



**Massachusetts AFL-CIO
2022 Constitutional Candidate Questionnaire**

Candidate Name: Diana DiZoglio

Office Sought: Auditor

Campaign Address: 30 Olive Street, Methuen, MA 01844

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Campaign Contact Name and Email: Joe Thibodeau, info@dianaforma.com

Do you have campaign Staff? Consultants? Please identify: Joe Thibodeau, Northwind Strategies

Do you plan to use an established voter database? Yes.

Have you started fundraising, do you have a fundraising goal? We currently have \$525,000 cash-on-hand.

Do you have endorsements outside of the Labor Movement? If so, please list: Thus far, I've been endorsed by elected officials, community leaders and activists from across Massachusetts who believe we need to make our state government more transparent, accountable and accessible.

Are you now or have you ever been a union member? If so, what union and when?

Prior to being elected to the state legislature, I served as Chief of Staff for the Professional Firefighters of Massachusetts and also worked at the National Association of Government Employees. Both have endorsed my candidacy for Auditor.

Please list any Labor organizations that have endorsed your current campaign:

The National Association of Government Employees (NAGE), UNITE HERE 26, IBEW, Boston Carmen's Union, Iron Workers Local 7, Machinists District 15, the MBTA Inspectors Union, Operating Engineers Local 4, the Professional Fire Fighters of Massachusetts, Teamsters Local 170 and 25, the Massachusetts Nurses Association, LIUNA 175, SEIU 888, numerous endorsements within the building trades, and others.

The Massachusetts AFL-CIO endorses candidates for public office who stand with working families on our key issues and support our core values. This questionnaire evaluates your degree of support for labor unions and the working families for whom we advocate. Please complete this questionnaire, including the Pledge found on the final page of this questionnaire, and affirm your responses with a written or electronic signature and date. All of these components are necessary for the questionnaire to be considered official.

YOU MUST SUBMIT YOUR COMPLETED QUESTIONNAIRE VIA EMAIL TO MA AFL-CIO POLITICAL DIRECTOR KEVIN BROUSSEAU AT kbrousseau@massaflcio.org BY 5pm on MAY 10th, 2022 IN ORDER TO BE CONSIDERED FOR ENDORSEMENT. Your responses to this questionnaire will be retained to maintain a record of your positions on the vital issues covered in this questionnaire. Our core values can be achieved with policies that fall under the following categories:

- 1. Right to Organize and Collectively Bargain**
- 2. Jobs**
- 3. The Minimum Wage and Income Inequality**
- 4. Prevailing Wage and Project Labor Agreements**
- 5. Health Care Quality, Affordability and Accessibility**
- 6. Pensions and Retirement Security**
- 7. Education**
- 8. Occupational Safety and Health**
- 9. Economic Safety Net**
- 10. Tax Fairness and Privatization**
- 11. Public Safety**
- 12. High Quality, Worker-Focused Economic and Workforce Development**
- 13. Big Tech's Assault on Workers, Taxpayers, and Consumers**
- 14. Green Jobs and Workforce Development**
- 15. Addressing The Addiction Epidemic**

I. Right to Organize and Collectively Bargain

The right of workers to organize into unions to bargain collectively for wages, benefits, working conditions and a voice at work is a fundamental human right which built the middle class. But all too often employers violate these rights without consequences. We expect our elected leaders to stand up for the right of workers to organize into unions and to collectively bargain over their wages, benefits, working conditions and a voice at work. This right is what built the middle class, and is the only way to ensure fairness in the workplace. Along with the right to organize, elected officials must defend collective bargaining rights and stand with workers – both in the public and private sector – to resist any weakening of these rights.

1. Please discuss your position on the right of workers to organize into unions, and the right of workers to collectively bargain with their employer. Please include efforts you have made to support workers seeking to organize a union, advocate for high-road, union-built and union-operated development, or during a strike or other collective action - to secure a fair contract from their employers:

I have a long and proud history of standing up for – and alongside – organized labor in Massachusetts. I know the financial challenges that too many working families are struggling with because I have lived them. My single mom had me when she was 17 and helped raise me through the support of public assistance. We struggled to make ends meet, were victims of domestic violence and were often housing insecure. I waitressed and cleaned houses to make my way through community college. I then earned a full scholarship to Wellesley College to become

the first in my family to graduate. This lived experience is why I am so passionate about supporting working families.

I've led efforts alongside marginalized State House staffers in Beacon BLOC to provide more equitable compensation, and I am also the only candidate in this race to publicly support the State House Staff Union. I've strongly supported efforts of grassroots groups such as Raise Up Mass and labor unions such as MTA, AFT, SEIU, NAGE, IBEW, LIUNA, MNA and many others to fight for social justice and ensure that workers across the Commonwealth are able to live with a standard of dignity in the communities they work so hard to serve. And my support goes beyond the doors of the State House, having stood shoulder to shoulder with many rank-and-file union members on picket lines across Massachusetts. I will continue to do so as Auditor.

2. Wages, benefits (including health care and pension/retirement benefits) and working conditions are included as right, proper and legally protected subjects of collective bargaining under M.G.L. Chapters 150A and 150E for both public and private sector employees. Yet over the last two decades public workers have seen these rights eroded. Please explain your position on these rights, and how you to plan to change or protect them if elected.

I fully support and am committed to doing everything in my power to ensure that both private and public sector employees in Massachusetts can earn a living, decent and respectable wage, and are able to retire with dignity and the means to sustain them in old age. In early 2021, I sponsored legislation – S.2444, The Public Employee Income Protection Act – which would have provided unionized public sector state workers with salary increases equal to the raises received by the General Court and Constitutional Officers. I filed this legislation as a result of the Baker Administration refusing to make a fair economic offer to our public sector workforce. This legislation played a key role in drawing attention to the issue and finally bringing the Governor to the table in a real way, resulting in ratified contracts across the board.

3. ORGANIZING AND COLLECTIVE BARGAINING PLEDGE: The form at the end of this questionnaire seeks to gauge your support for all facets of the right to organize and collectively bargain covered in this section. Please check all boxes you agree with and affirm your support with a signature and date.

II. Jobs

More Massachusetts workers would have good paying jobs with strong benefits if our federal and state governments had not relied so heavily on budget cutting when the economy had still not recovered from the Great Recession. This issue has been exacerbated by the COVID-19 pandemic and the disproportionate impact it has had on working people. Investments in infrastructure, public transit, education, and the energy sector with strong community standards attached would help state and local governments avoid layoffs of teachers and first responders, and create thousands of good jobs that cannot be sent overseas, while also laying the

foundations for long-term economic growth. Rebuilding our manufacturing base by supporting American-made goods is also key.

4. If elected, what will you do to create good jobs for Massachusetts workers? What will you do to stop the practice of outsourcing manufacturing and call center jobs to out of state or out of country locations?

As a Senator and Representative, I have supported countless efforts to keep call center jobs local – standing alongside our brothers and sisters in labor. It’s one of the reasons I have earned support from unions like IBEW. I continue this good work in supporting the push for the passage of S.2056, An Act discouraging employers from closing call centers and customer service operations in the Commonwealth. Even just this week, I cosponsored another letter drafted by Senator Feeney to keep these important jobs local. As Auditor, I will play a critical role in ensuring that the Pacheco Act is fully enforced and that any attempts to privatize are met with the scrutiny required under law. As Auditor, I will use the power of the office to amplify my support for the creation of jobs that pay a living wage and work to ensure that our Commonwealth is meeting its obligations to our workforce.

III. The Minimum Wage and Income Inequality

Wages have not kept pace with increases in worker productivity, executive compensation or business profits. More and more middle and working class families are falling into poverty as the rich keep getting richer. The issue of economic inequality has never been on display more than during the COVID-19 pandemic. Aside from increased unionization, the best way to rebuild the middle class and stimulate spending in the economy is for government to protect and adopt laws that protect and encourage the payment of family-sustaining minimum wages and protect against misclassification of workers.

5. Please explain how you will use your power if elected to protect and strengthen our state’s wage laws, help bring people out of poverty and grow the middle and working class.

I have stood alongside our friends in labor to pass critical legislation to increase the minimum wage, enact paid family and medical leave, and ensure the rights of organized labor to organize and collectively bargain. I’ve continued to support priority legislation for workers to live with dignity including the recent passage of the Work and Family Mobility Act. I am also a vocal and passionate ally of labor in two current ballot questions: the Fair Share Amendment and the Mass Not for Sale campaign, in an effort to defeat Uber and Lyft’s mission to undermine our employee classification laws.

As Auditor, I will bring that same level of commitment to Massachusetts working families – using every power at my disposal, including the bully pulpit, to advocate for workers and ensure that the Commonwealth is meeting its responsibilities to them and their families.

IV. The Prevailing Wage and Project Labor Agreements

Public construction constitutes a significant portion of the construction market in which our members work. The Massachusetts AFL-CIO strongly supports the prevailing wage law and competitive public bid laws that allow all contractors to compete fairly on public construction projects without slashing wages or cheating on unemployment insurance, workers' compensation, payroll and other taxes, but more funding is needed to enforce these laws. Wage and benefit packages in the union sector of the building and construction trades include wages, health insurance, pensions, annuities, and contributions to state of the art, industry-leading apprenticeship training and recruitment programs. These programs ensure that unionized construction workers are the most highly trained, safest, and inclusive in the industry, with the economic security to invest in their local communities. Project Labor Agreements (PLAs) are jointly negotiated between labor and management. They standardize a wide variety of working conditions on constructions projects. PLAs also provide a mechanism to address specific project issues and community concerns, as well as ensuring the employment of a local area's workforce.

6. Please explain your position on the prevailing wage, competitive bid laws, and PLAs.

I support the prevailing wage and have a strong and proven track record of supporting efforts to ensure that Massachusetts is union-built. In fact, in 2021, I co-sponsored the amendment to require that the new Holyoke Soldiers Home be built under a Project Labor Agreement (PLA) that ensures that union labor will be used to build the facility by mandating a pre-bid, pre-hire collective bargaining agreement for the construction. While I have a clear track record of supporting labor efforts through legislation, I have also continually and passionately joined our labor organizations on the picket lines, standing up to giants such as Amazon. As Auditor, I will continue that good work, using the full bully pulpit of the office to ensure there is transparency and accountability around these agreements.

V. Health Care Quality, Affordability and Accessibility

The next frontiers of health care reform should focus on cost containment, improving the quality of care, increasing access to affordable care, preventing burnout of our dedicated healthcare professionals, and treating those who cared for the public during the pandemic with dignity. On the subject of quality and burnout, too often health care providers, especially nurses and other front-line health care workers are spread too thin during their shifts because management too often prioritizes their bottom line over the needs of patients. The result is an inevitable and dangerous decline in the amount of attention and time dedicated to the care of each patient. Our healthcare professionals need support and workers need greater representation in health care – from greater access to quality care to a larger voice on the Group Insurance Commission.

7. If elected, how will you help more people have access to high quality, affordable health care, and what will you do to ensure workers' voices are a part of this conversation?

As a Senator, I have co-sponsored and supported many efforts to increase access to health care across the board – from access to mental health services to full coverage for dental. I have co-sponsored efforts for a single-payer healthcare system here in Massachusetts. I have fought for State House employees to have access to health care on day 1 of their employment, just like legislators do, and passed an amendment last year in the Senate to help make this happen. As Auditor, I will use the powers of my office in any way possible to ensure that our state agencies like the GIC are working efficiently and containing costs without shifting costs onto the backs of working families. As a Commonwealth, we must also ensure that our public bid laws are not negatively impacting the GIC's efforts to promote competition during the bid process. As a constitutional officer, I will commit myself and the office to the cause of ensuring affordable, high-quality health care to the greatest extent possible under my statutory authority.

VI. Pensions and Retirement Security

One of the fundamental aspects of the American quality of life is the ability to retire with dignity. In order to do this, workers need adequate resources to accommodate the inevitable rise in the cost of food, health care, housing and other essentials. Unfortunately, public policies in recent years have jeopardized a secure retirement for many public workers. Too many employers have abandoned their responsibility to help provide retirement security to their workers by doing away with defined benefit pensions. The shift from defined benefit pensions to 401(k) and other defined contribution plans is a shift from a secure retirement to an insecure retirement that puts workers' retirement savings into the Wall Street casino that crashed our economy in 2008, taking many workers' pensions with it. It is vital to the Massachusetts AFL-CIO that elected representatives stand up for pensions and retirement security for working families by supporting policies that strengthen all aspects of retirement.

8. If elected, how will you protect defined benefit pensions for public workers as prescribed under M.G.L. Chapter 32; and advocate for a dignified retirement for all of our Commonwealth's workers – both public and private sector?

The defined benefit pension system in Massachusetts is actually a boon for the Commonwealth. Because Massachusetts does not pay into Social Security, the Commonwealth saves roughly 6% of payroll each year. Any attempt by state leaders to shift to a defined contribution system would immediately add that 6% cost to the state budget on an annual basis. The truth is that the state pensions system is funded overwhelmingly by the contributions of its members and, on average, a Group 1 full-career employee ends up paying more than 100% of their own pension. By contrast, the Commonwealth's share of normal cost to the pension system is relatively small. The large majority of negative comments you hear in the public stem from unfunded liabilities from previous generations' failure to adequately fund the system. Public employees in Massachusetts get a pension they've paid for, and they often wait three months for their first pension check when they retire. They do not get Social Security. We need to do everything we can to strengthen the system, not weaken it. That is why I have always worked hand in hand with MassRetirees – the voice of the retired public employee. As Auditor, I will always stand on the side of public and private sector workers in support of a fair and dignified retirement.

VII. Education

Public education started in this Commonwealth and organized labor has been central to the struggle to maintain a quality public school system for our members and their children. It is incredibly important to us that our elected officials consider our viewpoints and seek out our input during all debates on education. The public school system in Massachusetts is one of the most heavily unionized in the nation. It is no coincidence that our public school students have topped many national rankings of educational assessments for years. In contrast, states with low union density in their education system constantly rank near the bottom in national rankings of education assessments. Still, the Commonwealth's educational challenges include: strengthening academic standards without placing unfair burdens on teachers in classrooms with far too little resources; closing the achievement gap and implementing a strong support system for teachers and students in the classroom; and providing workers at early education centers with fair wages, benefits, and training opportunities, so that the vitally important job of caring for and educating our children is properly compensated. Educators and school employees and staff have been on the frontlines of the COVID-19 pandemic and we must give them the proper resources, equipment, and support to safely and effectively do their jobs. Commonwealth charter schools and education "reforms" have disproportionately impacted underserved communities, penalizing teachers working in chronically underfunded schools and causing further fiscal strain on their public school budgets. This problem has only been exacerbated by the COVID-19 pandemic and the challenges it has presented. The formula to pay for charters does not require the state to fully or even adequately fund them. Therefore, the local school districts are burdened by added costs that take away resources from traditional public school budgets. In higher education, Massachusetts is supposed to be among, if not the, best in the nation. Yet our Commonwealth currently is not a national leader when it comes to spending on public higher education as a share of state spending. It is very important to us that we invest more in higher education so that more students and workers are able to afford enrolling in our state schools and community colleges.

9. If elected, how will you work to improve public schools for our Commonwealth's students (early education, K-12 and higher education) without placing the burden on the backs of our teachers, many of whom are teaching in chronically underfunded schools and worked on the frontlines during the height of the COVID-19 pandemic?

Born to a 17-year-old single mom, I grew up housing insecure and survived domestic violence in the home. I was blessed to have extended family and church friends who helped us out and allowed us to couch-surf or take a room in their homes when times were tough. But I was also blessed to be educated where I was, in the Methuen Public Schools. My entire childhood and adolescence were shaped by the hardworking people who not only taught me reading, writing and arithmetic, but also impressed upon me the value of being an engaged, active participant in our democracy. I wouldn't have run for public office at age 27 without first learning about the importance of government in social studies classrooms beginning in middle school. I wouldn't have understood the power and responsibility I have — that every woman has — without first learning in my history classes about the strong, courageous women who broke down so many barriers. I wouldn't have learned that science is something to be understood and trusted, not feared and ignored, without public schools. It is because of these teachers, councilors and support staff that I graduated from Methuen Public Schools and, while waitressing and cleaning

houses, was able to make my way through Middlesex Community College. I then earned a full scholarship to Wellesley College to become the first in my family to graduate.

That is why, as a Senator, I was proud to support and vote for the Student Opportunity Act of 2019, which infused billions of dollars in new funding for our public schools, primarily benefiting low-income students, students of color and English language learners who have been left behind. In addition, I have been steadfast in my support for Chapter 70 funding and Special Education Circuit Breaker funding.

And while the Student Opportunity Act was an important step forward for our public schools, I know – through my six years of service on the Education Committee in the House as well as my work on education issues in the Senate – that we have much more to do. We need more educators to bring down class sizes, we need to ensure that education support professionals earn a living wage and we need to expand funding for wraparound services to support special education, adjustment counselors and school psychologists. That is why it is so important that we pass the Fair Share Amendment in November.

We also need to continue to protect the collective bargaining rights of educators across the Commonwealth. I have actively supported MTA and AFT members both inside and outside my district when their rights have been under attack. I stood side by side with the Haverhill Public School teachers – who were the lowest paid in the Merrimack Valley – as they successfully fought for a contract that raised their pay to be more in line with other communities. I also stood with MTA members in Tewksbury, even though it was outside of my district, during their prolonged labor dispute. I have consistently supported our Lawrence Public Schools in their fight to end receivership by incorporating the voices of the students, parents and teachers back into the process again. I have been an active supporter of the MTA's living wage campaign for paraprofessionals.

When it comes to COVID-19, I have supported our teachers – who have shown such commitment and resiliency these last two years – in calling for transparency and accountability from DESE on decisions that were made during the pandemic. As Auditor I will continue to hold DESE accountable.

In addition, for the last decade in the legislature, I have stood with public school teachers to increase the oversight of charter schools. Unfortunately, there are people in this state who still believe that the answer to what ails our public schools can be found in for-profit institutions that take taxpayer money but answer only to their own boards. Schools that claim to be public schools should be accountable to the public. That is why I was a passionate and vocal advocate for the “No on 2” campaign in 2016 that successfully prevented lifting the charter school cap. As

Auditor, I will use all the powers at my disposal to ensure that the charter school industry in Massachusetts is held accountable to taxpayers.

It is that level of personal commitment to educators and our public schools that I will bring to the Auditor's office. Whether it is ensuring accountability and transparency from the charter school industry, making sure that both federal and state funds dedicated to our schools are getting to where they are needed or using the powers and the bully pulpit of a state-wide elected official to protect collective bargaining rights – public school teachers and staff will have an Auditor who is always in their corner.

VIII. Occupational Safety and Health

Perhaps the contributions of the Labor Movement most taken for granted are the accomplishments we have achieved by fighting for occupational safety and health. Each year in April the Massachusetts AFL-CIO commemorates the lives of workers who died on the job on Workers Memorial Day. Losing any worker to a preventable accident is unacceptable in this day and age. Too often these deaths are the result of a lack of training, a lack of precaution, and unreasonable productivity demands that sacrifice safety. In addition to these tragic and preventable deaths, thousands more workers are exposed to toxic chemicals and other hazards that have negative effects on workers' health. Occupational exposure to unsafe conditions causes many chronic diseases that ultimately take the lives of workers and carry with them an incredibly high cost of treatment. Elected leaders must stand with working families on the most critical issues of occupational safety and health.

10. If elected, how will you use the power of your office to make the Commonwealth a safer place for people to work, particularly in light of the recent COVID-19 pandemic?

As a Representative in 2017, I was a proud co-sponsor of and voted in favor of successful legislation that provided all state and municipal workers with the same protections provided to private workers under the federal Occupational Safety and Health Act (OSHA). I've also been a strong supporter and sponsor of legislation, including the Healthy Workplace Bill, to curtail workplace bullying. And my office continues to stand with our workers, supporting the Massachusetts Coalition for Occupational Safety And Health in their push for strong workplace health and safety protections for all workers at the recent Workers' Memorial Day commemoration at the State House. As Auditor, I will continue to look out for the public employees whose agencies and departments I will be auditing, to ensure that they have safe and supportive work environments.

IX. Economic Safety Net

Critical safety nets ensure that no one suffers catastrophic hardships when events out of their control make it impossible for them to reach their full earnings potential to support themselves and their family. The last couple years of a pandemic have taught us that these safety nets must be constantly maintained and updated to reflect modern challenges. The Massachusetts AFL-CIO fights to defend these key programs and seeks elected officials who will stand up for these critical safety nets that working families rely on. Two examples of these types of protections are workers compensation and unemployment insurance. Workers' Compensation was the

first social insurance program passed in this country. Workers gave up the right to sue their employers when injured on the job in exchange for adequate medical care and wage replacement. Unemployment Insurance (UI) is our first line of economic defense in a recession and is designed to pay adequate weekly benefits so that jobless workers and their families can maintain essential family spending, thus automatically boosting our economy. It is important to the Massachusetts AFL-CIO that our elected officials work with us to strengthen the UI Trust Fund without decreasing eligibility, reducing benefits or the duration of UI for workers who may depend on it at some point.

11. Please describe how you will use the powers of your office if elected to create a stronger safety net for our Commonwealth's working families, while also improving those systems already in place, such as UI and workers' compensation.

As a Representative and a Senator, I have a strong public track record of holding the powerful accountable on behalf of the people of Massachusetts. As a legislator, I have prioritized ensuring appropriate transparency and oversight of our expenditures during the annual budget process to ensure that those who need help get it. I will do the same as Auditor.

I will also put a renewed focus on the Unemployment Insurance (UI) Trust Fund. In the Senate, I have [led the charge](#) on calling for greater transparency around the Fund. The current administration blatantly refused to release its data, which was required on a monthly basis but ignored for several months. When it was finally uncovered that millions of dollars were missing from the Fund due to overpayments, the Baker Administration refused to accept full responsibility for withholding information until it was too late to remedy systemic challenges. The failures of this administration should not fall to the low-income workers of the Commonwealth to resolve and pay for. I strongly believe that unemployment overpayment claims that occurred through no fault of the unemployed worker should be waived. Data transparency and access will be a key tenet of my Auditor's Office.

X. Tax Fairness and Privatization

Unfortunately, our system of raising revenue is unfair and inadequate. In the 1990's, the Massachusetts state government passed over \$3 billion dollars in tax cuts, which disproportionately went to the wealthiest taxpayers and corporations. Individual taxpayers in working families took on the overwhelming brunt of the tax burden, while employers have renounced a large share of their responsibility and those wealthy taxpayers who can most afford to pay a fair share of taxes are not being asked to. The Massachusetts AFL-CIO takes the position that in order for us all to enjoy the strongest possible Commonwealth, we must all pay our fair share. The November ballot initiative known as the "Fair Share Amendment" will require those making over \$1 million per year in annual income to pay their fair share in order to fund public education and public infrastructure. Privatization is also a threat to the integrity of how our tax dollars are spent, as it puts taxpayer money into the hands of private entities that are out to make a profit for themselves, usually slashing services, employees and wages along the way. A landmark law called the "Taxpayer Protection Act" ensures that privatization efforts meet basic standards, and helps ensure that public dollars are wisely spent. This law has come under attack in recent years, the result of which has been wasted tax dollars on underperforming private entities.

12. The Fair Share Amendment that is headed for the 2022 ballot would create an additional tax of four percentage points on the portion of a person's annual income above \$1 million. After decades of tax cuts and policies that benefit the ultra-wealthy, this ballot question would benefit the public good by investing approximately \$2 billion in quality public education and affordable public colleges and universities, and for the repair and maintenance of roads, bridges and public transportation. Please share your position on this important ballot question and thoughts on how you plan to amplify the issue during your campaign.

I was proud to vote to place the question on the ballot – the fourth time that I have voted in favor of the amendment. I was also thrilled to stand with Raise Up Massachusetts at a [rally](#) in my district to be the first to publicly sign the pledge for Fair Share and urge my constituents to talk to their families, friends and neighbors to get the vote out in support of the Amendment. As Auditor, I will work hard alongside you to ensure that monies raised through the Fair Share amendment are spent as they are intended: on education and transportation. There must be accountability surrounding the expenditures made through the revenue generated.

13. Efforts to privatize in the name of larger corporate profits are a threat to the public services that working people rely on in our Commonwealth. If elected, what will you do to protect public services and defend against privatization?

Senator Marc Pacheco, the author of the Taxpayer Protection Act, has endorsed my candidacy for State Auditor because of my work alongside him on this issue and in the Senate demanding transparency around privatization. This is a crucial statute for our Commonwealth. It ensures a transparent, open cost analysis of public and private bids through the Auditor's Office and requires contractors to prove cost savings before they are considered as service providers. I would uphold this responsibility by making high-quality service with taxpayer accountability my main priority. My stance is clear: a public process allows for the proper vetting of contracts and prevents unfettered privatization. As Auditor, I have pledged to conduct regular audits to ensure we are fulfilling our commitments made through legislative efforts.

XI. Public Safety

Police, fire fighters, EMTs, and other first responders are proud union members that perform heroic, extraordinary and sometimes deadly work that keep our neighborhoods and communities safe. Too often their contributions are overlooked by anti-union, anti-public employee forces. It is important to the Massachusetts AFL-CIO that our elected officials understand and recognize the contributions made by unionized public safety workers and stand up for them once in office. In many cases safe staffing levels in public safety have been sacrificed in the name of "cost savings". All too often firefighters are forced to answer the call to deadly fires and other events without adequate numbers of personnel. These insufficient staffing levels result in far too many deaths and injuries for both firefighters and the citizens they seek to save. Fire fighters and other public

safety workers must be able to have a voice on the job with respect to safe staffing to ensure their safety and that of the citizens who are also endangered by short staffed fire departments.

14. If elected, what you will do to increase public safety while providing proper resources, equipment, and support to our brave first responders? What will you do to advocate for safe staffing levels in public safety?

As the former Chief of Staff for the Professional Firefighters of Massachusetts, I have personally witnessed the dedication and bravery of our first responders. I worked for the IAEP, the International Association of EMTs and Paramedics, through NAGE to ensure worker protections for all those who serve us on the frontlines. I am also the lead sponsor of the MNA's priority legislation regarding patient safety and proudly stood with them on the ballot question regarding safe staffing levels. I have earned the endorsements of these unions because I fought alongside them. As Auditor, I will work to ensure that our state public safety programs are being run efficiently and that equipment and funding are getting to the places and people they need to get to. As recent events have brought great changes to the way we provide public safety services to our communities, it is so important that our first responders and the communities they serve have the resources they need to be effective and responsible in their work. It is also important that labor have a seat at the table regarding appointments made to Boards, helping lead the conversation around these topics. I will make sure you have a voice on these bodies and do everything in my power as Auditor to ensure that our first responders are supported.

XII. High Quality, Worker-Focused Workforce Development

The Massachusetts AFL-CIO believes that the Commonwealth cannot engage in "high road," high quality economic development without including workforce development in all initiatives. Workers must constantly be trained, re-trained and up-skilled in order to survive in our fast-changing economy. There is a chronic skills gap between our labor force and our job market. In addition to providing our workforce with the tools they need to secure family sustaining and stable employment, it is vital that the Commonwealth pursue economic development policies that are fair, strategic and intent on ensuring the state's economy receives all the benefits private employers should provide when given state assistance to grow their business. The state should demand high quality job standards from employers that benefit from state assistance. Additionally, the state must hold employers accountable for the promises and commitments that they make when they seek public assistance for their businesses.

15. If elected, how will you advance high quality, worker-focused economic development that modernizes our Commonwealth's workforce and economy? How will you ensure that displaced workers will have job opportunities with comparable wages and benefits?

The Commonwealth needs a clear commitment to enhancing and further diversifying apprenticeship training programs across the building trades. Providing support for and access to these valuable programs is a literal doorway to the middle class. We must make sure that the door is open wide and to all. We also need to adequately address the issue of wage theft as a Commonwealth. The disproportionate harm caused to unprotected lower wage earners has

devastating effects that go beyond the individual – harming families and communities while also increasing the burden on social programs. These employers need to be held accountable.

Another way for an Auditor to advance worker-focused economic development in Massachusetts is to ensure that the Commonwealth is making investments in a fair, just and equitable manner. To that end, my 14-point Social Justice and Equity Audit Plan – co-drafted with Senators Lydia Edwards, Julian Cyr and Adam Gomez – includes a review of all agency contracting, starting with the Auditor’s office, relative to the 25-point inclusion standard adopted by Massport. Massport includes a 25-point DEI criteria in all requests for proposals (RFPs,) which applies to a wide range of activities including equity participation, workplace and supplier diversity, and wrap-around services to enhance diversity efforts. These contracts also hold recipients accountable for actually meeting DEI goals. It was used effectively during the recent construction of the Omni Seaport Hotel, which had far more diverse contractors than the typical Boston construction project. I will report where state agencies stand in comparison with this model to determine the “equity gap” between what we know is achievable and what our agencies are achieving. While the Auditor cannot force state agencies to adopt the 25-point DEI criteria, the office can show policymakers exactly how far short agencies are falling from this achievable goal.

XIII. Big Tech’s Assault on Workers, Taxpayers and Consumers

Big Tech Companies (Uber, Lyft, DoorDash, InstaCart, etc.) are engaging in an effort to create a second class of worker in Massachusetts. These Gig giants want to exempt their workers from receiving the basic protections that are afforded to all employees in Massachusetts, including minimum wage, sick time, and discrimination protection. Big Tech is pushing a “false choice” on flexibility, falsely claiming that drivers can only maintain scheduling flexibility by surrendering all other worker rights. These companies spent over \$200 million on a ballot question in California, and now they are targeting Massachusetts.

- o App-based Worker Classification – Massachusetts has the strongest employment laws in the country. Big Gig companies are trying to exempt their employees from these laws and the protections that come with them. These companies are attempting to permanently create a “second class” status for drivers, delivery workers, and other “app-based” workers in Massachusetts. Tech giants would be allowed to pay workers less than minimum wage, make no contributions to unemployment or Social Security, and remove app-based workers from legal protections against workplace injuries, sexual harassment, and discrimination. According to national consumer experts, the language also includes a hidden “liability shield,” designed to exempt gig companies from liability to customers and members of the public for car accidents, injuries, and assaults.

- o Anti-Discrimination Protections – Big Tech companies are attempting to remove antidiscrimination protections for app-based workers. Their proposed language would exempt Big Tech companies from the robust protections of Massachusetts Civil Rights Act, MGL c. 151B, and remove state agency enforcement for app-based workers.

- o Minimum Wage - Proposed language from Big Gig companies would create extensive loopholes, which would allow for a sub-minimum wage for app-based workers: Far from what Big Tech falsely promises, labor economists found that the nearly identical Uber/Lyft ballot measure in California guaranteed just \$5.64 per hour after loopholes, far below the current minimum wage for workers in Massachusetts.

o Unemployment Insurance - Big Tech companies are engaged in an effort to cheat the state out of hundreds of millions of dollars in Unemployment Insurance. During the Coronavirus Pandemic, app-based workers were able to collect unemployment, despite tech giants not paying into the program. This allowed these companies to receive a freeride on a system paid for by law-abiding Massachusetts businesses. App-based employees deserve unemployment protections, like all other workers in Massachusetts.

o Social Security - Big Tech companies are seeking a special exemption from paying into Social Security. This effort would deny workers basic dignity in retirement. These companies need to follow the rules like every other business in Massachusetts.

16. Will you reject the false choice being forced onto Massachusetts voters and lawmakers and oppose efforts by Big Gig companies (Uber, Lyft, etc.) to rewrite long-standing Massachusetts law to exclude hundreds of thousands of workers— disproportionately Black, brown, and immigrant workers—from fundamental rights and protections afforded to employees? Please share your position on this important potential ballot question and thoughts on how you plan to amplify the issue during your campaign.

Yes. As a Senator, I have worked on legislative efforts to address these challenges, and I support the position of Massachusetts Not for Sale. I am proud to join my friends in organized labor – many who have endorsed me – in standing up against the Big Tech companies trying to buy their exploitation of gig workers in Massachusetts. As your next State Auditor, I will also fight against any corporate tax breaks for companies like these and report on predatory practices.

XIV. Green Jobs and Workforce Development

Climate change continues to be a persistent threat across the globe, and it is critical that we move our infrastructure and economy into a new and sustainable future. As we make this transition, it is also vital that we ensure workers in the energy sector are not left behind in the move to clean energy. Energy workers must be given resources to be retrained in a new industry with a living wage and quality benefits, and have access to the jobs replacing their previous careers. In addition, we need to ensure that clean energy projects are held to the highest standards of workplace safety, prevailing wage, community standards, and employer accountability. While the move to green energy is critical to the future of our Commonwealth, it must be done with fair and safe workplace standards.

17. If elected, will you advocate for and support legislation that will ensure clean energy development projects that receive a state subsidy be covered by prevailing wage and public bidding statutes? Will you support the establishment of an Office of Just Transition and a Just Transition Advisory Committee within the Executive Office of Labor & Workforce Development to create a safety net for workers who may lose jobs during the shift to renewable energy; ensuring displaced workers employed in the energy sector have immediate access to employment and training opportunities in the clean energy sector and related fields?

YES.

XV. The Addiction Epidemic

As much as The Massachusetts AFL-CIO strives to better the lives of all working people through our day-to-day advocacy; charitable giving and community involvement has always been a central component of our mission as well. Having surpassed our organizational goal by raising more than \$6 million for the Cancer Treatment Center at UMass Memorial Medical Center in Worcester, we discussed new goals and the future direction for the State Federation's charitable giving and advocacy and ultimately created a charitable 501-C 3 wing of the State Federation for the purpose of raising money and assisting members and their families who are struggling with various types of addiction. Unions have been at the forefront of addressing the alcohol, prescription drug and opiate epidemic, having established Members Assistance Programs in the 1990s, installing Narcan on all fire trucks, and providing trained professionals and resources to their members during times of struggle. We are passionate advocates of better public policies around the issue of addiction, including increasing the resources and access to treatment for people seeking help for their addiction.

18. If elected, how will you address the addiction problem devastating our Commonwealth, especially because of the availability of deadly and highly addictive opiates?

Like countless families across Massachusetts, I have witnessed the destructive power of addiction on those I love. And many families in the communities I currently represent have been devastated by the opioid epidemic that has swept across the nation. That is why I have been so passionate about supporting those with substance-use issues and the families impacted. In the Legislature, I served six years as a member of the Committee on Mental Health and Substance Abuse and was proud to vote for laws that removed barriers to addiction treatment as well as efforts to reduce the prevalence of opioid pills in circulation in the Commonwealth.

As Auditor, I have pledged, as part of my Audit Plan, to report on the actions of the Cannabis Control Commission and other state agencies to make sure, among other things, that cannabis revenue is getting to where it was intended by voters – specifically to support substance addiction prevention programs.

Please find the Organizing and Collective Bargaining Pledge on the following page. This questionnaire is not considered final until you sign the bottom of that page.

You must then return this questionnaire via email to MA AFL-CIO Political Director Kevin Brousseau at kbrousseau@massaflcio.org by 5pm on MAY 10th, 2022 in order to be considered for endorsement.

Massachusetts AFL-CIO Organizing & Collective Bargaining Pledge

As an elected leader, I am committed to making our community a better place to live and work. I know the quality of life in our community depends on the quality of our jobs, and I recognize that unions give employees a voice at work, improve productivity and contribute to the economic vitality of our community. I understand that the foundation upon which unions are built is the right of workers to organize into unions to collectively bargain with their employer over terms of employment including, but not limited to, wages, health benefits, retirement benefits, work rules, and health and safety policies, and that the right to collectively bargain over these terms is sacrosanct.

I understand that the decision to join together in a union belongs exclusively to employees, not their employers. I believe any employer that uses legal or illegal tactics designed to harass, threaten or fire employees for trying to form a union or that deliberately manipulates national, state and local labor relation systems to prevent workers from unionizing or winning a first contract, does employees and our community a great disservice.

I fully support and will stand by the principle, guaranteed under federal and state laws, that employees are entitled to a free choice to form a union without interference, intimidation, or fear of reprisals.

I fully support and will stand by the principle that all workers belonging to a union shall also have the right to collectively bargain with their employer over terms of employment including, but not limited to, wages, health benefits, retirement benefits, work rules, and health and safety policies.

Check all that apply:

I will oppose any measure that seeks to diminish or eliminate the existing collective bargaining rights of workers.

I will walk picket lines and speak at rallies in support of workers who are trying to form a union and/or win a fair and equitable contract.

When workers are trying to form a union, I will actively urge employers to remain neutral, respect the choices of their employees and voluntarily recognize a union when a majority has indicated the desire to join a union and negotiate in good faith for a first contract.

I will write letters to workers considering joining a union explaining why unions are good for the community.

I will offer to serve as an intermediary when necessary and to actively promote alternatives to the delays and legal maneuvers that accompany union elections including neutrality and cardcheck voluntary recognition agreements.

I will speak out publicly and allow my name, picture, press statement, etc., to be used in support of workers' right to organize.

By printing your name, dating this document and providing a personal signature on the lines below you formally affirm that the answers you have provided are truthful and reflect your sincerest beliefs, and you further affirm that if elected to the office you seek that you will live up to and adhere to the principles you have demonstrated by your answers to this questionnaire.

Signed: 

Date: 5/10/2022

Print Your Name: Diana DiZoglio