

- 1.) **Should the work of state government be performed by state employees?** Yes
- 2.) **As an elected official, how would you improve the overall safety of state employees?** The workplace needs to be safe. Employees should be able to see and identify all persons who are attempting to enter the building. Doors should be able to be locked from the inside and should not have windows. Secret alarms should be installed so that employees can contact emergency personnel if necessary. Agencies that work with clients that can be volatile should have security personnel on site. All state agencies should have contingency plans in case of emergency and all state employees should receive trainings in how to respond and keep themselves safe in the event of possible situations that may compromise their well-being.
- 3.) **What is your plan to make the healthcare system more fair and equitable for working Vermonters?** I feel that the continued conversion from the old Health Connect System to the new vendor should continue. The conversion will make accessing the system much simpler and will provide more Vermonters with health insurance. With more Vermonters insured, they will have access to better medical care when they need it. With the implementation of the Affordable Care Act and the expansion of Medicaid, there are more Vermonters insured and there has been significant savings for the state.
- 4.) **Will you support collective bargaining and vote against Right to Work legislation in any form?**  
Yes, absolutely.
- 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 carry out the programs designated by the administration and legislature in a fair and equitable manner, with good outcomes. In exchange for their state service, state employees deserve fair pay, benefits and working conditions, economic security and continued collective bargaining in good faith.
- 6.) **What mechanisms would you put in place to avoid budget shortfalls?** The administration and legislature is working toward a two year budgeting process. This will facilitate planning program development, avoid duplication of services assure that programs are appropriately budgeted for without using one time funds. In addition, it will help assure that state programs have successful outcomes for its recipients.
- 7.) **What approach would you take to make higher education more affordable for Vermonters?** Higher Education inflation rates are increasing at a faster rate than any other sector. It would be desirable to fund our post-secondary education system better and we may have to look within those systems for areas that could make post-secondary education more affordable. The state should be petitioning Congress to address the high cost of borrowing money for post-secondary education, particularly for students from middle income families.

- 8.) **What would you do to ensure the viability of the state college system?** The administration and legislature should continue to fund the state college system at least at the current level and increase it if they are financially able to do so. I think it is important to provide post-secondary education to Vermonters. Maintaining at least current funding will help state colleges create academic programs that are attractive and affordable for Vermonters and will attract students from out of state. At the same time, our young people will be encouraged to remain in our state as students and hopefully will be able to join the Vermont work force as well educated and trained adults.
- 9.) **Do you support a livable wage for Vermonters?** If so, what do you think that amount should be? Of course I support a livable wage for Vermonters. All Vermonters deserve to be adequately compensated for the work they do without having to be dependent on social programs to make ends meet. It is difficult to put a specific number on the amount a livable wage should be. Cost of living within the state is variable, with some areas of the state being much more expensive to live in than others.
- 10.) **Briefly state why the VSEA should endorse you, and describe the type of assistance that you would be seeking from a VSEA endorsement.** During my tenure as a legislator, I have consistently supported union issues as I did as a member of VSEA and served on the legislative committee as a state employee. I would very much appreciate financial assistance for, and help with canvassing in my reelection bid for my House seat.