



2020 Congressional 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, attorneys and cyber-security experts. 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, we 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 9/1/2020.**

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 CONGRESSIONAL CANDIDATE QUESTIONNAIRE

General Campaign Information

Date Candidate Name

Office Sought Campaign Committee Name

Address

City State Zip Code

Campaign Manager Phone Email

Finance Director Phone Email

Website Facebook Page Twitter

Filing Deadline Run-off Election Date

Do you have a Primary Election Opponent ☐ Yes ☐ No

Primary Election Opponent General Election Opponent

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 from community and political groups.

2020 CANDIDATE QUESTIONNAIRE

Have you ever held an elected office? (If yes, please list positions and dates held.)

Total Primary Campaign Budget

Total General Campaign Budget

Cash Raised to Date Cash On-Hand

2020 CANDIDATE QUESTIONNAIRE

In 750 words describe your **media/communications plan**. Please include information about paid and earned media, social media demographic data and targets. Make sure to explain how your plan will lead you to victory.

2020 CANDIDATE QUESTIONNAIRE

In 750 words describe your **field/voter plan**. Please include information about your electoral goals, direct voter contact, direct mail, GOTV plan and demographic information. Make sure to explain how your plan will lead you to victory.

Please share the internal and external polling data for the following:

Name recognition in district or state

Democratic Performance Index in your state/district

Republican Performance Index in your state/district

Total percentage of favorable opinion in your race vs unfavorable vs undecided If the election for your race was being held today what would the results be?

Policy Questions

Please answer each question in 100-200 words.

I. Ensuring a Fair Workplace

Under current law, federal employees voluntarily decide whether 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. However, this administration has issued three executive orders that undermine employee rights and protections and make it harder for employees to have a voice in their workplaces and ensure that they are treated fairly.

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

B. If you were in office today, how would you vote on bills such as the Federal Labor Management Partnership Act (S. 530/H.R. 1316) and S. 3146 that would protect federal employees collective bargaining rights? Please explain your vote.

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

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 federal employees, as well as equitable and transparent pay systems?

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

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

III. 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).

A. 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. If elected, how would you 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.

IV. 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.

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