Baltimore City should be contributing more to its public school system than is currently budgeted. The city ranks among the worst in Maryland when it comes to the local contribution to its public school system; while on average a county in Maryland contributes roughly 36% of its annual operating budget to its local school system, in Baltimore, the city contributes only 14% of its budget to its schools. The Kirwan Commission is recommending the city increase its contribution by \$300 million, more than doubling its current contribution.

17(a) How large of an increase, percentage wise, should Baltimore City commit in its budget to funding public schools?

I propose to double the percentage of the City's budget dedicated to education to 30% of the City's budget.

17(b) In order to meet Kirwan obligations, how would you propose raising that additional \$300 million?

We need to renegotiate PILOT, reduce mass incarceration, and work with state legislators for enabling legislation to increase taxes on vacant properties.

18. In every school district in Maryland the head of the school system is the Superintendent of public schools. However, in the two majority minority school systems—Baltimore City and Prince George’s County—the head of the school system is instead titled the CEO of public schools. This title change, while subtle, has been significant: since the switch to a more corporate-based model with this title change, these two districts have seen a substantial portion of their schools become charters, and an overall explosion in the amount of standardized testing has followed. If elected to office, will you be in favor of returning the title of the head of our public school system to “Superintendent” so as to be identical with other school districts in Maryland? Why or why not?

I do support the change to superintendent. We over test our children and this obsession with metrics reduces the focus on investing in wholistic education, and encourages short term thinking that hurts the long term development of the child.

### Vision for Baltimore City

19. Privatization: Recently, CUB and AFT-Maryland worked with the City Council and Food and Water Watch to pass a city charter amendment that would prohibit our water from ever being privatized. Are there other resources that are owned by the city that you believe should never be privatized? When, if ever, do you feel it is appropriate to privatize public services or property?

I strongly disagree with privatizing our water resources. In general, given the influence of corporate donors in our city politics, I do not believe privatization is ever a good option for Baltimore's citizens.

20. Development: In 2016, the city passed a multi-billion dollar re-development plan, supported by a \$535 million TIF request to develop Port Covington. Opponents worried development projects such as these, funded through public tax revenues, will be used not to the betterment of all in the city, but instead to the betterment of wealthy elites, widening the gap between the haves and have-nots in Baltimore. Do you have a vision for development in Baltimore City that...

20(a) ...assures neighborhoods will contain equitable amounts of low-income and affordable housing?

I want to focus on a social impact bond to rebuild our vacant homes rather than TIF's that benefit luxury condos

20(b) ...will help the city improve its financial contribution to its public school system?

We need to have investments in rebuilding/demolishing vacant homes and increasing low income housing rather than TIF's for luxury condos built by the donor class

20(c) ...will be completed by workers who live in and around the Baltimore region, and follow prevailing wage standards and project-labor agreements?

I will advocate for strict local hiring and prevailing wage requirements.

20(d) ...will contain businesses that must follow labor peace agreements?

I will advocate for labor peace agreements

21. Affordable housing: Recently, CUB worked with legislators in Annapolis to pass legislation that would allow the city to grant low-income city employees a property tax credit on their homes. Affordable housing is a priority for city educators as well, as there are more homeless students in Baltimore city than there are total students in some county districts. What is your plan to increase accessibility to quality, stable housing in Baltimore city?

Many of the students that I work with are homeless and I have seen the deficiencies of our social safety net first hand. I will advocate to significantly increase funding towards affordable housing and homelessness services. We have the resources to end homelessness, but we make the conscious decision to subsidize luxury condos downtown through TIFs

22. Crime: Do improved education and expanded city services play significant roles in your plan to reduce crime in Baltimore city? If so, how?

Yes. Education is the main driver of reduced crime and upward mobility. I will advocate to increase resources for school based health centers, early reading interventions, mental health, STEM education, and vocational training in Baltimore City Public Schools.

Thank You!

Thank you for taking the time to complete this candidate questionnaire. If you have any questions, please contact Todd Reynolds, AFT-Maryland Political Coordinator, at (410) 764-3030, or [treyolds@aftmd.org](mailto:treyolds@aftmd.org).



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