

**1. Should the work of State government be performed by State employees?**

Yes. Outsourcing and Independent Contractors should be used rarely and only when circumstances warrant such as needed expertise not available for a short-term project.

**2. As an elected official, how would you improve the overall safety of state employees?**

Effective training for employees so they don't get injured, risk analysis and mitigation of workplace hazards, testimony in committee on plans and steps to reduce injury and ensure workplace risks are mitigated. Support for a strong workers compensation system to make sure that employees separated from work through no fault of their own are made whole.

**3. What is your plan to make the health care system more fair and equitable for working Vermonters?**

I support efforts towards universal health care and would want full consideration of the primary care for all and expansion of Dr, Dinosaur initiatives.

**4. Will you support collective bargaining and vote against "Right to Work" legislation in any form?**

Yes

**5. What do you see as the role of State employees and how would you support them in their role?**

The role of state employees is to provide the services necessary for Vermonters to succeed in their lives, and sustain and grow well-being in a modern economy, especially the services that the private sector both for profit and not for profit does not equitably offer. However this is a two way street and state employees need to receive the support necessary for their success and well-being.

**6. What mechanisms would you put in place to avoid budget shortfalls?**

Thorough review of all budget proposals by the legislature including the emerging practice of Approps review with other committees of jurisdiction of the Depts. And Agencies those committees oversee. Commerce did this thoroughly last year.

Budgets need to be backed by adequate reserves and reserve replacement policy especially as our economy becomes ever more volatile. Income streams, especially tax credits need to be rigorously examined for effectiveness to make sure state income is adequate, fair and sustainable.

**7. What approach would you take to make higher education more affordable for Vermonters?**

Support VSAC including non-degree grant programs and other mechanisms to connect Vermonters to the skills needed to thrive. Higher education institutions need to reexamine their high sticker price high discount model to make sure Vermonters can both afford higher education and are not discouraged from post secondary education and training. Alumni associations need to enhance a culture of philanthropy. Community College's capacity to offer targeted instruction important to bridging the skills/employment gap must be sufficient. Exposure to college debt needs to be reduced for low and

middle income Vermonters. Combine debt reduction and career development strategies with strategies to make Vermont attractive to young families.

**8. What would you do to ensure the viability of the state college system?**

See answer seven. Also make sure we compete for Vermont students. Make sure that the state college system has robust career awareness and development. Our state colleges' focus on their individual strengths and making sure their entire student body can access program offerings throughout the state college system will be an attractive and flexible approach to post secondary education. Properly reward those working in college education so we attract and retain excellent staff and faculty. Market strategically the advantages of a Vermont higher education and connect that education to careers. Finally employ strategies that increase student continuation as an excellent career pathway and that makes Vermont a place to keep and attract young families.

**9. Do you support a livable wage for Vermonters? If so, what do you think that amount should be?**

Yes. The required JFO study and report to the legislature on livable wage in Vermont is a suitable benchmark.

**10. Briefly state why the VSEA should endorse you, and describe the type of assistance that you would be seeking from a VSEA endorsement.**

A few reasons:

In my door-to-door work I take extra time when I am at the doors of state workers to learn from them their thoughts on what is going on in their departments and agencies. In this way I receive insights that I might not hear in committee testimony from Commissioners and Secretaries. The comments of state workers who are constituents are very helpful.

As Chair of Commerce and Economic Development. have made sure we receive testimony from VSEA on issues of concern. I listen and am available to VSEA's Statehouse representatives and make sure their input is part of bill development. Also last year when push came to shove in Approps on Vets home funding I rounded up the support from Bennington County delegation for Kitty Toll to make sure she could move it from the wish list into the budget.

Assistance: At this point considering response in community from my door to door work I expect my campaign will be ok and will make sure to let you know if that changes. Making sure your members vote and that we have what I hope you agree is a good working relationship in the statehouse is probably the most effective help. I do have the only contested legislative race in southern Bennington County and will continue to work hard to return.

Appreciate your efforts and thank you for your consideration of my responses. Please continue the conversation as you may well have perspectives and insights I have missed.

Best regards,

Bill

Rep. Bill Botzow

Bennington-1, Pownal and Woodford