

2022  
**LOCAL  
GOVERNMENT  
CANDIDATE  
QUESTIONNAIRE**

 MICHIGAN AFL-CIO  
ADVOCATES



**DEAR CANDIDATE,**

Congratulations on your decision to run for local office! We appreciate your efforts to engage in the political process and seek solutions to Michigan's most pressing problems.

The Michigan AFL-CIO is a diverse, compassionate, and powerful labor federation that improves the lives of the working people by fighting to bring economic justice to the workplace and social justice to our state. We represent one million active and retired union members from nearly fifty affiliated unions and constituency groups.

That's why we created a public-advocacy organization called Michigan AFL-CIO Advocates. While the Michigan AFL-CIO works to change policy in Lansing, Michigan AFL-CIO Advocates works to change policy in Michigan cities, counties, villages, townships, and school boards. Our mission is to unite labor leaders, policy makers, and the general public to educate and advocate around policies, programs and projects that will bring economic justice to the workplace and social justice to communities across Michigan.

The Municipal Solidarity Index is where MI AFL-CIO Advocates will grade Michigan's local governments on protections that they give workers, despite the constraints imposed by the State. Our policies promote access to fair working conditions, fair pay, fair representation, and prudent stewardship of taxpayer dollars. This will be the first statewide push to enact stronger labor laws at the local level that Michigan has seen in a long time.

**The following questionnaire evaluates your support for our platform as it will be expressed in our upcoming Municipal Solidarity Index, and can be used as a guide for the endorsement process of the CLCs (Central Labor Councils) who holistically evaluate Democrats, Republicans, and non-partisan candidates. CLCs make all endorsement decisions.**

MI AFL-CIO Advocates relies on local elected leaders to advocate for workers' rights in their communities. You are key in the fight to change communities across Michigan, and are often the pro-labor candidates recruited for higher office. Whether you have extensive experience within organized labor or not, we would love to sit down with you and talk about how we can work together to improve the lives of working people in your community. Consider joining the fight to support working people across Michigan at [MIAFLCIO.ORG/ADVOCATES](https://miaflcio.org/advocates).

We appreciate you taking the time to complete this questionnaire, and thank you in advance for standing with the working families across your community.

In Solidarity,

**JASMINE KALTENBACH**  
Executive Director  
Michigan AFL-CIO Advocates  
(313) 400-6513  
[advocates@miaflcio.org](mailto:advocates@miaflcio.org)





This Michigan AFL-CIO Advocates questionnaire is designed to guide local labor bodies in evaluating candidates for local office including, but not limited to school board; village, township, and city council; and county commission. Not every question may be applicable to every office. *If a candidate believes that a question does not apply to the office to which they seek, they should select "NA" and/or write "Not Applicable" in the short answer section provided.*

Many of the positions in this questionnaire correlate with issues and priorities identified in the Michigan AFL-CIO Advocates' Municipal Solidarity Index. The Index evaluates municipalities on their legislative and administrative efforts to support organized labor and working families. By systematically reviewing city code, the Municipal Solidarity Index will recognize, through a public scoring process, cities and elected officials that have made workers' rights a top priority.

---

MORE INFORMATION ON THIS PROJECT IS AVAILABLE AT

**[MIAFLCIO.ORG/ADVOCATES](https://miaflcio.org/advocates)**

## Campaign/Candidate Profile

Candidate Name: \_\_\_\_\_ Age: \_\_\_\_\_ Gender: \_\_\_\_\_

Office Sought: \_\_\_\_\_ District: \_\_\_\_\_

Incumbent    Challenger    Open Seat    Political Party: \_\_\_\_\_

Candidate Cell: \_\_\_\_\_ Candidate Email: \_\_\_\_\_

Do you currently hold or have you previously held public office?    Yes    No

Please Describe:

List the make and model of all vehicles owned by yourself and/or your spouse:

Have you received an AFL-CIO endorsement in the past?    Yes    No

If so, for which office(s): \_\_\_\_\_

Are you now or have you ever been a union member?    Yes    No

If so, which union(s) and local(s): \_\_\_\_\_

Are you a member of Michigan AFL-CIO Advocates?    Yes    No

*Join or renew membership online at [miaflcio.org/advocates](http://miaflcio.org/advocates)*

Have you attended a Path2Power or GLPA candidate training?    Yes    No

*Learn about our candidate training at [miaflcio.org/campaigns](http://miaflcio.org/campaigns)*

Campaign Committee Name: \_\_\_\_\_

Full Committee Address: \_\_\_\_\_

Campaign Email: \_\_\_\_\_ Campaign Website: \_\_\_\_\_

Campaign Manager Name: \_\_\_\_\_ Cell: \_\_\_\_\_

Expected Door Goal: \_\_\_\_\_ Expected Dollar Goal: \_\_\_\_\_

Current Doors Knocked: \_\_\_\_\_ Current Amount Raised: \_\_\_\_\_

Who else have you been endorsed by? \_\_\_\_\_

Name of Print Shop: \_\_\_\_\_

Are they union?    Yes    No

Agent/Shop used for graphic design: \_\_\_\_\_

Are they union?    Yes    No

Candidate Signature: \_\_\_\_\_ Date: \_\_\_\_\_

---

**Please return to your local CLC or ALF:**

[MIAFLCIO.ORG/OUR-ORGANIZATION/CENTRAL-LABOR-COUNCILS/](http://MIAFLCIO.ORG/OUR-ORGANIZATION/CENTRAL-LABOR-COUNCILS/)

## Political Leadership

All work has dignity and all working people have rights. But right now, billionaires and wealthy corporations are rigging the rules of our economy and taking away our freedom to negotiate together in union for things our families need, like: good-paying jobs, great schools, clean and safe environments, and affordable health care.

Since 2011, lawmakers in Lansing have passed countless laws including the elimination of local control of labor standards, the Emergency Manager Act, “Right to Work”, and the elimination of prevailing wage. These disastrous laws take away the power and autonomy of local governments to protect workers. Now, there are far too many people in Michigan living paycheck to paycheck, working unreliable hours, with few or no benefits, and without a secure retirement.

In Michigan, families should always come first. Whether it’s a newborn baby, an elderly parent, or a spouse who’s sick, everyone knows being there and providing for your family isn’t optional. All working people should have a fair shot at the American dream, with the freedom to negotiate together in union for better jobs with strong paychecks, good benefits, a secure retirement, and more time to be with family.

- |          |          |           |   |
|----------|----------|-----------|---|
| <b>Y</b> | <b>N</b> | <b>NA</b> | Would you co-sponsor and vote for the PRO Act in the 118th Congress?  |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support a resolution calling on the State Government to repeal “Right to Work” laws and instead pass Fair Share legislation for both public and private sector workers, requiring all employees covered under a collective bargaining contract to pay their fair share towards contract administration, grievance processing, and other representational costs? |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support resolutions supporting the State Government’s restoration of local control of labor standards such as setting a local minimum wage, fair scheduling practices, or requiring paid sick days from local businesses?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you publicly affirm the importance of unions to your communities and urge employers not to interfere when workers are deciding whether to form or join a union?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, will you sponsor a resolution calling on the State Government to work to repeal the Emergency Financial Manager Law?  |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support recognizing Workers’ Memorial Day in remembrance of workers who were injured, disabled, or killed on the job, especially the brave frontline workers during the COVID-19 pandemic?  |

- |          |          |           |   |
|----------|----------|-----------|---|
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support the creation, naming, or commission of artwork, monuments, parks, parades, and other public symbols honoring frontline workers and labor leaders?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support the creation of a Skilled Trades Task Force where community members, nonprofits, worker representatives, and local government officials can come together to hear the concerns of working people and address them through various policies, projects and programs?        |
| <b>Y</b> | <b>N</b> | <b>NA</b> | Will you ensure that voting precincts in your jurisdiction have the secure and up-to-date voting technology, and enough voting machines available to reduce waiting time at the polls and ensure Michigan's working families can have their voice heard and their vote counted accurately in elections? |

Do you plan on working with union members and working people in your jurisdiction to hear their concerns and work collaboratively on policy solutions?

Why do you believe that employees should have the right to collectively bargain and organize?

## Responsible Government Operations

Local governments have the fiduciary responsibility to spend taxpayer dollars wisely. They also have the obligation, as institutions of the people, to act equitably and responsibly with their own employees. The dollars that local governments spend should not just create quality infrastructure and necessary services to taxpayers – taxpayer dollars should also support area businesses, especially those who pay their workers competitively and provide healthcare. When local governments sell out projects to the lowest bidder, not only do they decrease the quality of government services, but they also erode the living standards in the very communities they were elected to protect and improve.

- |          |          |           |   |
|----------|----------|-----------|---|
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you sponsor and support an Responsible Contractor Ordinance through your government entity, reforming its contracting policy to ensure that factors such as work product quality, worker treatment, worker experience, worker wage and healthcare, and non-discrimination are also weighed and taken into account before deciding who receives building and construction contracts? |
| <b>Y</b> | <b>N</b> | <b>NA</b> | Will you ensure that upon your election that your employees receive the proper health and safety training in compliance with federal and state law?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, will you combat sexual harassment and sexual assault in the workplace by passing an ordinance that requires employers to provide training to prevent sexual harassment, and ensures survivors can access the counseling, advocacy, and medical support they need without unnecessary obstacles?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support a resolution through your government body calling for the Michigan Legislature to reinstate local control over prevailing wage for construction work?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support enacting a living wage floor for local government employees and the employees of local government contractors of \$15 an hour?  |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you vote in your elected body to honor pensions and promised pay increases to your employees?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you oppose the privatization of public services?  |

How would you balance the budget in your governmental entity if faced with a deficit, revenue shortfall, or other financial challenge?

## Fairness and Equality

Every local government must make a conscious and determined commitment to upholding the human rights and equality of their workers. Michigan workers deserve to work in an environment free of discrimination, whether it be based on sexuality, gender, race, and more. Local policies that display values of justice and fairness are essential to workers from all backgrounds in order to thrive and succeed.

- |          |          |           |   |
|----------|----------|-----------|---|
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, will you support evaluating pay and job disparities for women and people of color, as well as disparities in who receives services from your local government body?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you sponsor and support an ordinance through your government body that enacts a Non-Discrimination Ordinance to protect members of marginalized communities, especially for LGBTQ+ individuals, who do not have similar protections enshrined in state law? |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you ensure that your employees have adequate paid sick-leave and paid family leave, especially in context of the ongoing risk to public health and safety brought on by the COVID-19 pandemic?  |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support an internal hiring policy in your government body that assesses the qualifications of your candidates before asking about criminal history?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support developing curriculums that educate students on the history and achievements of the labor movement in Michigan and in the United States?  |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you oppose and vote against inequitable tax policy or revenue structures and work to ensure that equitable resources are invested in underserved communities?   |

If elected, would you support developing curriculums that accurately prepare our K-12 and college students for the realities of the world including education about anti-racism, anti-oppression, and implicit bias training for both students and staff?

## Economic Opportunity

Stagnant paychecks and rising inflation mean working Michiganders are struggling to sustain their families. According to the Michigan Association of United Way’s ALICE Report, more than 38 percent of Michigan households struggle to afford basic necessities like housing, child care, food, health care, and transportation.

Municipalities have a duty to support Michigan workers and promote economic opportunity. As many workers are facing financial hardship due to the COVID-19 pandemic, our state’s outdated laws are not making it easier for workers to get back on their feet. By implementing policies that support workers in their economic ambitions, municipalities will be able to strengthen their work force and their local economies.

Throughout the 20th Century, cities all over Michigan were magnets for young workers who were looking for vibrant communities where they could put down roots and start a family. But since 2011, the legislature has cut billions of dollars from our public schools, universities, and public safety. Legislative leaders have also targeted deep cuts to retirement savings and health care benefits for Michigan teachers, nurses, police officers, and firefighters.

To get our economy moving, Michigan needs to build healthy, vibrant, and livable communities that will attract a diverse and highly-skilled workforce.

- |          |          |           |  |
|----------|----------|-----------|--|
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you work with local unions, building trades, nonprofits, and pre-apprenticeship groups to enact pre-apprenticeship programs and ensure that marginalized communities receive access to job training?       |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support a Community Benefits Ordinance to ensure that developers who receive tax breaks are providing sufficient benefit to the community and to allow residents to have an active say in the process? |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support state funding for important infrastructure projects that generate good jobs, such as our transportation systems, school modernization, and water systems?                                      |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you vote in favor of new developments and construction projects in your community, especially affordable housing?  |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you actively oppose all private school voucher proposals and other schemes intended to divert taxpayer dollars from public schools to private schools?   |

- |          |          |           |  |
|----------|----------|-----------|--|
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support an ordinance or resolution in your local government body to help school districts reduce their class size—particularly for schools serving disadvantaged students?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support a resolution asking the state to increase state public school funding by the several billion dollars recommended by the School Finance Research Collaborative and to create a funding formula based upon need, so that the schools facing the most challenges and serving the most disadvantaged students have adequate resources to increase funding for social workers, trauma counselors, school psychologists, special education, English Language Learner programs, and teacher salaries? |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support a participatory budgeting process which reflects the values and needs of local communities, in which community members, nonprofit organizations, teachers, and parents will have the opportunity to speak about the resources and programs they feel schools need?   |

Please explain why you believe buy-local, buy-union policies are important in Michigan, and what policies you would sponsor or cosponsor?

## Equitable Economic Development

Local governments should be concerned about the quality of their economic development for the sake of the well-being, livelihood, and living standards of their citizens. Jobs that do not provide adequate compensation for the cost of living in their area only benefit corporations and harm working families and erode the quality of our communities. If a local government is going to subsidize or financially incentivize job creation, those jobs should benefit the people taking them as well as the area as a whole by providing full-time work, a livable wage, and healthcare benefits.

- |          |          |           |   |
|----------|----------|-----------|---|
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support an ordinance requiring that corporations and businesses receiving tax breaks, tax abatements, or are participating in PILOT (payment in lieu of taxes) programs report the number of full time positions, part-time positions, employees with healthcare, and any other negotiated parts of their tax relief program to the local government body and the public? |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support negotiating job creation quality standards for corporations and businesses who receive tax breaks, tax abatements, or are participating in PILOT (payment in lieu of taxes) programs?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you oppose tax breaks for corporations and businesses unless they include strong measures that require hiring Michigan workers and strong clawback provisions if they fail to create the jobs they promise?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support a policy that requires local housing developments substantially backed by government subsidies to provide a percentage of their units to low and moderate income families to ensure that public servants, teachers, and other workers can find affordable places to live?   |
| <b>Y</b> | <b>N</b> | <b>NA</b> | If elected, would you support the creation of a renters commission to give power to working class people to advocate for ordinances that would improve their living conditions to their local government and housing agencies?  |
| <b>Y</b> | <b>N</b> | <b>NA</b> | Will you pledge to support candidates endorsed by the Michigan AFL-CIO?   |



**MICHIGAN AFL-CIO  
ADVOCATES**

419 S. WASHINGTON SQ., LANSING, MI 48933

[MIAFLCIO.VOTE/QUESTIONNAIRE](http://MIAFLCIO.VOTE/QUESTIONNAIRE)