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- 1. Because it is well known that joining a union is the best way known to raise wages to a living wage, improve working conditions, and create family-sustaining jobs, every working American must have the right to do so. As President, what would you do to address the forces responsible for the *Janus* decision?**

I am a strong supporter of unions and the right of workers to organize. Strong unions make America strong by strengthening economic security for working families. The right to organize is an essential pillar of a fair economy.

I support the Protecting the Right to Organize (PRO) Act which will strengthen protections for workers' right to organize a union and bargain for higher wages, better benefits, and safer working conditions.

I support the Public Sector Freedom to Negotiate Act. Unions help workers earn good wages and be treated with dignity. The Act require states to allow public-service workers to join a union and collectively bargain. It also addresses the issue of fair share fees in the *Janus* decision by authorizing the voluntary deduction of fees to support the union. It gives 17.3 million public employees a national standard of bargaining rights. Public sector workers such as teachers, police officers, and sanitation workers provide vital services to our communities.

- 2. How will you ensure that every American can access affordable healthcare and long-term care as we continue on our path to universal healthcare?**

I understand that health insurance companies are greedy: they often demand high co-pays and deny needed treatments to sick people to increase their profits. At the same time, I respect that Americans want to choose their health insurance. Currently about 160 million Americans – about half the country – have private insurance, and some of them wish to keep it.

The answer is to make the federal government Medicare program available to all who want it – no matter what their age - and to strictly regulate private health insurers and pharmaceutical companies to protect people from predatory behavior. Medicare provides quality health care at affordable prices. I would include long-term care in Medicare coverage, as well as coverage for dental, hearing and eye care.

I would restore the right to negotiate drug prices in Medicare. I am also willing to consider having the US government produce generic drugs to help bring drug costs down.

3. Do you support a national single-payer healthcare plan? And if so, when did you first make that publicly clear? If not, please tell us what you support and why.

I support anyone having Medicare who wishes that healthcare plan, no matter what their age. Please see above.

4. If you are elected, when will you begin to address the inequities that all working people including communities of color, immigrants, women, LGBTQ+, and people with disabilities— face in their employment and to address reverse multi-generational poverty, exploitation, low wages, and unsafe working conditions, which the most vulnerable among us face?

As president, I would immediately begin to address the inequities that working people face. We must lift people out of poverty, and reverse the flow of money so working people earn and keep more wages, while corporations and the very wealthy pay their fair share taxes. We must stop exploitation of workers through low wages, unsafe working conditions, and wage theft. We must support equal rights for ALL including women, LGBTQ, communities of color and people with disabilities.

As the first female American President, I will proudly advance women's equality. I will work to do the following:

- Pass the Equal Rights Amendment to the Constitution.
- Reauthorize and fully fund the Violence Against Women Act, and then remove all sunset provisions so that it cannot lapse.
- Increase rules, regulations, and oversight to prevent pregnancy-related discrimination.
- Require paid family leave for mothers and fathers to care for a new child or a sick family member.
- Support the EMPOWER Act - Ending the Monopoly of Power Over Workplace Harassment through Education and Reporting Act.

- Empower the Justice Department to more thoroughly prevent and prosecute sexual harassment, discrimination, and rape.
- My department of Health and Human Services will fight for more funding for Headstart and high-quality childcare programs, as these programs tend to radically improve the lives not only of children, but of their mothers and fathers.
- As the City of New York has provided universal pre-K for its citizens, so must the United States.
- Lastly, I would fund and expand the Supplemental Nutrition Assistance Program (SNAP) for low-income families so no child and no American goes hungry.

When it comes to people of color, I plan to fight for the following:

- Reinforce the power of the Voting Rights Act.
- Increase the power of the Justice Department Civil Rights division.
- Increase funding for low-performing schools that service communities of color.
- Provide universal health care, affordable college, and fair housing practices, in order to address some of the most essential needs of underserved communities.
- Reduce our prison population, eliminate or at least actively regulate private prisons, and improve the quality of care and education in prisons, in order to reduce recidivism and help inmates be successfully reintegrated into our communities.
- Appoint federal judges who have demonstrated careers of sensitivity and understanding regarding communities of color, and of course, appoint judges who belong to these communities.

Specifically, when it comes to the African American community, I advocate for reparations. I am the first presidential candidate to support reparations, and the only one with a plan for implementation. I propose reparations in the amount of \$200-\$500 Billion. This payment is to be made over a period of twenty years, to a Reparations Council made up of black leaders from across the spectrum of American academic, cultural and political leaders. The Council would be made up of 30-50 members, all descendants of slaves with some scholarly, cultural or political connection to the issue of reparations. It would be for this council, not for the American government, to determine how the money is to be disbursed. The only stipulation on the part of the American government is that the money be applied for purposes of economic and educational renewal. The Reparations Plan will go far toward ending a painful, horrific chapter in

American history, and will give future generations of Americans a chance to begin again on the higher ground of true reconciliation.

I will back the Equality Act, which bans discrimination against LGBTQ people at work, in school and elsewhere. I'll support LGBTQ rights in housing, health care, and services, in part by amending the Fair Housing Act to give legal protection against LGBTQ discrimination. I'll appoint an Attorney General who prioritizes prosecuting hate crimes, I'll pass the "Every Child Deserves a Family Act" which prohibits federally-funded agencies from discriminating against a potential foster or adoptive family on the basis of sexual orientation, gender identity, or marital status. I'll restore cuts to global HIV/AIDS programs and stop the rollback of transgender health care access. My Administration will lift the transgender military ban, ban conversion therapy, and back legislation to ensure Title IX of the Education Amendment protects LGBTQ students. Lastly, I'll reinstate Obama-era nondiscrimination protections for LGBTQ federal employees and government contractors, and train police departments in LGBTQ competency.

I would work to ensure that all these constituencies are included in apprenticeship programs and pre-apprenticeship programs that prepare people to enroll in apprenticeships.

5. Specifically concerning immigrants, what relief can we expect you to extend to those who hold temporary protected status, what protection to the Dreamers and what clear path forward can we expect from your administration on this issue. How would you make the United States a welcoming nation to immigrants again?

My brother is an immigration lawyer, as was my father before him, so I have learned a lot about the people who sacrifice to live and work in the United State.

I will restore the Dreamers' protections through Executive Order. I will pursue comprehensive immigration reform and a path to citizenship for people already in our country. I will stop separating children from their families, and treat all people with dignity.

Circular or temporary labor migration programs (TLMPs), also referred to as "guestworker" programs, aim to add workers temporarily to a country's labor force without adding permanent immigrants to the population. Many industrial countries, along with major countries of destination for migrant workers, operate TLMPs. The issues are that 1) temporary migrant workers can take jobs away from Americans and

bring down the wages and working conditions of American workers, and 2) TLMPs leave migrant workers vulnerable to exploitation and abuse. Many employers become reliant on temporary, low-wage migrant labor and lack the incentive to develop a local workforce by improving salaries and working conditions.

Instead of expanding these flawed TLMP models, a Williamson Administration will pursue labor migration models that foster authentic development while protecting the rights of American local workers and migrant workers.

My Administration will accomplish these goals by pursuing the following recommendations from the Economic Policy Institute:

- 1) Replacing temporary labor migration programs with programs that allow migrant workers to petition for permanent immigrant status.
- 2) Establishing commissions to determine whether migrant workers are truly needed by analyzing labor market data.
- 3) Experimenting with job or visa portability, which would allow guestworkers to at least change employers within an industry.
- 4) Taking actions that allow workers in temporary labor migration programs to exercise their freedom of association without fear of retaliation.
- 5) Implementing clearly defined and strictly enforced “firewalls” between labor standards enforcement agencies and immigration enforcement agencies.
- 6) Implementing mandatory registration systems to better regulate labor recruiters, ensure transparency in the migrant worker recruitment process, and prevent worker-paid fees.
- 7) Cooperating with governments in countries of origin by publicly sharing information about labor recruiters and employers, and taking measures to hold recruiters and employers jointly liable for legal violations.
- 8) Integrating unions and worker organizations into the governance processes of temporary labor migration programs.
- 9) Collecting and publishing more data on temporary labor migration programs and cooperate with other governments to develop new international standards for measuring program impacts and effectiveness.

6. Do you support \$15.00 minimum wage, and an opportunity to join a union? If so, when did you first make that clear publicly? And if not, what is your vision of what is a living wage?

Yes, I strongly support a \$15/hour minimum wage, and the right to join a union. I have supported the \$15 minimum wage for years, and the right to join a union my whole life.

7. Climate change is a real and present danger to all of us and the powerful corporations are not being held responsible for the rampant pollution that contributes to it. As President, how would you hold these corporations responsible? Would you agree to work with other nations toward this goal?

Climate change threatens life on earth. We need to shift rapidly from fossil fuels to clean, green renewable energy sources like wind and solar power. I would set specific targets for greenhouse gas emissions for major corporations, and fine them if they do not meet their targets. I would work with other nations towards these goals, including rejoining the Paris Accord and setting even more aggressive timetables for reducing greenhouse gas emissions.

I would invest massively in building a renewable energy economy, and ensure that jobs created such as building and installing solar panels and expanding the power transmission grid will be good paying union jobs.

8. Do you believe the United States can free itself from the horrible *Citizens United* decision, and if so, do you have a plan that would hold corporations at bay and elevate the one-person one-vote doctrine for fair elections?

YES, we rid ourselves from the scourge of Citizens United. The flood of big money in politics is the cancer underlying all the other cancers, it is the problem behind virtually every other problem in government. We must pass a Constitutional amendment that overturns Citizens United and strictly limit the flow of money into politics.

9. Could you please give us a specific example on your labor-related activities, such as previous membership; or, if you have previously a mayor, governor, etc. talk about your contract negotiations and support of unions; if you have been in Congress or Legislatures, please talk about specific votes and bills you sponsored.

Since I was a child growing up, my family has been pro, pro-union, and I have frequently attended labor rallies and supported striking workers.

10. If you are elected President of the United States, what would your policy goals be for the first 100 days and what leadership style would you bring to the position to accomplish it?

I have many goals for my first 100 days, including the following:

- **Advance democratic reforms that put more power in the hands of the people**, including overturn Citizens United, limit the flow of big money in politics, strengthen Voting Rights and stop voter suppression, and end gerrymandering districts. I support the first bill passed this year under Speaker Pelosi, HR1, which includes many important democracy reforms.
- **Strengthen the rights of workers to join a union**, including pass the PRO Act and the Public Sector Freedom to Negotiate Act.
- **Increase economic security for working people by restoring tax fairness**, and reverse the trend so that corporations and the very wealthy pay more while working people pay less, including the following:
 - Revoke the 2017 tax bonanza for the wealthy where 83 cents on every \$1 went to the top 1%.
 - Restore the estate tax on estates of \$5.5 million and more.
 - Add a 2% wealth tax on wealth over \$50 million, and 3% on wealth over \$1 billion.
 - Scrap the Cap so those earning over \$132,900 continue to pay the same percentage on the Social Security payroll tax as those who earn under that amount.
- **Launch the transition from fossil fuels to a clean, renewable energy economy**, with big investments in renewable energy sources like solar and wind power and an expanded transmission grid; increasing energy efficiency in buildings, appliances, and vehicles; and installing solar panels widely, all with good paying union jobs.

My leadership style is to lay out a clear, inspiring vision, and to hire highly competent, ethical people to carry it out.