



2020 Presidential Candidate Questionnaire

Dear Candidate:

NTEU is the nation's largest independent union of federal employees, representing 150,000 workers in 33 departments and agencies.

Our union is comprised of a diverse group of individuals who share a commitment to public service. We proudly represent law enforcement officers, scientists, and attorneys. Our members are revenue officers, food inspectors, bank examiners, park rangers and the list goes on. Each of these federal workers plays an important role in keeping the country running and prospering.

NTEU is the voice of the federal workforce on Capitol Hill, in the courts, at the bargaining table and in the media. We fight for fair pay and benefits, improved working conditions and other issues that affect the working lives of federal employees.

We were created in 1938 to make sure federal employees are treated with respect and dignity. That remains our mission to this day and will continue to guide our work in the 21st Century and beyond.

In an effort to inform our members about the upcoming elections and to determine if NTEU will endorse your campaign, NTEU developed this candidate questionnaire. We believe the issues addressed in this questionnaire are vital to ensuring that federal employees have a voice at the table. **Please note that information from the *Political Analysis of your Campaign* section of the questionnaire will NOT be shared with our members, the party or any other candidate running for office. The answers are for internal use only.**

We greatly appreciate your time and attention to our concerns. Please respond to the attached questionnaire **by email to maram.abdelhamid@NTEU.org no later than 4/15/2020.**

If you have any questions, please contact:

Maram Abdelhamid
Political Affairs Director
(Office) 202-572-5527
(Mobile) 202-352-0895
maram.abdelhamid@nteu.org

We look forward to sharing your responses with our members.

Sincerely,
Maram Abdelhamid
Political Affairs Director



2020 Presidential CANDIDATE QUESTIONNAIRE

General Campaign Information

Date Candidate Name

Website Campaign Committee

Name Address

City State Zip Code

Main Contact Phone Email

Finance Director Phone Email

Other Contact Phone Email

Political Analysis of Your Campaign

Have you had any contact with NTEU local chapters? (If yes, please list chapters and names of local contacts.)

Please provide a list of endorsements

Policy and Issues

Please answer each question in 100-200 words

I. Ensuring a Fair Workplace

Under current law, federal employees voluntarily decide whether or not to join a union. Due process and collective bargaining rights ensure safe, transparent, and fair agency workplaces that prevent a politicized civil service, safeguard whistleblower protections and protect frontline employees from unfair retaliation.

A. If you were in office today, would you support bills such as H.R. 4090 and H.R. 3348/S. 1898 or other proposals to restrict due process and collective bargaining rights in the federal sector? Please explain your position.

B. How would you strengthen due process rights for frontline employees and protect them from unfair management practices?

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C. If elected, would you reverse Executive Orders 13836, 13837, and 13839 that infringe on the rights of Federal Employees and public servants and are in direct conflict with current law.

D. If you were in office today, would you reinstate Executive Order 13522, Creating Labor-Management Forums to Improve Delivery of Government Services?

II. Improving Pay

A healthier national job market and current private sector pay trends require federal agencies to provide adequate, comparable pay raises. Federal employees have already contributed approximately \$200 billion to deficit reduction through a combination of mandated pay freezes, below-market pay adjustments, and retirement contribution increases for employees. What's more, the President has proposed below-market pay increases or freezing federal employee pay over the past few years as well as limiting performance awards to only select occupations.

A. If you were in office today, how would you ensure fair and meaningful pay for government employees, as well as equitable and transparent pay systems?

B. If you were in office today, would you support bills such as the Federal Adjustment of Income Rates Act (S.3231/H.R.5690) that would provide federal workers work a competitive pay increase? Please explain your position.

C. Would you oppose further pay reductions and pay freezes or support fair pay raises for federal employees?

Preserving and Enhancing Employee Benefits

In recent years, Congress has used the federal retirement program to help close the deficit by increasing required employee retirement contributions for all new hires, thereby reducing these employees' take-home pay. Further, recent administration and congressional proposals would further increase required employee contributions decimating pay and slashing benefits by eliminating certain retirement payments and reducing formulas, eliminating retiree cost-of-living adjustments to pensions, and even eliminating the defined benefit pension entirely, as well as altering the formulas and structure of the Federal Employees Health Benefits Program (FEHBP).

Unlike many state retirement systems, the Federal Employees Retirement System (FERS) is fully funded and financially sound with no unfunded liability. Federal employees and retirees are already experiencing increasing FEHBP insurance plan premiums and rising copays, coinsurance, and other out-of-pocket costs.

A. If elected, how you would work to protect FERS and ensure federal employees are not required to pay more for their retirement?

B. If elected, would you support efforts to shift additional health care costs to FEHBP enrollees? Please explain your position.

III. Securing Agency Missions

Agencies need sufficient, long-term funding to meet their missions for the public, and relief from short-term continuing resolutions, government shutdowns, hiring freezes and proposals to reduce the federal workforce. These diminish the ability of federal agencies to perform their basic functions, and ultimately harm the public who rely on federal programs and services.

If elected, how would you ensure that federal agencies function optimally and that critical services are not crippled by budget and staffing cuts?