

NUHW 2020 Presidential Candidate Questionnaire

- (1) Briefly describe your educational background and work experience, including the various public offices you have held and the private sector leadership roles you have played.

Beto O'Rourke is a fourth-generation Texan, born and raised in El Paso. After graduating from Columbia University with a degree in English Literature, Beto returned home and started a small technology business that would grow to bring dozens of high-wage, high-skill jobs to the border community. He ran for the El Paso City Council in 2005 and upon being elected became one of the youngest members to ever sit on the council. Beto served two terms before running for U.S. Congress in 2012, taking on a 16-year incumbent and winning. He personally knocked on thousands of doors and held public forums with voters in both Spanish and English.

He would represent one of the world's largest binational communities in Washington, DC for six years, serving on the House Veterans Affairs Committee, the House Armed Services Committee, and the House Committee on Homeland Security. Regularly returning home, he held monthly all-comers welcome town halls in El Paso where he could hear directly from his constituents. In Congress, he successfully enacted laws that improved access to health care for veterans, added urgent mental health resources for service members and . As a leading voice on immigration and a lifelong advocate for the U.S.-Mexico border, Beto organized a 2,000 person Father's Day march to Tornillo to raise awareness of family separation. He would continue returning to the camp until all of the children were successfully released.

In March of 2017, Beto launched a historic 19-month campaign to represent all 28 million Texans in the U.S. Senate. Running the largest grassroots campaign the state had ever seen, he rejected all money from political action committees and personally visited each one of the 254 counties of Texas as he held over 350 town hall discussions. Beto ultimately received more votes than any Democrat in Texas history as he excited thousands of first-time voters to go to the polls.

- (2) Have you ever been a union member? If so, to which union(s) did you belong? If you were an officer, steward, bargaining committee member, or activist, describe your leadership role.

No

- (3) What notable endorsements have you received from organizations and individuals?

We have received public endorsements from the following individuals:

- **Former Governor Martin O'Malley**
- **Congresswoman Veronica Escobar**
- **Congresswoman Kathleen Rice**
- **Congresswoman Stephanie Murphy**
- **Congressman Salud Carbajal**

- **Congressman Sean Patrick Maloney**

(4) How much money have you raised to date? What is your primary cycle fundraising target?

In less than four months of his campaign (from campaign launch through the end of Q2), Beto raised over \$13 million from nearly 200,000 people across the country. Beto is building a truly grassroots campaign powered by people, not PACs. During the second quarter of 2019, the average contribution to Beto's campaign was \$30, and the top occupations of supporters were nurses, teachers and students. Additionally, Beto continues to build support as his campaign grows - one third of donors in Q2 had never given to Beto before (in this race or in his Senate run).

(5) Beyond our public endorsement, what specific support are you seeking from NUHW?

We would like to work with NUHW to continue to hone and develop healthcare and mental health policy. We agree that healthcare is a human right and it is something we can fight for together. This also means that we would like to help amplify messages and communications related to healthcare, worker's rights, and immigration policy. We would also like to meet with the NUHW members to hear from them directly and the issues they face.

(6) STATEMENT OF CANDIDACY Please provide a brief statement of candidacy including the following information:

Beto is running for president to build a more perfect future for all Americans - one greater than any chapter of our past, where every single person stands to be counted and where every person's voice is heard.

We are at a critical moment in our nation's history - where this president is not only failing to address urgent challenges, from climate change to health care to gun violence - but is using fear and cynicism to divide us. Beto believes we need to act now to build a future that reflects our shared humanity. But we can't meet this moment with half-measures or with only half the country. Progress will only come when all of us stand up to build a better country for our kids and for future generations.

That's why Beto is showing up in places politicians never usually go. It's why he's connecting with people traditionally ignored by politics, and making sure their experiences inform his policy solutions. It's why he's fighting for a future where nobody needs to work more than one job to put food on the table, where health care is universal, high quality and guaranteed, where climate change is seen not only as our greatest threat, but as an opportunity to revitalize our economy, and where our strength is measured because of our differences, not despite them. It is only in this way - by building

a grassroots, multiracial movement - that we will be able to confront the challenges and division in this country and build a more perfect Union for all Americans.

Beto is seeking NUHW's endorsement because he wants to fight and work alongside NUHW to address critical issues facing this country, including achieving guaranteed, high quality health care, ensuring all workers earn a living wage, and making sure this economy works for everyone, not just the powerful few.

WORKERS' POWER ON THE JOB AND IN THE ECONOMY

Workers are regularly denied the freedom to choose a union due to intimidation, harassment, and other forms of coercion by their employers, and sometimes even by labor organizations. Legal remedies for such violations of workers' rights are far too little, far too late, with the result that these violations are legion and workers' organizing efforts are crushed more often than not. Private sector union density has fallen to 6.4%, and public sector unions are rebuffing attacks in state legislatures and federal courts that have forced them to reinvent themselves to remain viable. Without increased organization and improved legal structures for workplace representation and collective bargaining, U.S. workers' power on the job and in the economy will continue growing weaker, dooming efforts to address rising inequality and its corrosive impacts on our society. Like Franklin Roosevelt, who fought to pass and uphold the National Labor Relations Act in the face of profound economic inequality that threatened the very fabric of the nation – and in the face of profound antagonism from powerful, moneyed interests – the next President will be challenged to fight for the establishment of a new set of labor laws more favorable to workers. The following are among the potential labor law reforms most frequently cited as having the potential for sparking a renewed and revitalized labor movement. Please indicate which of these reforms you would support as President, why you would support them, and how you would overcome the entrenched opposition of corporate lobbyists and right-wing media and politicians to pass them into law:

a) requiring employers to recognize a union as their employees' exclusive collective bargaining agent when presented with a petition demonstrating its support by a majority of the workers;

b) establishing a fast and fair union election procedure that provides the employer and the union equal physical access and equal time to discuss workers' choice of a union with them; bans factually inaccurate representations and coercive kinds of campaign communications, like mandatory "captive audience" meetings and one-on-one discussions of unionization with supervisors; and establishes a short election period prior to a final and binding secret ballot vote;

c) instituting a sectoral collective bargaining system, with wage boards to set minimum standards;

d) covering union organizing under civil rights laws, with enforcement by right of private action;

e) obliging employers to recognize and bargain with minority unions for members-only contracts;

f) creating federal protections against the firing of workers for any reason other than “just cause”;

g) outlawing the “permanent replacement” of striking workers.

Beto believes unions are the backbone of our middle class—and they have consistently been on the forefront of the economic justice movement in the United States. But they are under attack. As president, Beto would elevate the voice of workers, strengthen unions, and fight efforts to undermine them.

He would start by taking steps to ensure that every worker has the right to organize and collectively bargain including by passing the Right to Organize Act (PRO Act) and the Public Service Freedom to Negotiate Act. Passing these two pieces of legislation would give every state and local worker the right to collectively bargain, create meaningful penalties for employers that violate workers’ rights, prevent interference in union elections, overturn “right-to-work” laws and more. He would also support providing full collective bargaining rights to all workers including agricultural and domestic service workers. He would also use the full force of federal contracting power to promote unions including using federal Medicare and Medicaid dollars to ensure all healthcare workers have a \$15 minimum wage and the right to join a union.

- support increasing the federal minimum wage to \$15.00 per hour or more?;

Yes. As President, Beto will fight for a \$15 per hour minimum wage, and index the minimum wage to the median wage to ensure that one job is enough.

- propose any programs that would create large numbers of good jobs while increasing our capacity to meet human needs, upgrade our infrastructure, and enhance our environment?

Yes. As part of Beto’s comprehensive plan to tackle climate change, he will mobilize \$5 trillion over ten years into infrastructure, innovation, and our communities, which will create clean energy, conservation, and climate resilience jobs. Beto will also invest \$100 billion in infrastructure for our schools, expand paid training and apprenticeship programs, triple funding for the Manufacturing Extension Partnership to increase federal resources for manufacturing jobs, and invest in our transportation, water, and broadband infrastructure.

- In particular, do you support the proposed Green New Deal or other plans to spur equitable growth by pursuing a stronger, more comprehensive response to climate change that would accelerate both the transition to renewable energy sources and the implementation of climate resiliency and adaptation plans, while also providing meaningful transition assistance for workers and communities in the nation's most carbon-dependent regions?

Yes. Beto's plan to mobilize \$5 trillion to combat climate change and achieve net-zero emissions by 2050 while preparing workers for jobs in a new, green economy and investing in climate resiliency is in line with the goals of the Green New Deal. As part of Beto's plan, Beto will mobilize \$1.2 trillion in investments in people and communities most impacted by the impacts of climate change, pollution and transitioning away from carbon-based economies. His plan will deliver funds for grants that support housing, transportation, public health, small business and startups, paid training through partnerships with unions, and clean farming and ranching practices. Beto has also committed to increasing by ten-fold the spending on pre-disaster mitigation grants, expanding our federal crop insurance program, investing in climate readiness and resilience of our first responders, and changing the law to ensure we build back stronger after every disaster.

SINGLE PAYER HEALTHCARE

Despite Obamacare's substantial success in reducing the ranks of the uninsured, much work still must be done to achieve affordable, quality healthcare for all. Even with the expansion of Medicaid to cover the near poor, and the availability of significant subsidies to help low and middle income families purchase coverage through healthcare exchanges, millions of Americans remain uninsured and underinsured, as prices remain too high and continue to rise sharply, especially for those living in high cost areas of the nation. The quality of care received by patients also remains inequitable, with significant differences in services provided and treatment outcomes by race, income, and geography. By bringing so many more people into publicly financed, publicly governed systems of care, Obamacare has set the stage for us to organize for the real reform we need and accelerate the fight for single payer healthcare.

Do you support the establishment of a single payer healthcare system – a publicly financed system of healthcare for all with a uniform standard of coverage that reduces costs by eliminating the profiteering, administrative waste, and marketing expenditures that accompany private insurance?

Are you in favor of pursuing such a system at the national level, and if one is not achievable, would you support the establishment of statewide single payer systems in individual states, as allowed for under the Affordable Care Act?

What revenue sources would you support to provide the necessary financing for progressive reform?

How would you fight and win the campaign to enact a single payer system over the strong opposition of the healthcare and insurance industries?

Do you think it necessary or advisable to enact further intermediate steps on the path to a single payer system? If so, which of these steps would you support, which would you oppose, and why?

As healthcare reform proceeds, with expanded emphasis on primary and preventive care, reduced reliance on acute care, and new forms of community-based care and care coordination, what steps would you take to support recruitment and retention of new healthcare workers, retraining and redeployment of the existing healthcare workforce, and protection of current healthcare workers' wages and benefits as they move from historically better paid to historically worse paid jobs?

Beto believes that health care is a right, not a privilege. As President, he will advance legislation—Medicare for America—that guarantees universal, high-quality health care for all. All Americans who are without insurance or insufficiently covered will be automatically enrolled in Medicare. Those with private insurance who are unsatisfied with their plans can enroll in Medicare. Deductibles would be eliminated for all in the Medicare program and premiums would be set based on a sliding scale as a percentage of income, with a rate no higher than 8% of household income. A family of four making \$50,000 would have no premiums at all, and a similar-sized family making \$100,000 would pay no more than \$335 a month.

Medicare for America will be implemented at the federal level and will be financed by repealing the Trump tax cuts, raising taxes on the wealthy, and requiring states to continue the health care spending they've allocated for Medicaid and the Children's Health Insurance Program. Beto will use the purchasing power of Medicare to guarantee that healthcare workers are paid a \$15 minimum wage and have the right to join a union.

MENTAL HEALTH PARITY

Under the Affordable Care Act's expansion of the protections provided by the Mental Health Parity and Addiction Equity Act, as well as under even stronger legislation in several states, mental health services are an essential benefit required to be made available under the same terms as physical healthcare to the majority of individuals covered by private and public insurance plans. Unfortunately, the reality falls far short, as many individuals continue to experience the same lack of access to timely and appropriate mental health services as they faced before, with shortages of providers, lengthy wait times for both initial and return appointments, and treatment options limited to short-term and group therapy even when

longer-term and individual therapy is merited. To cite one prominent example, NUHW members successfully prosecuted a complaint against Kaiser Permanente for failing to provide its plan members with timely and appropriate mental health services that resulted in California's Department of Managed Health Care levying a \$4 million fine in March 2013, yet fully six years later, these deficiencies remain un-remedied. If elected, what would you do to ensure that mental health parity is fully implemented and strongly enforced, with timely access to all appropriate services, both preventive and comprehensive?

Beto understands the centrality of mental health parity in any adequate health care proposal. This is why, under Medicare for America, mental health care will be fully covered. As President, Beto will proactively address and prioritize preventive and comprehensive mental health care for groups that disproportionately struggle with mental health care issues. For veterans, Beto will change the norms of mental health care by requiring VA mental health professionals to contact each new veteran within one week of transition from the military and increase the number of VA mental health care providers who are specifically trained in treating the survivors of military sexual trauma. He will also extend emergency mental health care to veterans with other-than-honorable discharges and implement a comprehensive approach to mental health and suicide prevention with the Department of Defense, outside organizations, and Veterans Service Organizations. For those who have been involved in the criminal justice system, Beto will ensure that those presently incarcerated receive any necessary mental health care treatment and those recently released are provided counseling, health care, and substance abuse treatment, if necessary, in order to maximize the success of their re-entry.

TAX FAIRNESS

More than a decade since the start of the great recession, our federal budget remains challenged by persistent, large operating and cumulative deficits, our nation's decaying infrastructure grows increasingly outdated, our needs for education and healthcare go chronically underfunded, and we are continually pressured to accept cuts to vital human services, all while corporations and the wealthy continue to benefit from multiple loopholes and tax breaks that allow them to escape paying their fair share and to shift both the costs and the negative consequences onto the rest of us. To break the grip of austerity and to renew the promise of prosperity for working families, we need to restore tax fairness and raise the revenue we need to invest in our people and our future. Where do you stand on each of the following potential items of an agenda to restore tax fairness? Please respond in detail, with specifics regarding each of those measures you would support:

- restoring higher top marginal tax rates for the wealthy (detail proposed brackets and rates);
- instituting a wealth tax (detail proposed rates);
- taxing capital gains and dividends at rates at least the same as earned income;

- restoring appropriate estate taxes (detail exemption levels and tax brackets and rates);
- enacting a financial transactions tax (detail proposed rates and transactions to be covered);
- closing corporate tax loopholes (detail which specific loopholes you would close);
- eliminating private equity managers' carried interest tax break. Please also detail any other tax reforms your administration would fight to enact.

Beto supports reforming the tax code so wealthy and corporations pay their fair share. He would start by rolling back the Trump tax cuts for the wealthy, including by raising the top tax rate to 40 percent. He would then work to ensure that workers' paychecks, investment income, and large inheritances are all taxed at the same rates. This would go a long way to ensuring that the tax code does not preference wealth over work and would end the carried interest loophole. He has also proposed a tax of one dollar for every \$1,000 of financial transactions to finance a Permanent Fund for Educational Equity and Excellence. He also supports taxing corporations' foreign profits at the same rate as their domestic profits, ending corporations' incentive to offshore investment and jobs.

COMPREHENSIVE IMMIGRATION REFORM

Despite the enormous positive impacts of immigrants on the United States' economy and society, the current administration is obsessively seeking to divide our nation by imposing a restrictive immigration regime that would increase detentions and deportations of undocumented individuals, deny them due process, and militarize our borders, while restricting further legal immigration in a manner tainted by racial, ethnic, and religious prejudice. Aggressive immigration enforcement and greater restrictions on legal immigration and refugee resettlement will not only cost taxpayers billions of dollars and threaten public health and public safety, but will break apart families and place vulnerable individuals – such as survivors of domestic violence and sexual assault in the United States, as well as women and children fleeing harsh violence in their homelands – in peril. What are your proposals to achieve comprehensive immigration reform with a path to citizenship for the 11 million undocumented immigrants currently living in the United States, and expand authorized immigration free of racial, ethnic, and religious prejudice? Please specify how your proposed reforms would address issues of family unification, refugee admissions, employment based admissions, diversity visas, and temporary permissions including DACA, as well as how you would modify border security measures and what if any role ICE would play under your plan. Please also say if your administration would accept the validity of state and local sanctuary laws.

The current administration's immigration policies are an affront to our values and leave our country less safe. A fourth-generation El Pasoan, Beto understands more than most the importance of immigration on our society and the urgent need to reform our immigration system and end the cruel practices we are currently witnessing. On day one of Beto's presidency, he will take immediate executive action to end the present policies practiced on our border and replace them with policies that conform to our laws and

values. He will reform the asylum system and reunite families, while ensuring lawful and humane conditions at CBP facilities. He will also issue an executive order limiting detention only to those with criminal backgrounds who present a danger to our communities and end funding for private, for-profit prisons. Further, Beto will rescind Trump’s travel ban, remove fear of deportation for Dreamers and those with Temporary Protected Status, and increase accountability from ICE and CBP. As President, Beto would end the targeting of so-called “sanctuary cities”.

Beto will champion legislation that will create an earned pathway to citizenship for 11 million undocumented people, including an immediate path for Dreamers and beneficiaries of programs like the Temporary Protected Status (TPS) and Deferred Enforced Departure (DED) programs; he will reform our visa system, increasing visa caps and creating a community-based visa category to allow communities to sponsor refugees.

Beto will also invest \$5 billion in support to the Northern Triangle to promote safety, economic growth, and democratic institutions that will mitigate the reasons why so many are making the 2,000 mile journey to seek asylum at our border.

MOVEMENT ENGAGEMENT AND MOVEMENT BUILDING

If elected, what steps would you take to remain actively engaged with trade unions and other progressive social movements in making appointments, developing and prioritizing policy initiatives, determining political strategy, and building the power to enact your policy agenda? Beyond supporting various labor law reform measures, how would you use the power of your office to support the organizing efforts and build the power of progressive groups in civil society?

Throughout Beto’s career, he has supported and engaged with organized labor. He has prioritized meeting with labor leaders and hearing from union members to better understand local labor issues across the country, has listened to and answered questions at labor-specific town halls and visited with an SEIU health care worker to experience the responsibilities and hardships she encounters on a daily basis. Beto will continue to prioritize these meetings and conversations as president, as he works to achieve labor law, health care, and immigration reform. Unions and other progressive stakeholders will always have a seat at the table in an O’Rourke administration. Their support in building grassroots movements necessary to enact progressive reform will be essential components of Beto’s campaign and his presidency.

Beto believes unions are the backbone of our middle class—and they have consistently been on the forefront of the economic justice movement in the United States. Unions not only brought us the weekend and the 40 hour work week, but have fought for the minimum wage, and are leading voices on paid leave. Unions are working everyday to

ensure American workers are treated well and fairly, so they can create good livelihoods for themselves and their families.