

Taylor - 23B - House

AFT-Maryland Candidate Questionnaire for the 2022 Election

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, 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 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 Maryland and DC AFL-CIO State Federation; the state federation will announce its final endorsements in early 2022. However, because we are a large contingency within the Maryland 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 7th, 2022, 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.



Candidate Information

Please note the AFT-Maryland plans to make these questionnaires public. However, personal information will be redacted.

Employer

Family Choice Healthcare

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

General Questions

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?

As a former PGCPs substitute teacher, current Vice Chair of the PGCPs Health and BioSciences Advisory Committee and a member of the PGCPs Career and Technical Education, I am a cheerleader for the Prince George's County Public School system. As a member of the Advisory Boards, I am most involved with the strategy behind growing, sustaining and providing the best experience for our scholars in these programs.

I am a proponent of changing the narrative of our Prince George's County public schools by highlighting weekly the success of a recent graduate and a current scholar who have acceptances from multiple colleges with scholarships. Partnering with Prince George's media outlets and creating a more robust social media campaign that focuses on PGCPs's success will enhance the rollout and ultimate victory of the Blueprint for Maryland's future. Real Estate agents, head-hunters and corporations based in Prince George's should be armed with brochures and a PGCPs website that is rich with the success of our students. These public school "partners" are pivotal to nurturing a desire to live in the County where new residents and new hires have increased interested in sending their kids to Prince George's County Public Schools.

Recently, Maryland's schools were rated top in the nation. Implementing the "Blueprint" across the state and seeking funding specifically for Prince George's will be less combative as we achieve an improved "optic" and perception.

We will also find that as Agencies and Corporations become partners, they will become more financially invested, as appropriate, and will create internship and employment pipelines for students. I own a homecare agency. For 25 years, we have been taking care of Maryland's veterans, elderly and disabled residents. As a business owner, I have been working with the Career and Educational program leads to provide internship opportunities and employment opportunities for the students in the Certified Nursing Assistant programs.

I am prepared to champion these efforts and be fully present in Annapolis when seeking our formula driven funding and be aggressive when our needs exceed funding levels.

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

No, but I grew up in a union household where my dad is a retired member of the Steamfitters Local 602 since 1964. My father is also the past President of the National Federation of Federal Employees (NFFE), Local Union Correctional Employees, Local 1. So, I am very familiar with the work required to support workers' rights and other issues associated with organized labor.

I worked for Bell Atlantic for ten years in a management capacity. As a new manager at Bell of Pennsylvania (a Bell Atlantic Company), I recognized the importance of having a great working relationship with the Associate workers (employees covered by a collective bargaining agreement). So, I co-founded an organization called TEAM (Telecommunications Excellence for Associates and Managers). This was the first group within the Bell Atlantic Companies that teamed Black Associates with Black Managers in an organization to tackle issues that affected all Black Employees. This group served as a blueprint for the future structuring of similar groups within the Company.

Questions on 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?

Yes, I would be open to meeting with each of these groups, hear their concerns and craft legislation – if needed – to address their right to bargain collectively.

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?

As a business owner, I am super sensitive to the minimum wage issue. We pay above minimum wage in almost every job category. As a Medicaid Provider, it is imperative to my homecare agency that provider reimbursement rates increase at the same pace as the increases in the living wage. Yes, I'd support legislation that ties minimum wage to an index that allows a worker to keep pace with inflation. I'd strengthen that legislation with language that ensures the State's providers' reimbursements increase at the same rate.

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. 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, for example.

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?

Yes. Yes.

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?

Let's discuss your thoughts on a plan during our interview. As a legislator, I will strongly recommend that the Governor's budget allocate additional funds for state employees pay and bonuses during surplus 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?

Money refunded to employee's health insurance programs can be used to lower future premiums or for a "premium holiday". Either way an employer owes transparency to its employees.

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?

I am an advocate of keeping public employee retirement plans that are guaranteed/defined benefit/pension plans.

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?

Retirees are entitled to guaranteed/defined benefits.

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?

Yes, I'd support efforts to increase recruitment and retention and would support funding for additional staff.

Public Education in Baltimore City

11. General [for candidates running for Governor, Comptroller, or for office in Baltimore City legislative districts only]: What do you think are the three biggest problems facing Baltimore City public schools? If elected, how will you solve these problems?

1. Inequities in facilities across certain regions- when elected I'd be looking for parity in facility funding and funding boosts for those areas in need
 2. Too many standardized tests – when elected I'd act on the numerous conversations I've had with teachers who complain about the number and frequency of standardized tests.
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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?

Kudos to the 2021 MGA for overturning Governor Hogan's veto. We are beyond the time for this type of laser focus on our schools. I am grateful for the work of the Kirwan Commission.

As the Vice Chair for the PGCPHS Health and Biosciences Advisory Board and a member of the PGSPS Career and Technical Education Advisory Boards, I am most involved with the strategy behind growing, sustaining and providing the best experience for our students in these programs. As a legislator, I would fight to make the Career and Technical education programs more prominent and fully funded. Students who graduate from these programs are armed with skills that can take them straight to employment or excel in college. Providing evidence of the success of these programs is a negotiating point for more funding for sustaining and growth.

Recently, Maryland's schools were rated top in the nation. Implementing the "Blueprint" across the state and seeking funding specifically for Prince George's will be less combative as we achieve an improved "optic" and perception.

We will also find that as Agencies and Corporations become partners, they will become more financially invested, as appropriate, and will create internship and employment pipelines for students. My company, Family Choice Healthcare, has been working with the Career and Educational program leads to provide internship opportunities and employment opportunities for the students in the Certified Nursing Assistant programs.

I am prepared to champion these efforts and be fully present in Annapolis when seeking our formula driven funding and be aggressive when needs exceed funding levels.

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?

As a parent whose child needed support from a PSRP, I am grateful. The PSRP can be better appreciated by an increase in pay and the opportunity for pathway training to supplement their skillsets for higher paying work within the school system.

14. Public School Construction and Renovation [for candidates running for Governor, Comptroller, or for office in Baltimore City legislative districts only]. 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?

I'll work with the Baltimore Delegation to consider the best options.

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?

Public charter schools teachers and staff should be considered employees of the school jurisdiction. Oversight should be appropriate and evenly applied – not weakened.

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 a parent of scholars in the public, private and homeschool arenas. Each student had a different need and our educational choice reflected that need.

I would support the desires of my colleagues in Baltimore. There are instances when a parent should seek assistance from the state to help cover the cost of a needed service that may only be offered in a private school. Students with autism and other cognitive differences may not be adequately educated in certain community schools; thus parents are forced to find options that may only exist in a private setting. In these cases, I am in favor of public dollars being used.

No to the corporate tax breaks.

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?

Under the current Health Emergency, there may be a need to staff creatively to ensure our kids receive consistent attention. In normal conditions, I'd like to see only credentialed employees be involved in the education of Maryland students.

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?

Increase teacher pay and create more robust partnerships with Maryland's HBCU's.

19. Elected versus an appointed school board [for candidates running for Governor, Comptroller, or for office in Baltimore City legislative districts only]. 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?

I would vote consistently with the Baltimore delegate. I would suspect that a hybrid board would be optimal.

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?

As I stated earlier, there are too many standardized tests. I'd support policy that reduced the number of standardized tests.

Vision for Maryland

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 has been a resource for those residents interested in a commuter option. With any plan, tweaking is needed after implementation.

I'd like to see more local public transportation with Prince George's.

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?

I worked as a Legislative Aide for State Senator Paul Pinsky for several years and did research on the combined reporting bill. I will work to close loopholes in our tax structure for big corporations and would support legislation that would make our state tax code more fair.

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?

No

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?

No. I would rely on my colleagues in these jurisdictions to provide data to support keeping the Western Maryland Hospital Center and the Deer's Head Hospital open.

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?

This need transcends our norm. Yes we have to support all resources for Mental Health awareness and treatment.

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?

Just do it! The labor/management collaboration is crucial to ensure often fluid information from CDC and local health offices gets distributed throughout the organization. As the owner of a homecare agency, I understand the importance of making sure a workforce is properly educated and receives vaccine and testing information in a timely manner.

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.



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