

1. Should the work of the State government be performed by State employees?
Who else would perform it? So, yes, it should be performed by state employees.
2. As an elected official, how would you improve the overall safety of state employees?
The most obvious concern this past year has been for the safety of DCF workers, something that the legislature started to address in the capital bill passed this year. There are circumstances where DCF (and other social service providers) need the assistance of state troopers or local law enforcement to safely do their jobs. I'm concerned that the safety of VTrans workers is a ticking time bomb. I spend a significant amount of time driving around our state and the prevalence of drivers using phones and texting is terrifying. In the height of construction season, I worry about the safety of VTrans and construction crews on our roads. Reducing distracted driving is a matter of enforcement (we already have the laws). We need more state police to enforce and protect.
3. What is your plan to make the health care system more fair and equitable for working Vermonters?
As a member of the House Health Care Committee, I support a universal health care system in Vermont. Not only will more people have better health insurance, I believe it will save our state money and support economic growth. As an intermediate step, depending on the details of the plan, I am supportive of Vermont moving toward an all-payer model in paying for health care. It's the best approach I've seen so far in address the back-breaking inflation we've seen in insurance premiums in recent years. That said, an all-payer model will require the certain patient/consumer protections be in place.
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?
To do an outstanding job in serving the people of Vermont – maintaining our transportation infrastructure, caring for citizens in need, protecting the environment, keeping Vermonters safe, etc. State workers should be supported with pay and benefits that allow for a good standard of living and retirement. The legislature can support this through the appropriations process supporting various parts of state government, while insuring that pensions and health care benefits are fully funded.
6. What mechanisms would you put in place to avoid budget shortfalls?
The vast majority of budget shortfalls in recent years have been created by the ballooning of Medicaid spending. Inflation in Medicaid spending has choked off investment/spending in other areas of the state budget. If we can solve our Medicaid budget issues, we can solve 75% of our state budget issues.
7. What approach would you take to make higher education more affordable to Vermonters?
Provide financial incentives and tuition/student debt reductions to state college and UVM graduates that settle in VT after graduation. Employed young adults pay taxes in Vermont while having a reduced debt burden post-graduation. It's a system that could be self-funding.
8. What would you do to ensure the viability of the state college system?
VSC must invest in better technological infrastructure (and that investment must be supported by the legislature). A better technological interface for students (and faculty) will better allow students to access VSC remotely and better allow the VSCs to efficiently collaborate. Also, and fundamentally, the VSC system needs more financial support from the general fund to reduce student tuition. There is a direct correlation between the low number of VT high school graduates who go onto bachelor's and associate's degrees and the high cost of in-state

tuition. More state aid leads to more students at VSC leads to a more viable and vibrant VSC system.

9. Do you support a livable wage for Vermonters? If so, what do you think that amount should be?
Yes. I support a ramp to a \$15 per hour minimum wage. That allows for a household with one adult working full time and one adult working half time to generate at least \$45,000-\$50,000 in household income.

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

While I'm not seeking anything from a VSEA endorsement, I believe I would be helpful to the goals of the VSEA through my service on the House Health Care Committee. A fundamental goal of my service in the legislature is to expand access to health care in Vermont while making that health care more affordable. The Vermont state government is, by far, the largest employer in the state. Having healthy state employees with accessible, affordable health care is good fiscal policy, good economic policy, and good labor policy.