

## **2025 JUDICIAL CANDIDATE QUESTIONNAIRE**

**This questionnaire is designed to provide insight about your candidacy and to aid the various committee members in making a more informed choice when casting their endorsement vote. This will be shared with the members of the committees participating in the 2025 Judicial Candidates Zoom Conference and any other Democratic Committee/Committee member that requests copies. Your response is requested no later than: January 20, 2025. Please email your .pdf responses to: [committee@mccandlelessdemocrats.org](mailto:committee@mccandlelessdemocrats.org)**

**Name: Amanda Green-Hawkins**

**Campaign website: [VoteAmandaGreenHawkins.com](http://VoteAmandaGreenHawkins.com)**

- 1. Have you received a rating from the Allegheny County or Pennsylvania Bar Association? No**

**if so, please state the rating and year received.**

**If not, are you applying for a rating? Please state when your interview is scheduled or why you are not applying for a rating.**

**Yes. My interview will be scheduled.**

- 2. What are your qualifications to run for a Judicial Seat? What specific accomplishments in your past have qualified you for this?**

**In my public service on Allegheny County Council, the Board of the Port Authority of Allegheny County, and the Pittsburgh Community Task Force on Police Reform, I have listened to competing opinions and worked to protect the interests of all, while responsibly fulfilling my commitment to serve. I demonstrated these skills on the County Council where I sponsored and secured passage of a county-level civil rights law that protects the rights of women, LGBT people, racial and religious minorities. In my professional work, I have devoted my legal career to helping those who are the backbone of our society and economy. As a mediator, I worked directly with litigants who were usually pro se and unfamiliar with the law. I always treated those litigants with dignity and respect, and took the time to fully hear and discuss their stories with them. As an adjunct professor at the University of Pittsburgh School of Law, I shaped the minds of the next generation of lawyers by carefully facilitating thoughtful discussions about the law that included historical perspectives that influence the policies behind laws.**

My legal work and experience are consistent with the work of the Court of Common Pleas. For over 20 years, I have enjoyed developing skills in assembling and working with a team, delving into competing interests, harmonizing those interests in a way that promotes justice and fairness, and standing by my decisions once I am persuaded that I have thoroughly considered the issues. I want to have a broader impact by contributing my experience, my skill, and my conviction to the bench. Our courts make decisions that impact litigants in one case at a time, but those decisions impact everyone's lives; therefore, it is important that the perspectives and experiences on our bench include and reflect the diversity in our Commonwealth. My experience and background make me uniquely qualified and capable to bring these diverse perspectives and experiences to the bench.

**3. Describe the nature of your legal practice since graduating from law school, including the percentage of your practice dedicated to litigation and whether you appeared in court frequently, occasionally, or not at all.**

I was a judicial clerk to the Hon. Lawrence M. Lawson in the Superior Court of New Jersey, Monmouth Vicinage from 2001-2002. I researched and drafted judicial opinions concerning appeals of decisions from county and municipal governments, and assisted with trial preparation and hearings on emergent matters by preparing bench memoranda and court orders. I assisted the Judge in all matters that came before him, and I was in court alongside the Judge for all matters.

Since then, I practice labor and employment law as in-house counsel for the largest industrial union in North America, representing nearly 1 million public and private sector employees and retirees. Employees work in private sector industries which include, but are not limited to steel, tire, glass, aluminum, oil and chemical, atomic, paper and healthcare; and, public sector employees work in all levels of government throughout the country in areas which include, but are not limited to water and waste management, law enforcement, transportation, higher education, and construction and maintenance.

From approximately 2003 to 2010, I have been sole counsel or co-counsel in litigation, including but not limited to the areas of labor and collective bargaining law, employee benefits, discrimination, plant closing, as well as related advocacy and counseling on behalf of workers and unions. Responsibilities included filing pleadings, conducting discovery and preparing evidence for introduction in an adversarial setting (document production, interrogatories, depositions), filing motions, drafting and writing briefs, oral argument, state and federal administrative agency hearings and arbitration. Matters have included, but are not limited to ERISA, retiree insurance, the Bureau of Alcohol, Tobacco, Firearms and Explosives, interpretation of contracts under the Labor Management Relations Act, union liability for wildcat strike, union duty of fair representation, Worker Adjustment and Retraining Notification Act, Trade Adjustment Assistance Act, Fair Labor Standards Act, Family Medical Leave Act, Americans with Disabilities Act, Title VII and state labor and civil rights laws, union liability for contribution to employer for wrongful union conduct, pre-emption, supplemental jurisdiction, and labor board litigation

regarding impasse, discriminatory discharge, permissive bargaining, unfair labor practice strikes and injunctive relief. Also, engaged in collective bargaining agreement negotiations, settlement and resolution of issues related to bargaining unit terms and conditions of employment.

I have supervised contract negotiations and provide counsel to the union on contract proposals, and administering and enforcing collective bargaining agreements. Supervised outside counsel throughout the country, including U.S. territories, in ongoing litigation.

Prepared comments for filing with administrative agencies regarding proposed regulations or rulemaking.

From approximately 2011 to the present, I also supervise the Union's civil and human rights department and advise the Union on various employment law matters relating to discrimination and harassment, represent the Union in arbitrations and mediation, and prepare comments for filing with administrative agencies regarding proposed regulations or rulemaking. Matters have included, but are not limited to interpretation of contracts under the Labor Management Relations Act, union duty of fair representation, Department of Labor (TAA, FLSA, FMLA, OSHA, MSHA), Americans with Disabilities Act, Title VII, GINA, state labor and civil rights laws, pre-emption, supplemental jurisdiction, discriminatory discharge and permissive bargaining.

I engage in collective bargaining agreement negotiations, settlement and resolution of issues related to bargaining unit terms and conditions of employment. I counsel the union on contract proposals, and administering and enforcing collective bargaining agreements. I also develop curricula for training and conduct compliance training relating to discrimination and harassment, and represent the Steelworkers before the Equal Employment Opportunity Commission and comparable state administrative agencies with jurisdiction over employment discrimination issues. I also train union representatives to administer and enforce collective bargaining agreements through grievance processing, preparing for arbitration and collective bargaining negotiations, and working with federal and state agencies.

Approximately 75% of my practice is dedicated to litigation. I appeared in federal and state courts, before administrative agencies and in arbitration and mediation frequently during the first fifteen years of my career. Since then, my appearances have been occasional.

#### **4. Why are you running for this office?**

Our democracy cannot exist on auto-pilot. We must continuously work to keep this bedrock principle of our country. As a Black woman who is a descendant of people who were enslaved, I know that every right I enjoy was borne out of the peoples' fervent work in our democratic government for my participation and humanity. I also know that I have an obligation to use my skills and talents to protect and preserve our democracy for us and for our future. Our judicial system is a sentinel for our hard-won rights and our Constitutional democracy. I know that with my experience, integrity, compassion and temperament that I can best serve as a judge in the Court of Common Pleas to follow and apply the laws which were birthed through our democratic government.

**5. Have you ever run for or held office? If yes, what office? Why did you leave office?**

Yes. I was appointed to fill a vacancy on Allegheny County Council, Council District 13 in March 2008. I was elected in 2009 for the remainder of the term (2010-2011), and re-elected in 2011 for the 2012-2015 term. I decided not to run for re-election in 2015 to fully focus my attention on an important family matter - the birth of my daughter that summer.

I was a PA Democratic nominee for Superior Court in 2019, and I ran for Commonwealth Court in the 2021 primary.

**6. Have you ever been arrested? If yes, list the county and state of arrest, the charge, and the outcome of the case.** No.

**7. Have you ever had a Domestic Violence Protection Order or Civil Stalking Protection Order taken out against you? If yes, list the county and state issuing the Order.**  
No.

**8. Do you have any outstanding tax liabilities? No. Have you ever had any outstanding tax liabilities in the past? If yes, describe them and the outcomes(s).**  
No.

**9. Have you ever had a malpractice claim filed against you? If yes, list the year and detail the complaint.**  
No.

**10. Have you ever had a bar complaint and/or grievance filed against you? If yes, list the Bar Association which handled the matter and the outcome of the matter.**  
No.

**11. Has your law license ever been inactive? If so, why?**  
No.

**12. Has any professional license held by you other than your law license ever lapsed, been denied renewal, suspended, or revoked for any reason? If yes, describe the circumstances and outcome(s).**  
No.

**13. Has your driver's license ever been denied renewal, been suspended, or been canceled because of unpaid tickets or for any other reason? If yes, describe the circumstances and outcome(s).**  
No.

**14. Do you have or have you had any liens or judgments on any property you own? If yes, describe the circumstances and outcome(s).**  
Yes.

I currently have a mortgage lien on my home, which the mortgagee placed on the property in exchange for my promise to make timely mortgage payments. All of my payments have been on time, and there are no arrears.

I also currently have a lien on my vehicle, which the lender placed on the vehicle in exchange for my promise to make timely payments on a loan to purchase the vehicle. All of my payments have been on time, and there are no arrears.

**15. Have you ever sued or been sued in your personal capacity? If yes, describe the circumstances and outcome(s).**

Hawkins v. Pittsburgh Water and Sewer Authority in the Court of Common Pleas of Allegheny County, Civil Division, Docket # GD18-010335 (lawsuit because of property damage from broken water main; case pending)

Hawkins v. Staybright Electric of CO, Inc., et al. in the Court of Common Pleas of Allegheny County, Civil Division, Docket# GD-16-017744 (loss of consortium claim because of personal injury in an auto accident; case settled)

**16. Have any sexual harassment allegations and/or complaints been levied against you? If so please detail.**

No.

**17. Please provide your screen/username for all social media accounts, including but not limited to LinkedIn, Facebook, Twitter, etc.**

a. Facebook: Amanda.GreenHawkins

b. Instagram: N/A

c. LinkedIn: amanda-green-hawkins

d. X: FineHawkLady

e. TikTok N/A

f. Other:

**18. Please disclose any other matter that may be of significance in your judicial race. Include in your disclosure any information about you that could be used negatively against you or the Democratic Party.**

I have appeared on the ballot countywide in the 2019 and 2021 Primary Elections, and I received more votes than any other candidate who appeared on the ballots in my races. I know how to campaign and earn votes, and I know how to run on a Democratic ticket to get other endorsed judicial candidates elected.

**19. Please explain your thoughts on cashless bail? i.e. when is it appropriate and when is it not appropriate?**

Bail is an option for someone who is arrested and charged with a crime, when an assessment is made about whether they are likely to return to court when required and whether they are a threat to the community. Considerations for cashless bail may include, but are not limited to, their record of appearing in court when required; their ties to the community; the crime(s) that has been charged; and, whether some form of monitoring is available such as periodic check-in or ankle bracelet. This all depends on the circumstances in each case. In accordance with due process, the basis for granting or denying cashless bail should be determined and clearly explained before cash bail is required. Cash bail does not take any potential threat to the community into consideration, and merely results in the release of those who are in a position to pay it.

**20. Are you familiar with Senate Bill (“SB”) 752 (Expanding Diversion; Focusing Detention and Out-of-Home Placements; Related Juvenile Justice Reforms)? Please explain whether you support the bill and explain your reasoning.**

I am familiar with SB 752, and related juvenile justice reforms. As a judicial candidate, it would be improper for me to comment on pending legislation; however, I recognize that our judicial system must consider the goals of punishment (reform, retribution and deterrence) and the outcomes, particularly for those who comprise our next generation. Efforts that help justice-system involved juveniles more successfully transition into adulthood, reduce recidivism and racial disparities, and remove burdensome fines and other financial obligations should be supported as they are consistent with our society’s interests in developing and preparing the next generation.

**21. Is a hot dog a sandwich? Please explain your reasoning.**

According to Sandwich Definition & Meaning - Merriam-Webster, a sandwich is

two or more slices of bread or a split roll having a filling in between [or] one slice of bread covered with food . . .

Thus, a hot dog, by itself, would not be a sandwich; however, if said hot dog was placed into a typical sliced hot dog bun, then it could amount to “a split roll having a filling in between.” Therefore, a hot dog in a bun could indeed be a sandwich, unless a bun is not a roll. In which case, a hot dog only becomes a sandwich if it is placed between two slices of bread, or a split roll; or, if a hot dog is food, then it can be placed on one slice of bread and considered a sandwich.

Henceforth, a hot dog cannot ever be a sandwich by itself. It needs the requisite bread(s) or split roll in order to comprise a sandwich.

## **Democratic Values**

**22. Why are you a Democrat? What makes you a Democrat?**

I am a Democrat because I believe that no one has to starve or be homeless, so that someone else can be rich; access to healthcare is a human right; the government should not tell women what to do with their bodies; equality and equity through civil rights help everyone participate in our society and economy and I want everyone to be able to participate in our society and economy to the greatest extent possible; I believe that handguns generally suffice for personal/familial protection and that weapons such as ghost guns and assault weapons should be regulated for society's safety, health and general welfare; and, that the government has no business endorsing or establishing a religion and imposing its tenets on the people.

**23. If you do not receive the Democratic Party Endorsement for this position, will you run against the endorsed candidates?**

No.

**24. Have you ever run for political office where you ran against an endorsed Democratic candidate? If so, why?**

No.

**25. Have you ever changed your party affiliation or voted in a primary other than the Democratic Primary? If so, when and why?**

No.

**26. Have you ever volunteered for a Democratic campaign? If yes, what candidate and what year?**

Yes. I have served as a volunteer voter protection attorney for the Democratic Party since 2003. I have served on the Democratic Party Legal Team's Steering Committee since 2022. In these roles, I have worked on behalf of all Democrats who have run in PA west of Harrisburg from Presidential races to local municipal races.

I have also worked on the following, including other races on the ballot in Allegheny County:

2003 Onorato for County Exec

2004 Kerry/Edwards

2006 Rendell/Knoll

2007 Onorato

2008 Obama/Biden

2010 Onorato for Governor/Conklin

2011 Rich Fitzgerald for County Exec

2012 Obama/Biden

2014 Wolf for Governor/Stack

2016 Clinton/Kaine

2018 Wolf/Fetterman

2020 Biden/Harris  
2022 Shapiro/Davis  
2023 Innamarato for County Exec  
2024 Harris/Walz

**27. What personal experiences have you had that you believe will shape your judicial temperament?**

In my experience as a mediator, I often mediated cases where the parties were pro se and had little understanding of the law and the court's procedures. I usually had to explain the strengths and weaknesses of each party's respective case, and earn their trust so that I could help them reach a mutually agreed resolution.

Also, in my experience as a union lawyer, dignity and respect for all people is at the heart of what I do, and treating people with dignity and respect is not a belief. It is an act that is as natural as breathing.

**28. What does it mean to have a commitment to diversity and inclusion? In your personal, professional, or civic life have you demonstrated that commitment? If so, how?**

Having a commitment to diversity and inclusion must recognize that diversity means nothing without inclusion. Inclusion must be the goal. Diversity merely puts different voices in places, but inclusion ensures that those voices are welcome and actually heard. The commitment to diversity and inclusion requires intentional work to include others.

I have demonstrated that commitment by engaging members of the LGBTQ+ community when drafting the non-discrimination ordinance in Allegheny County; by helping to spearhead the establishment of my employer's inaugural LGBTQ+ Advisory Committee and facilitating its strategic planning; by interviewing candidates for employment with white-led organizations I served who brought different backgrounds and experience than what was imagined for the ideal candidate; by crafting a program for my employer to have listening sessions for members of color; by recruiting attorneys of color for voter protection for the Democratic Party who may not have much involvement with local politics; by advocating for a change to the order of the Presidential Primary elections when I served on the DNC's Rules and Bylaws Committee to encourage that more diverse states have their primaries first; and, by weaving a discussion of women, people of color and members of the LGBTQ+ community throughout my curriculum as an adjunct professor at Pitt Law so that their absence from the text did not obliterate their lives and experiences from our knowledge of labor history and the law.

**29. Have you previously represented any clients where you had to take a position adverse to any Democratic values or core constituencies (ex. representing an employer during a union busting campaign, representing a white supremacist)? If so, please explain.**



No.

**30. Have you ever taken a public stance for or against the following? If so, please detail your position at the time of the public statement and where the statement can be found (if published or recorded):**

- a. Women's Reproductive Rights** Yes. I served on the Advisory Board for New Voices for Reproductive Justice and on the Board for Women's Law Project. Both organizations advocate for equality and equity for women and girls, including the right to choose.
- b. LGBTQ Rights** Yes. On County Council, I led and ushered the passage of the ordinance to prohibit discrimination against people based on gender identity or expression.
- c. Marriage Equality** Yes. I had leadership roles with New Voices and Women's Law Project, which both advocate for marriage equality.
- d. Right to Work Legislation** Yes. Right to Work legislation is the antithesis to my work as a union lawyer. My career is a public stance against it.
- e. Collective Bargaining** Yes. My career has been dedicated to it and the right of workers to organize. I also taught Labor Law at Pitt Law School, and discussed with the class in detail the legislative policy statements to support collective bargaining law.
- f. Second Amendment** No public statement or stance.
- g. Vaccinations or other public health measures** No public statement or stance.
- h. The validity of any election or election process** Yes. I serve on the PA Advisory Council of Keep Our Republic. We work to educate the public about the validity of our election process and election outcomes.

**31. If you believe that gender, racial, ethnic, class or other forms of bias can infect the justice system, how will you work to keep your courtroom as bias-free as possible?**

Implicit and explicit biases can infect the justice system because every participant in the system has biases that they bring with them. Bias can affect my ability to fully listen to people, so that they are not heard. As a result, I could be making decisions without enough information or the right information. It is incumbent upon me to confront and address biases to improve my interactions with people in the courtroom, and to produce better outcomes from the people I serve.

Bias must be interrupted and disrupted whenever it rears its head by first, honestly assessing my own biases and determining whether I would treat someone differently if they were different than they appeared. Any biases would need to be addressed by refuting stereotypes, changing perspectives to gain another point of view, and being intentionally thoughtful in my interactions with people. This must become a habit to keep bias out of decision-making as much as possible.