

# Andrews - 46 - House



## AFT-Maryland Candidate Questionnaire for 2022 Candidates

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, and the Maryland Classified Employees Association. Together, with the Baltimore County Federation of Public Employees, and Baltimore County Federation of Public Health Nurses, AFT-Maryland has thousands of members who work to make the region and the state a better place for its residents.

The AFT-Maryland has prepared the following questionnaire for candidates running to represent us in Annapolis 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 and the Maryland and DC AFL-CIO State Federation; the council and state federation will announce its final endorsements in early 2022. 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. It may be returned to

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Please return this completed questionnaire no later than January 7<sup>th</sup>, 2022. If you have any questions, please contact Todd Reynolds, AFT-Maryland Political Coordinator, at 410-764-3030.

## General

- 1. The AFT-Maryland is a federation of numerous employee unions, including Baltimore City teachers and paraprofessional and school-related personnel (BTU); professional state workers (MPEC—Maryland Professional Employees Council), state healthcare professionals (AFT Healthcare-Maryland), state classified employees (MCEA—Maryland Classified Employees Association); as well county (BCFPE and BCFPHN) and city (CUB) employees. Why should we support your campaign?**

We need to significantly recommit resources to public education, access to justice, and public health sectors because of the demonstrated long-term benefit that these institutions have on our society. I ask that you support me in advancing this message because, as a product of public schools and as someone who has spent over decade of working on these issues, I believe I can effective coalitions in Annapolis to get these passed.

As a former 9<sup>th</sup> grade English teacher at Patterson High School in Baltimore City, I taught in a building with little heat, no air conditioning, and mice running through the classroom. I taught 30 students per class with ripped books, dated and insufficient supplies, and worked to navigate an often dysfunctional school administration. It is this experience -- seeing firsthand the challenges faced by teachers, public education professionals and our children and their families -- that is directly motivating my run.

Today, as a public health attorney working in the non-profit sector, I have witnessed and worked to alleviate the immense pressure placed on healthcare professionals, both before the pandemic and as significantly multiplied today by the COVID-19 pandemic. Again, seeing how overburdened our nurses and other healthcare professionals are, as they work within in a system whose resources often don't reach the poorest (or hardest working) among us, is motivating my run.

I am eager to bring the personal stories -- from my own experiences to those of my students, colleagues, and current non-profit partners -- to Annapolis. I believe these stories will be a powerful tool, which, combined with my professional background, will allow me to effectively build coalitions to address these issues.

- 2. Have you ever been a member of a union? If yes, please give the union name, local number, and dates active.**

Yes, Baltimore Teachers Union, August, 2011 through June 2013.

## Worker Rights

### **3. Expanding the right to collective bargaining.**

**Currently, a number of state and public school employees in Maryland have collective bargaining. However, many still do not. For example, state judiciary branch workers; grad students, adjuncts, and full-time faculty in the University of Maryland System; faculty at our state's community colleges; coordinators in community schools; and many county and city librarians; do not have the right to bargain collectively. If elected, will you sponsor and/or support legislation to grant these public employees the right to engage in collective bargaining with their employer?**

If elected I will sponsor and/or support legislation granting public employees the right to engage in collective bargaining because these rights both improve the lives of these employees and collective bargaining improves our public institutions.

When employees have power to negotiate meaningful benefits, their bargaining power more closely mirrors the value their service provides communities and the state, and as a consequence they are more vested in their job. Collective bargaining also makes these jobs more attractive thus opening the door to more people and greater talent seeking to fill these positions.

Finally, the power of collective bargaining improves our public institutions by empowering employees to call-out mismanagement and corruption. For example, when I worked in City schools, I saw how the teacher contract enabled a colleague to speak-out against an ineffective and abusive supervisor who made unacceptable demands. Furthermore, the BTU's work today during the pandemic has improved health and safety conditions for children and teachers in our school buildings.

In short, collective bargaining in the public sector helps to improve public governance in a variety of ways for all Marylanders.

### **4. Raising the minimum wage.**

**Our members see every day the harmful impact of a minimum wage that does not keep up with rising costs of living throughout the region. While Maryland will raise its minimum wage to \$15 per hour in 2025, it still will not be indexed to inflation, and Marylanders working at this compensation level will continue to fall behind. If elected to office, will you author and/or support legislation to tie the minimum wage to the rate of inflation?**

If elected I will author and/or support legislation tying the minimum wage to the rate of inflation. Even when the Maryland minimum wage reaches \$15 per hour, what this wage can buy will already be decreasing leading to another long winded political struggle to yet again raise the minimum wage close to livable. Ultimately, the legislature's action on the minimum wage have been too conservative and slow to even match private sector wage growth, which has continued to exasperate the divide between low-wage earners compared to medium or high wage earners. The minimum wage

in Maryland must be tied to the rate of inflation to ensure that even those working the lowest paying jobs are able to raise their families out of poverty and live with dignity.

#### State service/public employee issues and rights

5. Binding arbitration in contract negotiations.

**Maryland recognizes the importance of collective bargaining as a way to assure employees at the state, municipal, and school district level have a fair and democratic voice in the conditions that govern their employment. For many of those employees and their unions, when disagreements arise during negotiations, there is no mechanism by which those disputes can be resolved. In most cases when the parties reach an impasse, management can implement their proposals without the consent of the employees. Because of this, management often realizes there is no need to bargain in good faith.**

**To fix this flaw, many states and local governments have implemented binding arbitration. When an impasse arises at the bargaining table, management and the union agree to take their case to an objective, third party arbitrator. The arbitrator hears the case, and issues a ruling that both management and the employees must agree to. For example, there is some form of binding arbitration for state employees in Connecticut, Delaware, and Maine, and Baltimore County offers binding arbitration for its municipal employees.**

**Do you support objective, binding arbitration for contract negotiations for school district, city, county, and state employees? As an elected official, would you support strengthening those rights for the public employees that fall under your jurisdiction?**

Having an equal voice at the bargaining table is fundamental to achieving the benefits that I described in my answer to Question 1 and 2. Therefore, I support any action that would improve the negotiation process and enhance fair dealing between the parties including allowing for objective, binding arbitration. I would support such rights for all public employees, especially those that fall under my jurisdiction. The failure to have a binding arbitration clause is especially acute when we consider that many public employees are unable to strike because of legislative action. The state's persistent failure to address this inequity is not acceptable.

6. Public employee compensation.

**Under the current governor's administration, it is rare for state workers to get the compensation they deserve, even though the state has often had a budget surplus. As a result, too many public agencies have staffing problems, as many employees leave for better compensation in the private sector. What is your plan to assure state, county, and municipal employees (including workers employed at BCCC, the Maryland School for the Deaf, and all public, state-supported higher education institutions throughout the state) that their compensation levels will be financially competitive with the private sector?**

Given the frequency of budget surpluses, I propose that a certain percentage of the surplus be allocated to all public workers in the state in the form of wage/salary increases and bonuses. The

efficiency at which state employees work is a large contributor to budget surpluses. If the state is to maintain this efficiency among its public employees it has to give them a reason to stay or replace those leaving with comparably talented workers. Using the budget surplus to boost the pay of public employees gives workers a reason to stay and develop a career in the public sector and attract talent from the private sector. Ultimately, the current governor's decision to not adequately pay public employees, thereby leading to a loss in knowledge and skill to the private sector, will have negative consequences on state governance for years.

7. **Health insurance transparency. Audits and budget analysis show some government healthcare surplus funds are being diverted for use in unrelated areas. In effect, employees are therefore paying much higher than their negotiated healthcare splits for employer self-insured healthcare coverage.**

**What should a public body (the state, the municipality, or the local school system) do with money refunded to employees' health insurance programs? As an elected official, will you sponsor legislation that would force government employers with self-funded insurance programs to be more transparent with actual claim cost, rebates and other refund programs?**

The state's role in managing these public-employer sponsored healthcare programs must be seen as a fiduciary duty for the employees who are paying into the plan. In its fiduciary role, the state must be transparent in its administration of the program and employees must benefit from refunds, savings, and other efficiencies made to the plan. Accordingly:

- Employees must be informed of all costs, rebates, and other refund programs that affect their plan.
- Additionally, any government health care surplus funds should be used to decrease the negotiated split for the employee.

8. **Retirement for public employees: defined benefit versus defined contribution. Most Maryland public employees have defined benefit retirement plans like a pension. This allows employees to plan for their retirement because they know exactly how much income they will be receiving. With defined contribution retirement plans like a 401(k), employees contemplating retirement are never quite sure when the right time is to retire because of changes in their plan's investments. Do you support keeping public employee retirement plans as defined benefit/pension plans?**

Fundamentally, Maryland's defined benefits pension system creates career public servants who provide an immense amount of wealth, knowledge and efficiency to state governance. We must honor the service these employees have made to the state by maintaining our defined benefits plan.

9. **Prescription drugs for retired state employees. The State of Maryland is currently being sued by a group of retired state employees over the loss of their prescription drug coverage. Their position is the state has backed out of the promised retiree prescription drug benefit. Do you support full health benefits for retirees**

**including prescription drug benefits? Under what circumstances, if any, would you agree to a reduction in benefits for retirees?**

I support full benefits for retirees including prescription drugs benefits. Ultimately, Maryland's failure to follow-through on its commitment to provide prescription drug coverage is unacceptable. This benefit, as well as many others, are the reason so many state employees commit to a career in public service. If Maryland does not follow-through on this commitment then it is letting down its own workers and disincentivizing people from building a career in the public sector.

More abstractly, there is evidence that access to comprehensive prescription drugs actually reduces total health care costs by enabling the covered population to more effectively manage their chronic illnesses.

**10. Appropriate staffing levels.**

**This past fall, numerous news reports confirmed what many state employees have already known: that staffing in a number of state agencies have fallen to levels that the safety of workers and the ability to carry out their duties has been compromised. For example, the Maryland Department of Health has not been able to admit court-ordered patients to state mental health facilities in accordance with the law due to the lack of staff. Likewise, the State Investment Park Commission found that park ranger staffing levels are too low to meet the demand of Maryland Residents wanting to visit our state's parks. The most recent state analysis shows nearly every state agency has at least a 10% vacancy rate, with some of the larger agencies having a vacancy rate over 15%! Would you support efforts to increase recruitment and retention of qualified state, county and city employees? Would you make funding of additional staff a priority?**

Whether in the private, non-profit, or public sector, the most important element in any institution are the employees. The failure to fill vacancies not only affects those jobs that aren't being done but it also contributes to burn-out and frustration amongst the employees who remain and are working extra shifts to cover the vacancies. Staffing our state agencies must be a top priority so that the agencies can fulfill their duties to the state efficiently and effectively. Accordingly, I would support all efforts to increase recruitment and retention of qualified employees including making additional staff funding available.

**Public Education**

**11. General: What do you think are the major challenges facing Maryland's public education today? If elected, how would you help solve these problems?**

The major challenge facing Maryland's public education has been the state's chronic failure to appropriately and equitably fund education. The recent influx in pandemic related aid as well as Maryland's recommitment to education made via the Blueprint for Maryland's Future are important towards addressing this issue but the pandemic has exasperated the effects of chronic underfunding including: understaffed schools (too few teachers, paraprofessionals and other support staff), bigger

class sizes, less after school programming, poor school facilities, and less individualized education that students need.

We must leverage state and federal dollars, to offer a wide array of programs to create an environment where students achieve success. This includes offering universal Pre-K to all Marylanders, equitably scaling targeted interventions including expanding extra-curricular activities, adjusting school schedules to include expanded learning time, providing intensive tutoring, and advancing emergency financial aid to equitably serve students across the district. We must also retain and recruit the service of highly qualified, diverse teachers which includes allowing teachers professional development and advancement based on their knowledge and skills. Finally, we must also reduce the administrative and testing burden placed on our teachers and school partners.

**12. Education funding.**

**The state has enacted the Blueprint for Maryland’s Future, an ambitious plan developed by bipartisan education experts and stakeholders. The Blueprint will provide a world-class education our students need. Despite hand-wringing from the current governor, the state has the funding to pay for the Blueprint through Fiscal Year 2026. Beginning in FY 2027, the state will have to make decisions regarding revenues to continue to provide every student in the state the education they need. If elected, how would you propose the state fund the Blueprint? How will you advocate for these necessary revenues?**

Maryland’s use of a novel digital advertising tax to fund the first 5 years of the Blueprint is the model that should be followed to continue funding this investment in perpetuity. Ultimately, we know that our traditional tax collections models have not caught-up with the rise of e-commerce and internet based businesses therefore we must focus on creative, non-regressive tax models to fund education.

**13. Living Wage for Paraprofessionals.**

**One element that was unfortunately unresolved by the Kirwan Commission recommendations was the pay for Paraprofessionals and School Related Personnel (PSRPs). For too many PSRPs throughout the state, their compensation levels are not enough to be considered a living wage. Will PSRP compensation be a high priority for you if you are elected to office? How can the state better show its appreciation to PSRPs working in our state’s public schools?**

We will only improve our public schools by providing multi-modal, wrap around services to our students and families. PSRPs will be a high priority for me because I know how vital they are to both the teaching mission as well as developing meaningful relationships with students/families. PSRPs must make a living wage. Additionally, we can show our appreciation to PSRPs by providing them with enhanced state benefits, including greater access to health, leave, retirement and other benefits programs.

**14. Public School Construction and Renovation.**

**In 2013, the state passed the 21st Century Schools Program, which allowed the Baltimore Public School System and the Maryland Stadium Authority to leverage bonds to renovate roughly 25 public school buildings. While a good start, Baltimore city still has the largest**

**portfolio of aging and obsolete school buildings in the state; therefore, the program needs to be expanded. If elected, what will your administration do to assure more aging school buildings in Baltimore city will be eligible for renovations?**

Maryland must implement a state-wide, minimum acceptable standard for school building conditions which would include drinkable water fountains, functioning heating and air conditioning, a minimum number of working toilets per child, etc. Such a rubric would not only help all Maryland schools but it would target those districts that have been chronically underfunded, including Baltimore City. Since bond leveraging has been a successful in funding the renovation of 25 buildings, I am in favor of continuing such a model provided that the full burden of such construction is not born solely by Baltimore City residents.

**15. Public charter schools and local oversight.**

**There are over 50 public charter schools in the state of Maryland, and the vast majority of them reside in Baltimore city. Private, out-of-state charter school operators have previously wished to weaken the state law overseeing charter schools to make teachers and staff employees of the charter board rather than employees of the local school district. This would remove all protections that teachers and staff have under their collective bargaining agreements. It would limit oversight of these privately run public charter schools by taking them out from under the purview of the local school boards. It would also give the private operators a “blank check waiver” from any local school board policy. Should charter school teachers and staff be considered employees of the charter school or of the local school board? Should oversight of these schools be weakened?**

I am STRONGLY opposed to any measure that would remove charter school teachers and employees from being considered employees of the local school board. One of the fundamental reasons why Baltimore’s charter schools are able to successfully integrate into the larger school system (on most occasions) is because the teachers remain protected by the BTU. We can NEVER follow the charter model that Florida or other conservative states have implemented.

**16. School vouchers and the BOOST program.**

**Maryland is a state that diverts public funding to send students to private schools - the BOOST school voucher program. While the program is not codified in law, the governor’s budget every year has re-directed millions of dollars of public funds to these private schools, many of which discriminate against students and families who don’t adhere to that school’s beliefs such as gay marriage. If elected to office, what will be your plan regarding Maryland’s BOOST school voucher program? Should the state ever give public dollars to students to attend a private school? Would you support tax breaks to corporations that fund student scholarships for private k-12 schools?**

I am fundamentally against using public dollars to subsidize private schools and, accordingly, am against funding the BOOST school voucher program.



Vouchers should only be given in cases where a public school does not have the resources or programming to meet the disability needs of a student. For example, a student with specific disability which cannot be accommodated by their local public school can be provided with public assistance to pay for a specialized private school. However, public dollars should not be used to send students to religiously affiliated schools except under strictst student-disability related exceptions.

I am against the pass-through effect that occurs when a company reduces its tax burden by funding a private school. That said, I am not too well versed on this issue of tax break to corporations who fund student scholarships for private k-12 schools and would like to learn more.

### **17. School Staffing.**

**In too many of our public schools, administrators are not following the law and are hiring people who are employees of non-profit organizations, some of whom are uncredentialed and untrained. Because they are not direct hires of the school district, they are not covered by the collective bargaining contract, nor are they held to the same accountability standards as certificated employees. If elected, will you work to ensure that school districts follow the law to prevent public schools from hiring employees from nonprofit organizations, circumventing the collective bargaining agreement? Under any circumstances is it acceptable to you for a school to hire an uncredentialed and non-unionized employee to be involved in the education of Maryland students?**

Using non-profit organizations to shield employees from the collective bargaining agreement should not be allowed. This practice could be curtailed by auditing the non-profit status of these organizations to confirm who actually “employs” the person via the standard control test that is generally accepted in law. Additionally, under no circumstance is it acceptable to hire uncredentialed employees if they are filling jobs they are not qualified for. I believe we should expand opportunities for new employees to enter the school system and the education profession but all teachers (for example) should be certified or in an acceptable certification program.

### **18. Teacher recruitment and retention.**

**The global pandemic has exacerbated the increasingly challenging problem of teacher retention and recruitment. Far too often, experienced, successful educators are made to leave our school systems. Newly hired teachers in some alternative teacher education programs stay in the classroom for an average of 3 years. How can the state enact legislation to support the retention of the highest quality educators, and recruit more to their ranks?**

We must increase teacher pay, with opportunities for significant earnings, and we need to address the factors that lead to teacher burnout.

The starting salary for teachers across Maryland remains too low and pay should increase significantly at specific intervals (for example, between year 3 and 4). Additionally, we should create more pathways to significant wage increases to reward high performing teachers (such as Baltimore City’s Model Teacher Program). This would not only incentivize teachers to stay but it would improve the quality of education by increasing the hiring pool.

Finally, we know that teachers don't just leave because of low pay. They also leave because of burn-out and the incredibly challenging conditions under which too many teach. We can address these issues as described in the answers to other questions and as follows:

- Provide more teacher aides
- Reduce class sizes
- More technology
- Supports so that the onus of remediation does not fall solely on the teacher.

#### **19. Elected versus an appointed school board.**

**In 2022, the citizens of Baltimore city will finally be allowed to elect 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?**

The optimal structure for the Baltimore City School Board is a hybrid model where the majority of the Board is elected, while retaining certain members for appointment by the Mayor and/or the Baltimore City Council. I hesitate to make the Board fully elected because I would like to maintain a connection between the Mayor's Office and/or City Council and the administration of City Schools. One of the failures in our current system is that elected City leadership do not take sufficient ownership of the issues that exist in City Schools.

#### **20. Standardized testing in the schools.**

**In our state's public school system, instruction time in our classrooms is often pushed aside so that students may prepare for and take a plethora of standardized tests. What is your view on standardized testing in our state's public schools? If elected, what policy positions would you take regarding the number of standardized tests required of our students?**

Our students and teachers spend too much time during the academic year on standardized testing. It's important to measure student achievement however, today, school administrators and teachers are pressured to teach to the test. The consequence is that our teachers spend less time actually teaching their subject and more time teaching test taking skills and administering tests.

We've also gutted our curriculum to teach to the test. For example, many schools systems have eliminated science, history, art and other classes because they are not a "tested" subjects. I believe this has had the negative consequence of reducing student engagement with their education because they do not spend enough time exploring the wonders of these 'non-tested' subjects.

As a Delegate, I would ensure that standardized tests are used to determine reading, writing, and math grade level. However, we cannot allow the testing phenomenon to take-over classrooms and gut curriculums.

## Vision for Baltimore Metropolitan Area and Maryland in General

### 21. Transportation.

**When Governor Hogan cancelled the Red Line rail project, he replaced it with a revision of the MTA regional bus lines and renamed the system the Baltimore Link. How effective do you believe this new bus plan has been? How can the state improve the transportation needs of its residents?**

The Baltimore Link system has been plagued with problems and is still inadequate at transporting people across the City. This is a significant issue for public education because Baltimore City high school students are the only children in the state who rely on these public city buses to get to school (instead of being able to rely on a yellow bus system). When I was teaching, my students were often late to school after commuting more than an hour to be there. This transportation is a significant and consequential equity issue in the state of Maryland and is something that all Marylanders must address.

The state can improve transportation needs by revitalizing the red line project (in the long term) and making a massive investment in more buses, more bus lanes, and investing in other modes of transportation include bike lanes.

### 22. Revenues and closing unfair tax loopholes.

**In order for the state, county, city, and local school system to continue to provide the services to Maryland residents that they deserve, do you believe the state must work to close loopholes in our tax structure? From things like instituting combined reporting (where out-of-state corporations no longer avoid paying taxes on the revenues they generate in Maryland) or a carried interest tax (where wealthy hedge fund managers pay the same income rate that the rest of Maryland residents pay), would you introduce and/or support legislation that would make our state tax code more fair?**

The state must be proactive in closing tax loopholes. I would support instituting a combined reporting model and instituting a carried interest tax, though I do need to learn more on the specifics for each issue.

### 23. Privatization, General.

**As public employees, each of our members works for an entity that is directly accountable to the residents we serve. Far too often, when jurisdictions and school districts choose to contract out or privatize those services, the level of accountability changes with those services. A private company or nonprofit is accountable to its board of directors or shareholders, and not necessarily to the residents that rely on its services. In addition, their employees are seldom unionized. If elected, would you support any plans to privatize and/or farm out work to a private company or nonprofit in our state and local governments or local school systems? If so, why?**

I am strongly against privatizing essential public services. For example, I'm probably one of the few candidates who is against Hopkins creating a private police force. One just needs to look at the

union-busting history of the Pinkertons or the private prison industry today to see the failures caused by the privatization of essential public services.

**24. Privatization, specific.**

**On September 2, 2021, the Maryland Department of Health announced the Facilities Master Plan, which includes plans to close Western Maryland Hospital Center in Hagerstown and Deer's Head Hospital in Salisbury within the next 5 years by transferring patients to private facilities. In many cases, these facilities offer the only long-term care options for Maryland residents on dialysis or who are dealing with chronic respiratory problems. If elected, would you support the plan to close these state facilities? Would you support outsourcing state, county or city operations?**

I need to know more details about this specific closure but I am against the state privatizing services as a state-employment avoidance scheme. I am generally against the state outsourcing state, county or city operations.

**25. State's mental health and addiction crisis.**

**The need for mental health and addiction services has increased during the pandemic. Mental health beds in the state hospital system are filled with court ordered patients. If elected, would you support increasing private and public resources for treatment to be sure all Maryland residents have access to the care they need?**

Absolutely, mental health services are chronically underfunded, which has led to a serious shortage in mental health services capacity throughout the state. We can reverse this trend by increasing public assistance for mental health services (public demand) and passing legislation which ensures that mental health costs are covered by insurance (increase private demand). The state must also recommit to funding those facilities which effectively provide mental health services in our state.

**26. Vaccines and working with unions to return to work.**

**The COVID-19 pandemic has of course been a challenge for the safety of Maryland residents and our members who have been returning to work. While we hope that the worst of the pandemic is behind us, we know from past experiences with mutations of this novel virus, recovery and a return to normalcy may not be linear. Vaccines must be a part of a comprehensive strategy to get past the pandemic, as well as an important tool for fighting public health threats in the future. What role do you believe unions and management have in constructing a plan to vaccinate their workforce? What in your mind is the way unions and management can work together to make sure represented employees are offered a COVID-19 vaccine?**

One of the easiest way for management and unions to work together in offering a COVID vaccine is to coordinate the messaging on the importance of getting a vaccine. Next, the two entities must work together in operationalizing any vaccine deployment or vaccine policy so that they aren't viewed as a requirement being forced by management. The vaccine saves lives and we cannot allow historic divisions to limit the deployment and uptake of the vaccine.

**Thank you!**