

Section 1: Candidate and Campaign Information

Candidate name:

Deb Haaland

Campaign website and/or other social media:

<https://debhaaland.com/>

Are you currently an elected official?

Yes No

If yes, position and term(s) held:

N/A

Title of office you are seeking:

Governor of New Mexico

District (if applicable):

N/A

Type of election (primary, general, etc.):

Primary and General

Party registration:

Democratic

Why are you running?

I am running for governor because I love New Mexico and because I have the background and experience needed to bring the solutions New Mexico needs. Jobs, health care, housing, education, and safety will help New Mexico families prosper. But New Mexicans must be the ones to build our own future. Crime, poverty, homelessness, addiction, wildfires, drought, and more will keep pulling us down if we keep doing the same things and expecting a different result. Our state faces serious challenges, but I truly believe that with my leadership, we can overcome these challenges and become stronger, safer, fairer, and more prosperous, while putting workers first.

Please briefly describe your qualifications and experience that have prepared you to serve in this position.

I am a 35th-generation New Mexican, a member of the Pueblo of Laguna, a small businesswoman, a former union member, a working mother who's lived paycheck to paycheck, a former congresswoman, and the former United States Secretary of the Interior. My background as a military kid, struggling to pay rent, raising my child Somah on my own, all while maintaining my sobriety, combined with my experience leading nearly 70,000 federal employees and, before that, fighting for New Mexico in Congress while distinguishing myself for bipartisanship and legislative effectiveness, makes me ready to take on New Mexico's challenges.

Why are you asking for an endorsement from CWA?

I'm a strong, longtime supporter of labor. I will have CWA 7076's back, and I hope its members will have mine. CWA fights for workers' rights: expanding collective bargaining and the right to organize; promoting good-paying union jobs, affordable health care, and a dignified retirement; and keeping workplaces safe. These are all values for which I have advocated throughout my career too. To win this race, and then to be an effective governor, I'll need the support of those who share my values. That's why I'm respectfully seeking CWA 7076's endorsement (again!).

List any past activities with CWA.

In 2016, while chairwoman of the Democratic Party of New Mexico, I protested in Albuquerque alongside CWA members to show support for Verizon workers on strike. I was honored to have CWA 7076's endorsement in 2018 when I first ran for Congress, and then again in 2020 when I ran for reelection, and I worked my hardest to be your champion on Capitol Hill. In 2020, early in the COVID-19 pandemic, I joined fellow Members of Congress in expressing concern to the Centers for Medicare & Medicaid Services about the agency's treatment of Maximus call center workers -- a show of support for those workers at a time when they were organizing to join CWA.

List any elected or appointed office you have held.

U.S. Secretary of the Interior: 2021-2025

Member of the U.S. House of Representatives, 1st District of New Mexico: 2019-2021

Chair of the Democratic Party of New Mexico: 2015-2017

List any relevant organizations of which you are a member.

Member, Laguna Pueblo

Former Teamster

What are the main issues that you hope to address if elected?

I'm running to lower costs, to make sure every New Mexican feels safe, to ensure our kids can have a quality public education and opportunities right here in New Mexico when they're grown, to protect our state's beautiful landscapes and sacred places for generations to come, and to change the game for New Mexicans so that our state works for everyone, not just the few at the top.

What are your legislative priorities that would benefit working families in your district/state?

I will work hard to diversify our economy by attracting more industries that will provide long-term, good-paying union jobs, to expand the industries we already have, and to support our public sector employees. I will also work to expand job training and apprenticeship programs, make it easier for New Mexico schools to provide more vocational training, and support more project labor agreements and community workforce agreements that ensure our tax dollars go to projects that are supported by workers who are paid a fair wage and bargained for. I want to crack down on wage theft, uphold and expand prevailing wage policies in New Mexico, and invest in more infrastructure projects that make our communities more vibrant and safer. And I will never, ever support right-to-work laws in New Mexico.

Section 2: Statement of Principles

The Freedom to Choose a Union

As an elected official or candidate for office, I am committed to making our community a better place to live and work. I believe that unions contribute to the economic vitality of our country by playing a key role in making and maintaining good quality jobs that are essential to creating and sustaining thriving communities. I respect the right of every working person to pursue equality, opportunity, a voice on the job and a better life by forming a union. I understand that the decision to join a union should be the free choice of an employee, absent employer coercion. I believe that employers, who interfere with, harass, threaten, or fire workers for trying to form a union—or who deliberately manipulate the legal system to prevent or delay organizing—are harming not only their employees, but our entire community. Such tactics have the effect of denying workers their basic human right to organize and bargain collectively, and drive down standards for the community.

Which of the following actions will you take to support all workers?

I will walk on picket lines and attend rallies in support of workers.

Yes No

I will work with CWA Locals to draft and carry bills on our Legislative priorities as outlined in Section 3.

Yes No

I will directly and publicly promote neutrality and voluntary recognition with decision makers where organizing efforts are ongoing.

Yes No

I will directly and publicly urge employers to negotiate contracts in good faith and will offer to serve as an intermediary when requested.

Yes No

I will directly and publicly negotiate in good faith with the employees in my own organization.

Yes No

I will publicly support workers' efforts in forming a union and bargaining contracts.

Yes No

I will commit to use a local area union print shop for all my campaign material. As a labor union, we require campaign material to carry the Union "Bug."

Yes No Please submit your campaign material to us with this questionnaire.

I will support CWA workers during a labor dispute.

Yes No

If you have in the past, please explain how you supported CWA workers during the dispute.

As mentioned above, in 2016, while chairwoman of the Democratic Party of New Mexico, I protested in Albuquerque alongside CWA members to show support for Verizon workers on strike. In 2020, early in the COVID-19 pandemic, I joined fellow Members of Congress in expressing concern to the Centers for Medicare & Medicaid Services about the agency's treatment of Maximus call center workers -- a show of support for those workers at a time when they were organizing to join CWA.

Section 3: Legislative Goals

CWA's National Legislative Goals

As human rights are coming more under attack Federally, how will you protect the basic human rights of the residents of New Mexico?

As the federal government becomes ever crueler and more dismissive of people's basic rights, it is more important than ever that state governments step up. As governor, I will do everything in my power to ensure that the people of New Mexico can work safely and be paid fairly, that we preserve and expand social safety net programs to ensure everyone's dignity, that nobody has to live in fear of their family being ripped apart by federal agents, that everybody can feel safe in their communities, and that all New Mexicans can receive a good education, can get health care they need, and can have a roof over their heads. I've worked to protect basic human rights throughout my career in public service. I won't stop now.

Will you use your platform to oppose any anti-worker bills in NM and the broader community?

Yes No Please explain why or why not

As a former organizer, I believe that all workers deserve respect, fairness, and a seat at the table. In Congress, I was a steadfast supporter of unions, introducing or cosponsoring dozens of pieces of legislation to help workers and unions. I consistently received perfect or near-perfect scores from unions that rated the performance of Members of Congress. As Secretary of the Interior, I said that "labor unions are the backbone of our country," and my actions matched my words. I will continue to oppose anti-worker bills.

Will you fight and oppose any legislation that tries to impose Right to Work in New Mexico?

Yes No Please explain why or why not

Absolutely yes. It's essential to workers' rights. As chair of the Democratic Party of New Mexico, I took a public stand against so-called right-to-work policies, and under my leadership, Democrats delivered an electoral "walloping" that derailed right-to-work laws in New Mexico. While in Congress, I was twice an original cosponsor of the PRO Act, one of the most important bills to strengthen workers' abilities to organize, and voted for it when it passed the House.

Will you fight to overturn the Janus Decision and/or fight the impacts of the Janus Decision on public employee labor unions in New Mexico?

Yes No Please explain why or why not

The day the Janus decision was issued, I said publicly: "This is union busting. Labor rights have long formed the backbone of American society. Workers need to be protected at all costs to ensure they can compete in a world of extreme income inequality and corporate power. When unions succeed, America succeed." Seven years later, I stand by my words.

Do you support a Living Wage for all workers in New Mexico? (livingwage.mit.edu/states/35)

Yes No Please explain why or why not and what you believe a living wage for 2025 is in New Mexico.

A real living wage is long overdue. It's time we honor all workers with a reasonable living wage, and I will seek ways to make real progress to achieve it. I would want to consult unions and other experts to determine what constitutes a true living wage for 2025 is in New Mexico.

Do you support the Right to Strike for all workers? Currently public workers, base workers, and airline workers do not have the right to strike in New Mexico.

Yes No Please explain why or why not

The right to strike is a fundamental right for workers' to protect their wages, hours, and working conditions. I support it. For example, while in Congress, I joined colleagues in a letter to the National Mediation Board supporting Air Wisconsin flight attendants' right to strike.

Will you advocate for and support annual Cost of Living Adjustment (COLA) increases for State and Public Employees that meet or exceed the rising cost of living each year that you are in office? CWA represents over 6,000 State and Public Employees across New Mexico, whose salaries are set either directly or indirectly by the Legislature. State Employees are entirely dependent on the Legislative "raise," which should more appropriately be called a COLA. Per our calculations, state employee wages have fallen at least 30% behind the cost of living over the past 20 years.

Yes No Please explain why or why not

All workers deserve fair pay. Annual COLA increases are necessary not just for recruiting and retaining State and Public Employees, but also for ensuring that they are paid fairly.

Will you fight to defend existing workers' pensions, and pledge to oppose any attacks on these hard-earned benefits?

Yes No Please explain why or why not

Workers' pensions are not some gift or charity that workers have been given. Workers have earned them and are entitled to them. I will defend workers' right to keep the pensions they have earned.

Will you sign our petition in support of the federal Infrastructure Investment and Jobs Act's Broadband Equity Access and Deployment (BEAD) Program and encourage your colleagues to do the same? BEAD provides a once in a generation opportunity to ensure that everyone has access to high-quality broadband internet connections. The federal law contains strong guidelines for building broadband but gives states options on how to implement the buildout. Communications Workers of America members are working to make sure these funds are spent wisely so the job is done correctly and safely with a skilled and trained workforce, not shoddy contractors. When broadband construction goes wrong, there are serious consequences. We need labor standards across the country to keep communities and workers safe. If companies use contractors with bad labor records and don't train their technicians on OSHA safety standards, they should not qualify for federal funding to do the build out. (buildbroadbandbetter.org)

Yes No

Do you accept corporate PAC money?

Yes No Please explain why or why not

To run the most effective campaign and reach every person in New Mexico, it takes substantial time and resources. We accept corporate PAC money to help meet those goals. But no corporation can buy me or set my agenda for me.

Are you a member of ALEC?

Yes No Please explain why or why not

ALEC promotes values that I strongly oppose.

CWA New Mexico Legislative Council Goals

Will you support the Paid Family and Medical Leave Act (PFMLA), as outlined on the PFMLA Coalition website? (nmpfml.org)

Yes No Please explain why or why not

I support paid family and medical leave. It is very important for workers to be able to care for loved ones when they're sick and elders who need assistance, and for our government to reinforce the family values that make our state strong. But I also want to be clear-eyed about the challenges this legislation has faced in recent legislative sessions and the need to find a way to get it across the finish line. I believe in bringing all stakeholders to the table to seek approaches to adopt the most robust family and medical leave program possible.

Do you support telework/remote work, paid parental leave, increased annual leave, and a living wage to improve public worker recruitment and retention? This was proposed in HB 264 in the 2025 Session. (www.nmlegis.gov/Sessions/25%20Regular/bills/house/HB0264.pdf)

Yes No Please explain why or why not

In general, I support efforts to promote telework and remote work, paid parental leave, increased annual leave, and a living wage. Improving recruitment and retention of public workers will be a top priority of my administration.

Do you support shortening the probationary period for State Employees? Currently the probationary period is 1 year and employees on probation do not get equivalent benefits to career employees. New employees frequently do not complete probation due to the inability to utilize alternative work schedules, parental leave, and fitness time. A shortened probationary period bill was introduced in HB 129 in 2025. (www.nmlegis.gov/Sessions/25%20Regular/Amendments_In_Context/HB0129.pdf)

Yes No Please explain why or why not

In recent months, we've seen at the federal level how probationary periods can be abused to dispossess public workers of their rights and livelihoods. I support efforts to make state employees more secure in their jobs sooner.

Would you support and/or carry a bill guaranteeing breaks for New Mexico workers? New Mexico employers currently are not legally required to provide either paid or unpaid breaks.

to workers

Yes No Please explain why or why not

In general, I support workers being guaranteed the ability to take breaks. This is humane and often important for worker attentiveness and safety. I would be interested in discussing with unions and stakeholders the different ways in which this could be implemented.

What legislation do you think could be introduced to improve the effectiveness of the New Mexico State Legislature?

Although I deeply respect the work done by our part-time citizen Legislature, I believe it is a problem that we do not provide a salary to those elected to serve. By paying our legislators, a broader group of people with lived experiences would have opportunities to run for office. A more diverse legislature would mean that different perspectives would have a voice at the decision-making tables. Our state would then have opportunities to develop solutions that will work for all of our communities. We all benefit from a modernized legislature. We cannot meet the challenges of the 21st century with a Legislature that operates as a 20th-century institution.