

Responses of Mike McCabe

GUBERNATORIAL SURVEY QUESTIONS

BACKGROUND

In early 2011, the newly elected Republican majority quickly proposed, passed and signed into law Wisconsin Act 10 (a.k.a., “The Budget Repair Bill”). The bill’s stated intent was to have public employees bear the cost of projected budget shortfalls. It characterized public employees as “haves” contrasted to the average worker/voter who were characterized as “have nots”. Public employees no longer have any input into terms and conditions of employment such as scheduling, wages, disciplinary actions and work rules. That brings us to the November 6, 2018 election. The short list of issues that concern your future workforce, should you succeed and be elected governor, is as follows.

Question # 1: What specific steps will you take to restore employee input into the terms and conditions of employment? **I favor repealing Act 10 as part of a worker rights package benefiting all workers in every sector of the economy in order to steer Wisconsin away from the divide and conquer tactics that have pitted one group of workers against other groups of workers. All workers should have the opportunity to have union representation so they have input not only on wages but also working conditions and workplace rules.**

Question #2: What criteria will you use to determine appointments to state agencies and commissions? **Those selected for state service should be chosen based on what they know, not who they know. Long before becoming a candidate for governor, I worked for years as director of the Wisconsin Democracy Campaign to protect Wisconsin’s civil service system. When civil service protections were gutted by the current governor and his legislative allies, I advocated for restoration of the law establishing those protections. As governor, I would put the full weight of the office behind efforts to bring back Wisconsin’s civil service system.**

Question #3: How do you propose to restore the public’s trust in government’s ability to work effectively for all citizens, including public employees? **Wisconsin has allowed cronyism, corruption and what amounts to legal bribery to take root in our state, and it must be uprooted if state residents are to trust that government can work for all of us and not just a wealthy, well-connected and privileged few. It starts with leadership by example from the governor. My life’s work has involved exposing big money influence in politics and corruption in government, and I am practicing what I’ve preached for decades in my campaign for governor. As a candidate, I am committed to challenging and overcoming money power with people power. I am not accepting any single donation over \$200 despite state law allowing candidates for governor to take as much as \$20,000 from an individual and up to \$86,000 from a special interest PAC. Supporters of my campaign are allowed to give more than once, but no more than a total of \$1,000. As a result, we don’t have big money on our side, but when it comes to grassroots organization and**

people power, ours is by far the richest campaign in the race, with more than 3,000 volunteers reaching out to voters in every part of the state. Running and winning this way puts me in a position of being free of big money influence as governor and free to lead our state in a new direction. There is nothing more significant and powerful that could be done to restore trust and faith in our government.

Question # 4: For more than 20 years, governors from both parties have increased the number of political appointees in state government. The UW also seems to have more politically connected appointments. Proponents of political appointees say that governors need to have their own team in place to achieve their agenda. During that same time period, there has been an increasing number of large scale financial debacles – IT projects run amok, campus administrators mixing public funding with private funding, failures to reconcile funds and reoccurring security lapses. Some legislators are complaining that they can't seem to make agencies/campuses do what they are supposed to do. What is your plan for balancing political appointees and career state employees if you are elected? How will you make agency/campus managers “do what they are supposed to do”? **I want less political meddling by lawmakers at the Capitol. Too much power is being concentrated in fewer and fewer hands. As mentioned in my response to question #2, my goal is to significantly depoliticize state service by restoring civil service protections for public employment. I want more autonomy for our UW campuses, not less. I also want to restore local democracy by working to repeal more than 130 state laws that have been made just since 2011 that take away local community decision making authority.**

Question # 5: According to DOA's Annual Report on Contracting Services, the dollar amount spent by agencies on contracting services increased from \$426,663,505 in fiscal year 2005 to \$520,030,749 in fiscal year 2017. The amount spent by the UW increased from \$73,577,905 in fiscal year 2005 to \$138,815,504 in fiscal year 2017. (These figures do not include transportation contracting.) According to DOA's Classified Workforce & Affirmative Action Report for Fiscal Years 2015 and 2016 (the most current report available), the rate of employees separating from state service increased during the last three years, reaching an annual rate of 13.4%, “the highest rate in at least a decade”. In addition, the percentage of employees immediately eligible for retirement is 8.3%, up from 6.4% ten years ago in June 2006. Given the high rate of permanent employees leaving state service and the increasing number of high-turnover, temporary staff (political appointees and contract employees), how will you manage and preserve institutional knowledge? **There is a major morale problem in local schools and state agencies in Wisconsin. Employees feel disrespected and devalued. There is a pressing need to turn this around by ridding our state of wage suppression policies like Act 10 and restoring civil service protections for public employees. Act 10 and the demise of Wisconsin's civil service system are the primary underlying causes of demoralized staff and the alarming numbers of employees choosing to flee public service. No other efforts to preserve institutional knowledge and expertise in our government will be effective unless those underlying problems are resolved.**