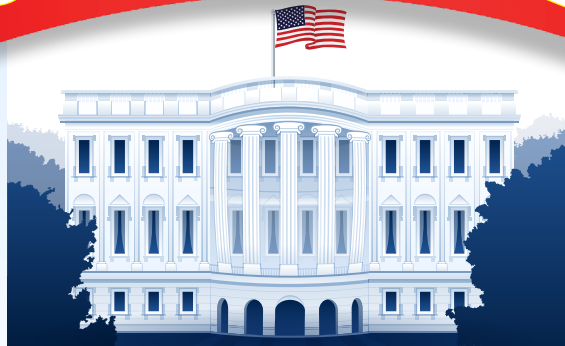


NALC asked the candidates for their Postal Platforms



It's impossible to turn on the television news or read a newspaper without being told about the race among candidates for the U.S. presidency. There seems to be more campaign coverage than ever, yet there's little focus on the issues important to letter carriers.

"You'll never hear a candidate in a debate or in a commercial say where they stand on the Postal Service and its workers," NALC President Fredric Rolando said, "but that information is vital to the pay, benefits and jobs of our members. We will need to work with the next president, and now is the time to start thinking about whom that should be."

Guided by a variety of factors, NALC will soon make decisions regarding endorsement of a presidential candidate. These factors include the results of our *Postal Record* reader poll (see the postcard inserted in this issue), the results of a December 2019 Hart Research poll of NALC members nationwide and the quality of the candidates' responses to our presidential questionnaire. In addition, NALC's president and Executive Council will weigh experience, electability and each candidate's relationship with the union.

As has been the standard practice for NALC, the endorsement will be

based on issues affecting our jobs and our benefits and not on social or political issues that, while important, can be divisive to many Americans, including our members.

"Letter carriers perfectly reflect the political diversity of the country," President Rolando said. "We come from all backgrounds, and we hold the whole range of political views, from the populist left to the Tea Party right. I see the diversity of opinion within our ranks wherever I travel, and I respect it. But the endorsement must be made based on the jobs, pay and benefits of letter carriers. Voters will make up their own minds on what's most important when they vote, but NALC's endorsement must be based on what is best for letter carrier issues."

To help NALC and its members assess the presidential contenders, NALC mailed questionnaires focused on postal issues to all of the major candidates last year. In a cover letter accompanying the questionnaires, President Rolando said, "We are asking that all candidates for president who seek the endorsement of the NALC provide us with detailed responses to this questionnaire so that our members can have a full picture of each candidate."

Additionally, "Completion of this candidate questionnaire does not guarantee an endorsement by the NALC; the responses will be used to guide NALC's campaign activities, as well as our deci-

sions about possible endorsement in both parties' primary elections and in the 2020 general election."

The union's Legislative and Political Affairs Department made follow-up contacts with each campaign to confirm that the questionnaires had been received. Five candidates answered the questionnaire in full: Joe Biden, Michael Bloomberg, Pete Buttigieg, Bernie Sanders and Elizabeth Warren. Biden's and Sanders' answers appear on the following pages (the other three had dropped out of the race as this magazine was going to press). The campaigns of Roque De La Fuente, Tulsi Gabbard, Donald Trump and Bill Weld have not responded so far. If any of these candidates or future candidates respond in the weeks and months to come, their responses may be printed in a future issue of *The Postal Record* and/or posted to the NALC website.

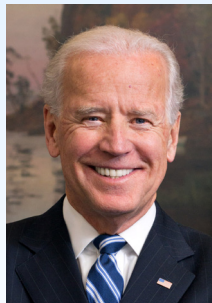
"As we have decided in the past," President Rolando said, "we will not endorse any candidate who fails to respond to our questionnaire or whose answers do not address letter carrier issues in a satisfactory manner."

All NALC members are urged to complete and return the enclosed postcard indicating which candidate best represents the interests of letter carriers and their families.

Read their answers to help you cast your vote

Responses from the candidates

1. Please specifically state your goals in running for office. What are your priorities?



Joe Biden

1. I'm running to rebuild the middle class, unify the country and restore the soul of our nation. I was always taught that there is no greater sin than the abuse of power—and that it's never enough to

just abhor that abuse; it's every single one of our duties to stand against it, wherever it's found. Today, our country is facing grave abuses of power: a war on organizing, collective bargaining, unions, and workers that's been raging for decades, and it's getting worse with Donald Trump in the White House. Tax giveaways to the rich and funding cuts for the poor. A rollback of voting rights, civil rights, and America's role as a beacon of hope to the world. Emboldened forces of hate that have slithered out from under their rocks to kill in Charlottesville, Brooklyn, Pittsburgh, Poway, and El Paso and the epidemic of violence against trans

women of color; and to terrorize daily in countless smaller, insidious ways. That is not who we are.

Rebuilding the middle class starts with one word: unions. Strong unions built the great American middle class. Everything that defines what it means to live a good life and know you can take care of your family—the 40-hour work week, paid leave, health care protections, a voice in your workplace—is because of workers who organized unions and fought for worker protections. As president, I'll encourage union organizing and collective bargaining. And I'll make sure every American has a fair shot at the American Dream, regardless of race, gender, income, or ZIP code. I believe in our founders' ideals: "We hold these truths to be self-evident, that all men are created equal..." We've never fully lived up to them, but we've never quit trying. And I'm not about to let us quit trying now.

Our next president will inherit a country divided. He or she will face the enormous task of pulling the country together—and of delivering on things that matter in people's lives, like protecting and building on Obamacare; getting weapons of war out of our

communities; and addressing the climate emergency. I will unite our country to work together. Some people call that naive, but that's how democracy works. I've done it before: the Violence Against Women Act, the Recovery Act, Obamacare, an assault weapons ban, among other legislative wins for working families. I'll do it again as president.

The next president will also have to restore our nation's place in the world, and bring that world together. I know nearly every major world leader, and they know me. In a Biden administration, the American president will once more stand by their word.

Democrats share a lot of great ideas, but this election boils down to: who can beat Trump, who can bring along a Democratic Senate and grow our majority in the House of Representatives, and who can deliver on progress. I'm running because this is all in my wheelhouse. In 2018, I campaigned in 24 states for 65 candidates. As the Democratic nominee, I'll campaign with the most candidates. As president, I'll work with a new Congress to advance our agenda and restore our global standing.



Bernie Sanders

1. I am running for president not only because I believe that I am the best candidate to defeat Donald Trump, the most dangerous president in modern American history,

but to create an economy and a government that works for all Americans, and not just the 1 percent.

When I am president, the underlying principles of our government will not be greed, kleptocracy, hatred and lies. It will not be racism, sexism, xenophobia, homophobia and religious bigotry. Those ugly anti-American sentiments will come to an end.

The principles of our government must be based on justice: economic justice, social justice, racial justice and environmental justice.

Donald Trump and his billionaire friends want to divide us up based on the color of our skin, our gender, where we were born, our religion or our sexual orientation. Well, we're going to do exactly the opposite. We're going to bring our people together:

black and white, Latino, Asian American and Native American, men and women, gay and straight, native born and immigrant.

Justice means that we will no longer stand idly by and allow this country to move toward an oligarchic form of government, with massive levels of wealth and income inequality, where a handful of billionaire families control our economic and political life.

Justice means that we will not allow three families in this country to own more wealth than the bottom half of America while, at the same time, more than 20 percent of our children live in poverty, veterans sleep out on the streets and 30 million Americans have no health insurance.

Justice means that we will no longer accept 49 percent of all new income going to the top 1 percent, while millions of Americans are forced to work two or three jobs just to survive and over half of our people live paycheck to paycheck, frightened to death about what happens to them financially if their car breaks down or their child becomes sick.

Justice means that we will no longer accept a situation in which the top 25 hedge fund managers on Wall Street make nearly double what all 140,000 kindergarten teachers in America earn—while millions of kids go to over-crowded and under-funded schools.

And when we are talking about injustice this country we are talking about racial injustice. It is not acceptable that black families own one-tenth the wealth than white families, that the infant mortality rate within the African-American community is two and a half times the white community, that red-lining in housing continues to exist, that black businesses cannot get the loans they need at affordable rates, that black school districts are underfunded and that a great deal of racism exists within our criminal justice system. When we talk about justice we mean ending institutional racism in all its ugly forms.

And it also means doing everything we can to end the growing tribalism and religious bigotry we are seeing in this country and around the world. Since Trump has been in office we have seen a significant rise in hate crimes—against African Americans, against the Jewish community, against gays, against immigrants against Muslims.

Together, we are going to create a political system which is based on the democratic principles of one person—one vote—and end a corrupt system which allows billionaires to buy elections. Yes. We are going to overturn Citizens United, move to public funding of elections and end racist voter suppression. We will make it easier

Postal Platforms

for people to vote, not harder.

In my view, we must guarantee everyone in our country basic economic rights—the right to quality health care, the right to as much education as one needs to succeed in our society, the right to a good job that pays a living wage, the right to affordable housing, the right to a secure retirement, and the right to live in a clean environment.

We must recognize that in the 21st

century, in the wealthiest country in the history of the world, economic rights are human rights.

We will expand, not cut, the Postal Service by ending the disastrous pre-funding mandate and allowing post offices all over this country to offer innovative new products and services that the American people want and need.

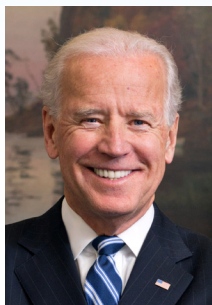
We will stand with our immigrant family and, together, build an immigration system

grounded in civil and human rights.

We will treat structural racism with the urgency it deserves.

Brothers and sisters: We're going to defeat Donald Trump not because I am a billionaire or because we have a super PAC funded by billionaires. We're going to win this election because we will put together the strongest grassroots coalition in the history of American politics.

2. Please provide any information (personal or professional) that demonstrates your commitment to the United States Postal Service and the men and women who are employed by the Postal Service.



Joe Biden

2. I have long supported the U.S. Postal Service and its employees—the men and women who provide essential services to people across the country. As senator, I co-sponsored the Postmasters Equity

Act of 2003, which gave postmasters a voice in their pay and benefits, and the Mail Delivery Protection Act, which would have protected against USPS privatization by prohibiting it from contracting mail delivery out to private contractors. And, the Obama-

Biden Administration fought to change the federal employees pension funding formula to prevent the Postal Service from overpaying into the federal government's pension fund.

My commitment to fighting for workers and unions is longstanding. Labor brought me to the dance. I'm proud to have the reputation that labor votes for Biden, but more proud that Biden votes for labor. Over my 40-year career in public service, I have stood shoulder-to-shoulder in fights with my labor brothers and sisters. From my earliest days in public service in 1972, I fought with the Delaware State Labor Council and AFL-CIO to oppose right-to-work laws. In the 1990s, I again stood up with you and opposed Republican efforts to make it harder for workers to organize. In 2003, I supported

the Employee Free Choice Act, which would make it easier for workers to organize. In the Obama-Biden administration, we took steps to make it easier for workers to organize and allowed more workers to earn overtime.

I will continue to stand with you as president, including by working with Congress to secure passage of the Protect the Right to Organize Act, passing card check as an initial option for forming a union, and repealing the Taft-Hartley provisions that allow states to impose "right-to-work" laws.

I also recognize that the Postal Service is an independent agency with employees who are subject to anti-union attacks from the Trump administration. I will work with the NALC to protect the rights of letter carriers against any attempts to weaken their voice in the workplace.



Bernie Sanders

2. Enshrined in the Constitution, the United States Postal Service is one of the most important institutions in this country. At a time when the middle class is collapsing,

we must expand, not cut back on the Postal Service. Together, we will make this a reality.

If I am elected, the Letter Carriers will have a champion of protecting and expanding the Postal Service, someone who has made it a top priority throughout my career, in the Oval office. Time after time, when the Postal Service has been under attack, I have stood by your side.

In 2011, I formed and led a coalition of more than two dozen senators in opposition to the disastrous plan that would have closed half of the mail processing plants,

shut down 15,000 post offices, eliminated six-day mail, moved to cluster boxes and curbside mail, and destroyed over 200,000 good paying jobs. These would have been horrendous cuts to the Postal Service. While we have not achieved everything we wanted, we have won some important victories: six-day delivery is still the law of the land, and door-to-door delivery is still being provided to millions of Americans. Although some hours have been reduced at post offices throughout the country, something that I strongly opposed, we were able to stop the Postal Service from shutting down 15,000 post offices. And while far too many mail processing plants have been closed, we have been able to keep about 100 of these plants open that would have otherwise been consolidated. In the process, we have saved tens of thousands of jobs.

In 2012, when one of the mail processing plants in my state of Vermont was on the chopping block, I held a town meeting with over 500 of my constituents to successfully convince the management of the Postal

Service to keep this facility open and protect over 200 good paying jobs. I am proud to say that the mail processing plant in White River Junction became one of the most productive in the country by 2015.

In 2013, I was proud to work with the letter carriers on the Postal Service Protection Act that I introduced in the Senate. This legislation advocated for protecting six-day delivery, reinstating overnight delivery standards for first class mail, stopping the closure of mail processing plants and post offices, rescinding the disastrous pre-funding mandate, and allowing the Postal Service to offer innovative products and services to increase revenue.

In 2014, I authored a letter with 50 other senators, including six Republicans, urging the Postal Service to impose a moratorium on mail processing plant closures and to prevent the slowing down of mail delivery. That same year, I was honored to address the National Association of Letter Carriers convention in Philadelphia and to be

recognized as an honorary letter carrier by President Rolando.

In 2015, as the ranking member of the Senate Budget Committee, I successfully passed an amendment by a vote of 85-12 that called on the Postal Service to reinstate overnight delivery standards and stop the closure of mail processing plants. That same year, I also urged the postmaster general to reinstate overnight delivery standards by noting how the closure of more than 140 mail processing plants a few years previously and the elimination of overnight

delivery standards in 2015 negatively impacted Americans all over this country.

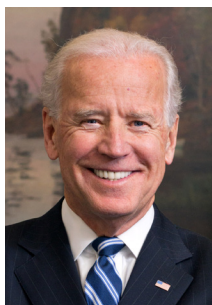
Just last year, I opposed President Trump's absurd proposal to privatize the United States Postal Service in the Senate. I have consistently advocated for expanding the role of our post offices, which will raise new revenue and better provide the American people with innovative services.

As president, I will strengthen and expand the U.S. Postal Service by:

- Ending the disastrous pre-funding mandate.

- Providing the Postal Service with the flexibility to provide new consumer products and services—like basic banking services.
- Allowing the Postal Service to recover the overpayments it made to its retirement program.
- Reinstating overnight delivery, speeding up service standards, and protecting six-day delivery.
- Removing the artificial price cap on postage rate increases.

3. Have you met with NALC leaders or attended events with NALC local branches or NALC state associations? If yes, please list branch number(s) and city or state where relevant.



Joe Biden

3. I am proud to have worked with the postal workers' unions and former NALC President Bill Young. My campaign has reached out to local NALC leadership and plans to continue to engage with NALC throughout my campaign. NALC leaders have been invited to and attended labor roundtables in Las Vegas, Nevada; Cedar Rapids, Iowa; Des Moines, Iowa; and Con-

cord, New Hampshire.



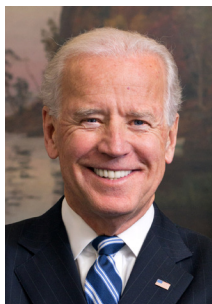
Bernie Sanders

3. Yes.

I am proud to have hosted several meetings and phone calls with President Rolando and with all of my friends at the Vermont Chapter of the National Association of Letter Carriers. Year after year, I have had several meetings, with the Vermont letter carriers. I was very proud to speak at the NALC convention in Philadelphia on July 25, 2014 and to be recognized as an honorary letter carrier. I look forward to continuing the close relationships I have with the letter carriers as president.

4. The Postal Accountability and Enhancement Act (PAEA), enacted in 2006, included a grossly unfair mandate on the Postal Service to “pre-fund” future retiree health benefits decades in advance. As a result, the Postal Service was required to pay nearly \$5.6 billion annually per year over a 10-year period, a cost that will rise even higher in the future. No other company or government agency in America faces such a mandate. The annual payments have accounted for 89 percent of Postal Service losses since 2007, and 100 percent of losses since 2012. Please state whether you support or oppose the following ways to address this unfair mandate (please indicate the rationale for your position):

A. Eliminating the unique congressional mandate to pre-fund future retiree health care. (Support or Oppose) Explain why:



Joe Biden

4A. Support.

It is essential to remove the pre-funding mandate in order to successfully plan for the future of USPS. No other private entity or federal agency is required to pre-fund retiree benefits. This mandate is a clear attempt to kill a very valuable public service and open it up to privatization. I will work to immediately end this mandate and work

with the NALC to make USPS financially stable. At the same time, it is vital that we ensure USPS retirees get the full benefits their hard work has earned them. I will work with NALC and the other postal service unions, as well as Congress, to safeguard the USPS' important role in our economy and society and protect NALC members and retirees.



Bernie Sanders

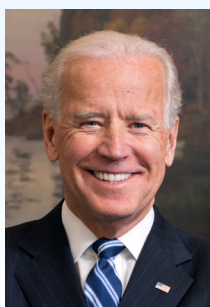
4A. Support.

I strongly support eliminating the disastrous Bush-era mandate to pre-fund future retiree health benefits. The major reason why the Postal Service is suffering financially is because of a mandate signed into law in December of 2006, during a lame duck session of Congress, which forces the Postal Service to pre-fund 75 years of future retiree health benefits for employees who have not even been born yet. No other government agency or business in America is burdened with this mandate, which has cost the Postal

Service over \$5.5 billion a year. Further, before this pre-funding mandate was signed into law, the Postal Service was profitable. From 2003 through 2006, the Postal Service made a combined profit of more than \$9 billion. As president, I will end the pre-funding mandate and allow the Postal Service to thrive and prosper into the future. I have previously introduced legislation to do just that. As president, I will implement that legislation into law.

Postal Platforms

B. In the absence of fully repealing the mandate to pre-fund retiree health benefits, basing payments on the 'vested liability'—that is, only based on those employees who are retiree-eligible and who qualify for such benefits. (Support or Oppose) Explain why:



Joe Biden

B. Support.

I support fully repealing the pre-funding mandate for retiree health care. While this repeal is the best and fairest option for USPS, in the absence of repeal, I will support measures that put funding liabilities on equal footing with private-sector practices, including partially pre-funding benefits for those who are

eligible for retirement. While this would help reduce the Postal Service's funding burden, my top priority will be to fully repeal the mandate.



Bernie Sanders

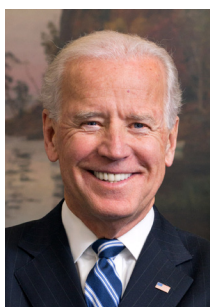
B. Support.

Since the passage of PAEA, I have worked very closely with NALC to undo the damage caused by the law. Repealing the mandate to pre-fund health benefits is vitally needed for the Postal Service to flourish. I believe that together, we will build the coalition necessary to fully repeal the pre-funding mandate.

During my time in the Senate, I have listened to my friends at NALC as to what an acceptable compromise postal reform solution would look like given the political climate we were in. That includes doing my part to pass

bipartisan postal reform legislation that would have based pre-funding payments on vested liability, making sure retiree-eligible health benefits are protected while reducing the funding burden caused by the Bush-era mandate.

C. Integrating postal employee health insurance coverage (under the Federal Employees Health Benefits Program) with Medicare Parts A, B, and D to decrease the unfunded liability on a prospective basis for those 55 and under. (Support or Oppose) Explain why:



Joe Biden

C. Support.

I support any option to address the health care liability for the Postal Service, including prospective enrollment for future retirees, as long as it does not

jeopardize the benefits of those currently participating in the program and protects those enrolled in Medicare from paying more in aggregate than they do now.



Bernie Sanders

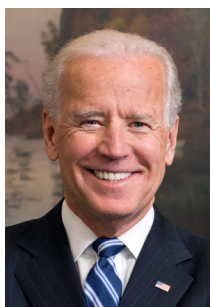
C. Support.

I support. I believe healthcare is a fundamental human right, not a privilege. No worker should have to negotiate with their employer for good health care. A Bernie Sanders administration will not cut health benefits for letter carriers. Instead, we will guarantee all workers health care as a human right through the Medicare for All, single-payer legislation I have introduced. Under Medicare For All, letter carriers will get high-quality health care including dental, mental health, vision coverage, and long-term home health care with no copays, no premiums, no deductibles and no surprise out-of-pocket bills. And, workers will be able to go to any doctor or hospital they want, instead

of being locked into restrictive provider networks. At the negotiating table, unions won't have to sacrifice wages and other benefits ever again. And I will require that the health care savings that are achieved get turned into wage increases and additional benefits for workers.

I was proud to work with Senator Tester, NALC and all of the stakeholders on Medicare integration. I agree with President Rolando that this change to a postal-only system fully integrated with Medicare would be a good way to vastly improve the financial condition of the Postal Service without the need to cut vital services.

D. Allowing the Postal Service to invest its trust funds for retiree health and pensions (CSRS and FERS) in private stocks and bonds to more closely align with private sector best practices. (Support or Oppose) Explain why:



Joe Biden

D. Support.

I support trust fund investment in private stocks and bonds as long as the funds remain protected and are getting the best possible value.

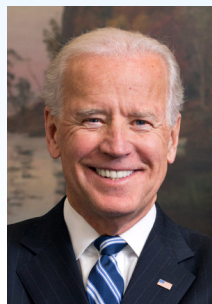


Bernie Sanders

D. Support

For years, the Postal Service has had financial burdens placed on it by people who seek to dismantle USPS. In addition to allowing USPS to invest its trust funds in private stocks and bonds, we will end the disastrous pre-funding mandate, provide the Postal Service with the flexibility to provide new consumer products and services—like basic banking services, allow the Postal Service to recover the overpayments it made to its retirement program, reinstate overnight delivery, speed up service standards, protect six-day delivery, and remove the artificial price cap on postage rate increases.

5. As one of the few government agencies explicitly authorized by the U.S. Constitution, the U.S. Postal Service has succeeded in its role as a non-taxpayer funded government agency by providing low-cost, reliable services to its customers. Accordingly, USPS consistently earns the highest approval ratings of any government entity, most recently at 90 percent approval from the American public. Will you oppose any and all attempts to privatize or dismantle the Postal Service?



Joe Biden

5. Yes.

USPS workers are the eyes and ears of the community and are often on the first line of defense for rural and disenfranchised communities.

Postal service provided to everyone and every house, regardless of geography, income, race, religion, or sexual orientation and we must honor and defend the USPS's universal service obligation as a core belief of our great nation. As a valuable public service that does not use taxpayer dollars for operating expenses, USPS will be defended from all attempts at privatization when I am president.



Bernie Sanders

5. Yes.

Yes. For decades, the Postal Service has been under attack by the extreme right wing who have been fighting to privatize it, slash hundreds of thousands of jobs, close thousands of post offices, end Saturday mail and substantially slow down mail delivery. We cannot let that happen—we must save and strengthen the Postal Service, not dismantle it. We must protect the more than 600,000 Americans who currently work for the Postal Service—one of the largest employers of veterans.

In the Senate, I have led the effort to protect and expand the U.S. Postal Service. As the ranking member of the Senate Budget Committee, I successfully passed an amendment by a vote of 85-12 that called on the Postal Service to reinstate overnight delivery standards and stop the closure of mail processing plants.

In 2011, I formed a coalition of more than two dozen senators to oppose the horrendous cuts to the Postal Service that the postmaster general was calling for.

While we did not achieve everything we wanted, we won some important victories. Six-day delivery is still the law of the land. Door-to-door delivery is still being provided to millions of Americans. While hours have been reduced at post offices throughout the country, something that I strongly opposed, we were able to stop the Postal Service from shutting down 15,000 post offices. While far too many mail processing plants have been closed, we have been able to keep about 100 of these plants open that would have otherwise been consolidated. And, in the process, we have saved tens of thousands of jobs.

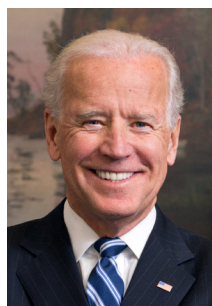
The Postal Service is the most popular agency, by far, in the federal government. It provides universal service to all people in every part of America six days a week, no matter how small or remote. And the cost Americans pay for this service is far less than anywhere else in the industrialized world.

As president, I will save and expand the U.S. Postal Service by:

- Ending the disastrous pre-funding mandate.
- Providing the Postal Service with the flexibility to provide new consumer products and services—like basic banking services.
- Allowing the Postal Service to recover the overpayments it made to its retirement program.
- Reinstating overnight delivery, speeding up service standards, and protecting six-day delivery.
- Removing the artificial price cap on postage rate increases..

6. The U.S. Postal Service serves the needs of 152 million business and residential customers six days a week using its affordable and universal networks service. Please indicate whether you support or oppose the following policies (please provide your rationale):

A. Maintaining six-day mail delivery to every American household and business. (Support or Oppose) Explain why:



Joe Biden

6A. Support.

Ensuring the six-day mail delivery that allows USPS to stay competitive and honor its universal service obligation is a critical national priority in 2020 and the future. Rural communities

disproportionately benefit from Saturday delivery—not only as a result of the USPS jobs that are created, but also because remote areas are disproportionately reliant upon frequent delivery in order to access goods, and private providers do not have incentive to deliver to these communities. This is particularly important for the delivery of sensitive packages such as prescription drugs and infant formula that need to be received in a timely manner.

The country has evolved since the initial idea of moving away from six-day mail deliv-

ery. Years ago, the idea of reducing delivery days was discussed as an option to support USPS as it faced uncertainty in managing its mandate to pre-fund retiree health care. Since then, the rise of e-commerce has fueled customer reliance on six-day delivery, and USPS should be able to deliver on that expectation. Without six-day delivery, customers who have the option of shifting to private delivery services may do so, hurting the ability of USPS to stay competitive as it attempts to stabilize its fiscal status. As president, I will protect six-day delivery.

Postal Platforms



Bernie Sanders

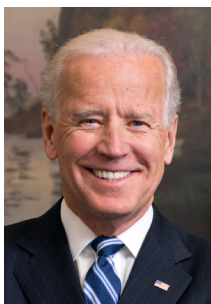
6A. Support.

I strongly support. The beauty of the Postal Service is that it provides universal service six days a week to every corner

of America, no matter how small or how remote. Whether you are a low-income elderly woman living at the end of a dirt road in a rural area or a wealthy CEO living on Park Avenue, you get your mail six days a week. And the American people pay for this service at a cost far less than anywhere else in the industrialized world. I am proud to have authored legislation to prohibit the Postal Service from eliminating six-day delivery. In my view, the Postal Service cannot be saved by ending one of its major

competitive advantages. Cutting six-day delivery is not a viable plan for the future. It will lead to a death spiral that will harm rural America while doing nothing to improve the financial condition of the Postal Service. Providing fewer services and less quality will cause more customers to seek other options. Rural Americans, urban Americans, suburban Americans, businesses, senior citizens and veterans will be hurt by ending Saturday mail.

B. Continuing door delivery service to all current residential and business customers (35 million addresses) that receive such service to ensure that packages, letters, bills and medications are delivered straight to a customer's door. (Support or Oppose) Explain why:



Joe Biden

B. Support.

The Postal Service is explicitly authorized by the U.S. Constitution, and today remains at the heart of the country's economy as it fulfills its congressional mandate to deliver service to all Americans, no matter where they live. As president, I will support the Postal Service's door-to-door service—if you currently receive mail at the door, you should continue to receive mail at the door. And, I will expand postal services once the pre-funding mandate

has been removed, to give greater access to services for our rural communities. As president, with input from stakeholders—including the federal employee unions impacted by these decisions, I will explore avenues to increase revenue into this valuable public service.



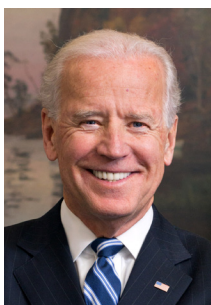
Bernie Sanders

B. Support.

In the Senate, I have fought against the recent move away from door delivery under the Trump administration and was proud to support the Schumer amendment in 2011 to protect door delivery service. As a senator from Vermont, I understand how important this service is, especially to senior citizens and persons with disabilities who live in climates where freezing cold

and snow occur. Further, ending door delivery would not only be a bad thing for businesses that depend on this service, it would also cause the Postal Service to lose revenue. If businesses lose this convenience, many of them will seek other alternatives.

C. Maintaining the Postal Service's limited and regulated public service monopoly on the delivery of letter mail that allows for universal service at affordable postage rates, including rural Americans and low-income urban areas that would not be served in a deregulated postal market. (Support or Oppose) Explain why:



Joe Biden

C. Support.

Unlike private shippers, USPS has a universal service obligation to provide services to 150 million delivery points. If the Postal Service's regulated monopoly on letter mail delivery were to be eliminated, it would not have the revenue necessary to fulfill its universal service obligation to deliver mail to all Americans,

especially those in rural and low-income communities, in a reliable and accessible manner. I will ensure that this well-regulated monopoly continues and that the Postal Service can generate the revenue necessary to serve rural and disenfranchised communities that private services would not and so it can continue to operate without taxpayer funding. For these reasons, I oppose attempts to open up the mailbox to private companies.



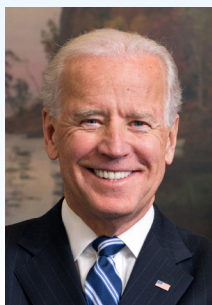
Bernie Sanders

C. Support.

The Postal Service is one of our most popular and important government agencies. It provides universal service six days a week to every corner of America, no matter how small or how remote. It supports millions of jobs in virtually every other sector of our economy. It provides decent-paying union jobs to some 600,000 Americans, and it is one of the largest employers of veterans. Yet, the Postal Service is under constant and vicious attack. Why is that? The answer is simple. There

are very powerful and wealthy special interests who want to privatize or dismember virtually every function that government now performs, whether it is Social Security, Medicare, public education or the Postal Service. They see an opportunity for Wall Street and corporate America to make billions in profits out of these services, and couldn't care less how privatization or a degradation of services affects ordinary Americans. For over 240 years, and enshrined in our constitution, the Postal Service has played an enormously important role for the people of our country and for our entire economy.

D. Maintaining the Postal Service's exclusive access to household/business mailboxes in order to secure the privacy and sanctity of the mail. (Support or Oppose) Explain why:



Joe Biden

D. Support.

Maintaining USPS' exclusive access to household and business delivery services is critical to protecting its revenue and empowering it to maintain its universal service obligation to all Americans.



Bernie Sanders

D. Support.

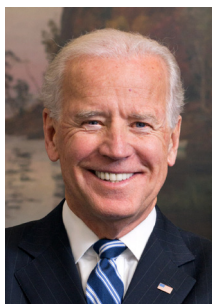
In my view, it makes absolutely no sense to give companies access to the private mailboxes of the American people. The Postal Service has exclusive access to mailboxes for a good reason. It is required to provide universal service to every home and business in America six days a week. According to the RAND Corporation, "relaxing the Mailbox Rule will have a negative effect on public safety and mail security," because it would increase the risk of for mail theft, identity theft, and explosive attacks. We cannot allow that to happen.

7. There are currently four vacancies on the nine-member Postal Service Board of Governors (the agency's board of directors). In the past, appointments have been driven by political factors instead of business factors and candidate qualifications resulting in Senate "holds" in the 114th Congress. If elected, will you:

A. Seek to appoint board members who are committed to the public service mission of the Postal Service, based on their qualifications, free of partisan considerations. (Yes or No)

B. Seek to appoint board members who possess a proven track record of promoting business growth and innovation. (Yes or No)

C. Seek to appoint board members who possess a proven track record of working well with unionized employees. (Yes or No)



Joe Biden

7A. Yes.

B. Yes.

C. Yes.



Bernie Sanders

7A. Yes. We will appoint people to the Postal Service Board of Governors with a deep commitment to the public service mission of the Postal Service. We need a Postal Service Board of Governors that is

committed to expanding, not cutting services or privatizing the Postal Service.

For decades, the Postal Service has been under attack by the extreme right wing who have been fighting to privatize it, slash hundreds of thousands of jobs, close thousands of post offices, end Saturday mail and substantially slow down mail delivery. We cannot let that happen—

we must save and strengthen the Postal Service, not dismantle it. We appoint members of the board who will fight to strengthen USPS, including allowing post offices to provide basic banking services to millions of Americans and protect the more than 600,000 Americans who currently work for the Postal Service—one of the largest employers of veterans.

B. Yes. We need board members committed to growing and protecting USPS. They must be committed to allowing post offices all over this country to offer innovative, revenue-raising products and services that the American people want and need. We need a board who will help USPS succeed and thrive in the 21st century.

C. Yes. We need a government that represents the needs of working people, not billionaires and large multinational corporations. Every single appointment I make will be deeply committed to rebuilding, strengthening and expanding the

trade union movement in America. A Bernie Sanders will fight for letter carriers. Period.

We will appoint people with a strong background in and deep commitment to workers' rights and who have a history of successfully collaborating with a wide range of stakeholders to yield positive outcomes for workers. Over the last several years, I have been deeply troubled by the selection of high level federal officials who have had a history of hostile confrontation with workers, only to continue that hostility once they take office.

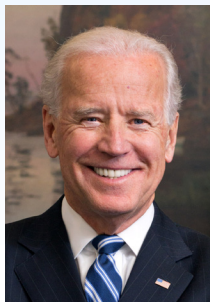
We need political appointments who have a profound respect for workers. As president, all of my political appointments will be committed to workers' rights.

That includes appointing board members who support letter carriers in their fight against the Consolidated Casing Initiative, who will prioritize the safety of letter carriers, and who will ensure that USPS is synonymous with good-paying union jobs in addition to excellent service.

Postal Platforms

8. With its unmatched networks and infrastructure and its ability to reach to every residential and commercial address in America at least six days a week, the USPS is well positioned to explore new ways of responding to the evolving needs of American households and businesses. Please indicate your level of support with regards to the services and products that could be offered by the Postal Service in the following areas:

A. Allowing registered voters to receive and cast their ballots through the mail (i.e., Vote-By-Mail). (Support or Oppose) Explain why:



Joe Biden

8A. Support.

Voting is the purest, most fundamental act of citizenship. We must strengthen our democracy by guaranteeing that every American's vote is protected. We've got to make it easier—not harder—for Americans to exercise their right to vote, regardless of their ZIP code or the color of their skin, and make sure we count every voter's voice equally.

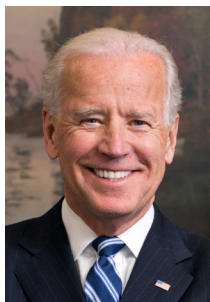


Bernie Sanders

8A. Support.

I strongly support. Voting is an inalienable right. What cowardly Republican governors and the current administration are doing to suppress the vote across the country is undemocratic and unacceptable. In my view, we have got to do everything we can to make it easier, not more difficult, to vote. That includes allowing voters to receive and cast their ballots through the mail.

B. Shipping of beer, wine, and spirits through the mail (which is currently prohibited). (Support or Oppose) Explain why:



Joe Biden

B. Support.

I support permitting USPS to ship beer, wine, and spirits as long as it abides by state law and protects against their delivery to minors. Prohibiting USPS from shipping items private companies are legally allowed to ship only hinders the Postal Service's ability to compete and collect revenue.

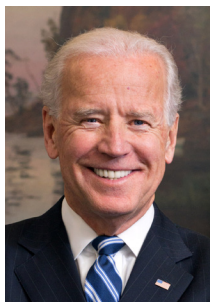


Bernie Sanders

B. Support.

I strongly support the shipping of beer, wine and spirits through the mail. Not only would this be popular with the American people and good for microbreweries in my state and across the country, it would also generate new revenue for the Postal Service.

C. Serving the unmet needs of 68 million Americans in rural and low-income urban communities that the FDIC says are "unbanked" or "underbanked" and therefore lack access to affordable financial services. (Support or Oppose) Explain why:



Joe Biden

C. Support.

USPS doesn't just perform the integral task of offering mailing and shipping services in accordance with its universal service obligation, it is also often the social and economic lifeline to rural and lower-income communities across the nation. As president, after the pre-funding mandate is repealed, I am open to diversifying USPS' portfolio to explore any revenue-generating services, including

banking services to better serve marginalized communities, as long as it is right for USPS' business.



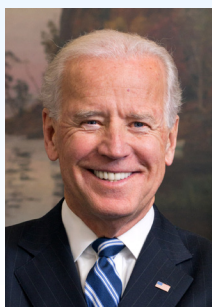
Bernie Sanders

C. Support.

I strongly support. 63 million adults in this country are unbanked or underbanked, meaning they lack access to basic financial services like checking and savings accounts. Nearly half of African-American households were unbanked or underbanked in 2017, along with more than 40 percent of Latino households. On top of this, people of color often face discrimination in lending—everything from mortgages to credit cards

to auto loans. We must ensure all Americans have access to basic financial services. We will utilize the 31,000 post offices across the country to provide basic banking services. This isn't radical, or even unusual. In fact, our country used to do it. From 1911 to 1967, you could bank at your local post office in the United States. In the middle of the 20th century, our postal banks serviced 4 million customers. USPS guarantees to deliver your mail in snow and rain, in heat and in gloom of night. It delivers your mail whether you live in a city skyscraper or down a long country road. It can do the same for banking.

9. The NALC is the exclusive bargaining representative for 210,000 city letter carriers; more than 92 percent of these workers have voluntarily chosen to join our union. If elected, will you support the right of the employees of the United States Postal Service to maintain their existing rights to organize and collectively bargain with the Postal Service over wages and benefits? (Yes or No)



Joe Biden

9. Yes. Strong unions built the great American middle class. Everything that defines what it means to live a good life and know you can take care of your family—the 40 hour work week, paid leave, health care protections, a voice in

your workplace—is because of workers who organized unions and fought for worker protections. Because of organizing and collective bargaining, there used to be a basic bargain between workers and their employers in this country that when you work hard, you share in the prosperity your work created. As one of the oldest unions in our nation and with over 93 percent membership density in an open shop environment. NALC has been at the forefront of these fights and wins.

Today, however, there's a war on organizing, collective bargaining, unions, and workers. It's been raging for decades, and it's getting worse

with Donald Trump in the White House. He has proposed eliminating the ability for postal employees to bargain over pay. You went on strike for the ability to negotiate wages in 1970 and I will defend that right today.

As president, I will encourage union organizing and collective bargaining for all workers. This includes signing into law the Protecting the Right to Organize (PRO) Act and going further by support “card check” to make it easier for workers to form unions from the start, not only after an employer has illegally interfered with organizing efforts.



Bernie Sanders

9. Yes. I will always support the fundamental right of workers to collectively bargain for better wages and benefits.

The Trump administration, the extreme right

wing justices on the Supreme Court, and the billionaire class are engaged in class warfare against the workers of this country, especially public service workers. If there is going to be class warfare in America it is about time that the working class of America won that war, not the billionaire class.

I am proud to have spent my entire career fighting for workers and the right to organize and bargain collectively in the workplace. When I am in the White House,

we will reverse every damn thing the Trump administration has done to weaken the rights of public-sector workers.

Under current law, federal employees are not guaranteed the same labor rights as workers in the private sector. While they have the ability to unionize, they are prohibited from going on strike. As president, I will enact the Workplace Democracy plan that will give all federal workers the right to strike.

My plan would also make sure every public-sector union in America has the freedom to negotiate. When I am president, I will sign the Public Service Freedom to Negotiate Act of 2019 to guarantee the right of public employees to organize and bargain collectively for better wages, benefits and working conditions in states that currently do not offer these fundamental protections.

As president, I will protect the benefits of federal employees. No more cuts. No more broken promises. Period. In the wealthiest country on the face of the earth, it is an outrage to cut the earned benefits of any American

worker. These promises should never be reneged upon. Hard-working retirees should never have to doubt their retirement security.

Federal retirement benefits are a promise made to workers and paid for by workers that cannot be nullified if people are to have any faith in our system.

If Congress can bail out Wall Street and foreign banks, we can continue to provide every retirement benefit to every hardworking federal worker who earned their benefits.

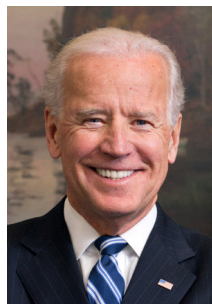
We have got to make it easier, not harder, for workers to join unions. And, the last thing we should do is to take away the rights workers have already won. In my view, the most significant reason that the middle class is disappearing is that the rights of workers to join together and collectively bargain for better wages, benefits, and working conditions have been severely undermined.

When I am president, we will set a goal as a nation to double union membership in America. Today, over 60 percent of the American people support unions, but less than 11 percent belong to one. That must change.

10. Since 2011, federal and postal employees have suffered over \$200 billion in cuts to pay and benefits. These workers have been singled out to reduce the deficit and to offset for other unrelated spending priorities.

A. Will you oppose proposals that threaten the pensions and health benefits of this country's federal and postal employees? (Yes or No)

B. Will you oppose legislation that seeks to require new and current federal employees to make higher bi-weekly contributions for the same pension benefits? (Yes or No)



Joe Biden

10A. Yes.

I have long supported the U.S. Postal Service and its employees—the men and women who provide essential services to people across the country. I will oppose any legislative proposals that undercut the deserved compensation earned by these hardworking employees.

B. Yes.

Career federal employees—those in Washington and in federal offices all across the country—are dedicated public servants who do the jobs essential to keep our country running. These are some of the most talented, hard-working and inspiring people you will ever meet, including the 25 percent of postal workers who are veter-

Postal Platforms

ans. Some Republican leaders use federal employees as scapegoats for any problems in the government as part of their strategy

to reduce the size of the government. As president, I will value the contributions of federal employees and make sure they are

protected and rewarded for their hard work. They should absolutely not have to pay more for the same pension benefits.



Bernie Sanders

10A. Yes.

The fact of the matter is that no other workers have been asked to sacrifice more on the altar of deficit reduction than our postal and federal workers.

For years, postal and federal workers' wages were frozen, and today wages are still not even close to keeping up with inflation.

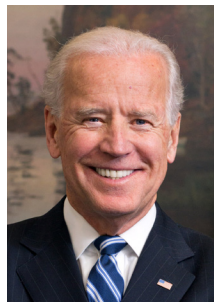
Arbitrary budget cuts are causing enormous pain not just to postal and federal workers, but to the elderly, the children, the sick, and the most vulnerable people in this country.

We will give our postal and federal workforce the pay raise they deserve to at the very least keep up with cost-of-living increases. It is long past time we will repeal the cost-shifting of FERS.

The time has come to fairly compensate public servants for the enormously important work that they do each and every day. That is exactly what I will do as president. And we will protect the benefits and pensions of postal and federal workers.

B. Yes. It is unacceptable that federal workers hired since 2013 are paying substantially more for their retirement benefits than they should. This shortsighted policy is undermining the recruitment of the new federal workers that we need to protect and serve the public.

11. Do you support repealing or reforming the Government Pension Offset and Windfall Elimination provisions of the Social Security law that reduce the Social Security benefits of public employees who have earned pension benefits from public employee pension plans like the Civil Service Retirement System. (Yes or No)



Joe Biden

11. Yes.

I support full repeal of the WEP and GPO offsets. Current rules penalize public-sector workers who either switch jobs or who have earned retirement benefits from various sources. I will get rid of the benefit cuts for workers and surviving beneficiaries who happen to be covered by both Social Security and another pension. These workers deserve the benefits they earned.

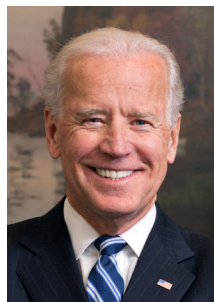


Bernie Sanders

11. Yes.

We must and we will eliminate the Government Pension Offset and the Windfall Elimination Provision. When we are in the White House we will sign the Social Security Fairness Act into law to repeal the Government Pension Offset and the Windfall Elimination Provision. The GPO and WEP are unfair—they deprive public employees of Social Security benefits they have earned and deserve.

12. Wages for American workers have stagnated, despite significant productivity growth since the 1970s, and the share of national income going to workers has declined despite significant economic growth. Most economists agree that the decline in union membership over this period is a major factor driving these trends. Do you support reforming federal labor law to make it easier for workers to freely choose whether to create unions and to bargain collectively without interference from their employers? (Support or Oppose) Explain why:



Joe Biden

12. Support.

Strong unions built the great American middle class. Everything that defines what it means to live a good life and know you can take care of your family—the 40-hour work week,

paid leave, health care protections, a voice

in your workplace—is because of workers who organized unions and fought for worker protections. Because of organizing and collective bargaining, there used to be a basic bargain between workers and their employers in this country that when you work hard, you share in the prosperity your work created. Today, however, there's a war on organizing, collective bargaining, unions, and workers. It's been raging for decades, and it's getting worse with Donald Trump in the White House. And the results have been predictable: rising income inequality, stagnant real wages, the loss of pensions,

exploitation of workers, and a weakening of workers' voices in our society. As president, I will not only defend workers' rights to organize, but encourage collective bargaining. This includes signing into law the Protecting the Right to Organize (PRO) Act, passing card check as an initial option for forming a union, and repealing the Taft-Hartley provisions that allow states to impose "right to work" laws. Please read more about my plan for encouraging union organizing and collective bargaining at joebiden.com/em-powerworkers.



Bernie Sanders

12. Yes.

If we are serious about rebuilding the middle class in America, we have got to rebuild, strengthen and expand the trade-union movement in America.

That is why I have introduced the strongest pro-union plan of any presidential candidate in the history of America.

When I am president, we will set a goal as a nation to double union membership in America. Today, over 60 percent of the American people support unions, but less than 11 percent belong to one. That must change.

Under my Workplace Democracy plan, when a majority of workers in a bargaining unit sign cards to join a union, they will have a union. Period.

And if employers refuse to negotiate in good faith, we will impose strong penalties on those companies.

Under my plan, we will end "Right to Work" laws in 27 states by repealing section 14(b) of the Taft-Hartley Act.

Under my plan, we will make sure that all public employees in America have the right to organize and bargain collectively—not only

for decent wages, but for decent benefits, safe working conditions and reliable schedules.

Under this plan, companies will no longer be able to ruthlessly exploit workers by misclassifying them as independent contractors or deny them overtime by falsely calling them a "supervisor."

Under this plan, every union worker in America will have the right to strike—including those working for the federal government—and we will ban the replacement of striking workers once and for all.

When I am president, I will sign an executive order to prevent large, profitable corporations that engage in union busting, outsource jobs overseas or pay workers less than \$15 an hour from receiving federal contracts.

If companies want to shut down factories in America and move abroad, pay workers starvation wages and refuse to respect the constitutional rights of their workers to form unions, they cannot expect to get a lucrative federal contract from a Bernie Sanders Administration.

Under my plan, we will protect and expand pensions. Because of a 2014 change in law instituted in the dead of night and against my strong opposition, it is now legal to cut the earned pension benefits of more than 1.5 million workers and retirees in multi-employer pension plans.

As president, I will sign an executive order to impose a moratorium on future pension cuts, reverse the cuts to retirement benefits

that have already been made and pass my bill to protect the pensions of 10 million Americans in multi-employer pension plans.

Further, we will:

Require companies that merge to honor existing union contracts.

Create a sectoral collective-bargaining system with wage boards comprised of workers, unions and management to set minimum standards across industries like they do in many European countries.

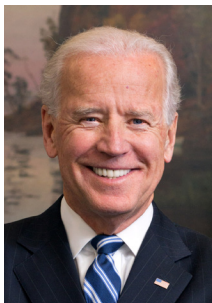
Guarantee the right to unionize for all workers—including farm workers and domestic workers.

Stop corporations from forcing workers to attend mandatory anti-union meetings as a condition of continued employment.

Establish a fair transition for union workers. When Medicare for All is signed into law, companies with union-negotiated health care plans will be required to enter into new contract negotiations overseen by the National Labor Relations Board. Under this plan, all company savings that result from reduced health care contributions from Medicare for All will be converted into increased wages or other benefits for union workers. Further, this plan will ensure that union-sponsored clinics and other providers are integrated within the Medicare for All system, and kept available for members. And unions will still be able to negotiate for and provide wrap-around services and other coverage not duplicative of the benefits established under Medicare for All.

13. Is your campaign available to meet with representatives of the NALC to work with us to develop policies and proposals to strengthen the Postal Service and address the legitimate concerns of letter carriers and other postal employees? (Yes or No)

14. Is your campaign interested in holding campaign events with members of the NALC in states holding primaries and caucuses? (Yes or No)



Joe Biden

13. Yes. I value a strong working relationship with labor representatives in order to develop solutions for all working families. I will ensure NALC representatives will be part of any policy proposal development that impacts their work, families, and communities.

14. Yes, connecting with union members and working families is a cornerstone of my campaign.



Bernie Sanders

13. Yes.

14. Yes.

The following candidates were sent questionnaires but have not responded:

• Roque De La Fuente

• Tulsi Gabbard

• Donald Trump

• Bill Weld