



# Colorado Connection

3rd Quarter 2016

## “\$12 by 2020” Minimum Wage Initiative

The skyrocketing cost of living in Colorado is probably no secret to any of you. It has become more and more difficult for working class folks to get by in a time that we have seen income inequality reach historic levels resulting from stagnant wages and an economy that seems to be gamed for corporations and the ultra-rich. This reality doesn't reflect the Colorado values that we should support for strong families and thriving communities.

Luckily, there is some relief in sight for those who are getting hit the hardest. There will be an initiative on this year's ballot that will gradually raise Colorado's minimum wage to \$12 an hour by the year 2020. It may not be as high as other minimum wage laws that have recently been passed elsewhere, but it is a significant relief for hundreds of thousands of Coloradans and a huge step in the right direction.

Under our current law, folks working full-time, earning minimum wage, bring home less than \$300 a week. Contrary to what some say, nearly 9 out of 10 minimum wage workers are over the age of 20, and many of them are in skilled jobs like nursing assistants, preschool teachers, EMTs, and caregivers for the elderly and disabled. Currently, over 130,000 hardworking parents in Colorado with full-time jobs live in poverty with their children.

This ballot initiative not only brings economic fairness to Colorado, but will also help our economy, not hurt it. When working class people have more money in their pockets, they spend it at local businesses and it will actually create jobs. In other places that have raised their minimum wage, jobs have remained steady or have increased.

Small businesses and organizations like the American Federation of Teachers – Colorado and the Colorado AFL-CIO have endorsed the measure and we urge you to do the same when you receive your ballot this fall. A group called Colorado Families for a Fair Wage is leading this effort and we encourage you to take a look at their website and get-involved by volunteering. Their website is:

[coloradofamiliesforafairwage.org](http://coloradofamiliesforafairwage.org).

For any additional information on the ballot initiative or how you can get involved, contact AFT CO's Political Coordinator, Ryan Case at [rcase@aftcolorado.org](mailto:rcase@aftcolorado.org).

**IN COLORADO, FULL  
TIME MINIMUM WAGE  
WORKERS EARN ONLY  
\$300 PER WEEK, OR  
\$17,000 A YEAR.**



# Colorado Endorsements

AFT Colorado represents 6,000 AFT members in K-12 Education, Higher Education and Public Service. The mission of the American Federation of Teachers, AFL-CIO, is to improve the lives of our members and their families, and to give voice to their legitimate professional, economic and social aspirations. Further, we have the goal of strengthening the institutions in which we work, improving the quality of the services we provide, bringing together all members to assist and support one another and to promote democracy, human rights and freedom in our union, in our nation and throughout the world. Therefore AFT Colorado proudly stands with these endorsed candidates. We believe these candidates will stand with working families.



**AFT Colorado  
Endorsement**

**Co AFL-CIO  
Endorsement**

**Board of Education:**

[District 6 – Rebecca McClellan](#)

X

X

**US Senate:**

[Michael Bennet](#)

X

**CU Regent**

[Jack Kroll](#)

X

X

[Alice Madden](#)

X

X

**U.S. Congress:**

[CD 1 – Diana DeGette](#)

X

X

[CD 2 – Jared Polis](#)

X

X

[CD 3 - Gail Schwartz](#)

X

X

[CD 4- Bob Seay](#)

X

X

[CD 6 – Morgan Carroll](#)

X

X

[CD 7 – Ed Perlmutter](#)

X

X

**State Senate:**

[SD 4 – Christina Riegel](#)

X

[SD 8 – Emily Tracy](#)

X

X

[SD 14 – John Kefalas](#)

X

X

[SD 17 – Matt Jones](#)

X

X

[SD 18 – Stephen Fenberg](#)

X

X

[SD 19 – Rachel Zenzinger](#)

X

X

[SD 21 – Dominick Moreno](#)

X

X

[SD 25 – Jenise May](#)

X

X

[SD 26 – Daniel Kagan](#)

X

X

[SD 27 – Tom Sullivan](#)

X

X

|   |   |   |
|---|---|---|
| <a href="#">SD 28 - Nancy Todd</a>      | X | X |
| <a href="#">SD 29 - Rhonda Fields</a>   | X | X |
| <a href="#">SD 33 - Angela Williams</a> | X | X |
| <a href="#">SD 35 - Jim Casias</a>      | X | X |

**State House:**

|  |   |   |
|--|---|---|
| <a href="#">HD 01 – Susan Lontine</a>          | X | X |
| <a href="#">HD 02 - Alec Garnett</a>           |   | X |
| <a href="#">HD 03 - Jeff Bridges</a>           |   | X |
| <a href="#">HD 04 - Dan Pabon</a>              |   | X |
| <a href="#">HD 05 – Crisanta Duran</a>         | X | X |
| <a href="#">HD 08 - Leslie Herod</a>           |   | X |
| <a href="#">HD 09 – Paul Rosenthal</a>         | X |   |
| <a href="#">HD 10 - Edie Hooton</a>            |   | X |
| <a href="#">HD 11 - Jonathan Singer</a>        |   | X |
| <a href="#">HD 12 – Mike Foote</a>             | X | X |
| <a href="#">HD 13 – KC Becker</a>              | X | X |
| <a href="#">HD 17 – Thomas Tony Exum</a>       | X | X |
| <a href="#">HD 18 – Pete Lee</a>               | X | X |
| <a href="#">HD 23 – Chris Kennedy</a>          | X | X |
| <a href="#">HD 24 – Jessie Danielson</a>       | X | X |
| <a href="#">HD 25 – Tammy Story</a>            | X | X |
| <a href="#">HD 26 – Diana Mitsch Bush</a>      | X | X |
| <a href="#">HD 28 – Brittany Pettersen</a>     | X | X |
| <a href="#">HD 29 – Tracy Kraft-Tharp</a>      | X | X |
| <a href="#">HD 30 - Dafna Michaelson Jenet</a> |   | X |
| <a href="#">HD 31 – Joe Salazar</a>            | X | X |
| <a href="#">HD 33 – Matt Gray</a>              | X | X |
| <a href="#">HD 34 – Steve Lebsock</a>          | X | X |
| <a href="#">HD 35 – Faith Winter</a>           | X | X |
| <a href="#">HD 36 – Mike Weissman</a>          | X | X |
| <a href="#">HD 40 – Janet Buckner</a>          | X | X |
| <a href="#">HD 41 - Jovan Melton</a>           |   | X |
| <a href="#">HD 42 - Dominique Jackson</a>      |   | X |
| <a href="#">HD 43 – Scott Wagner</a>           | X |   |
| <a href="#">HD 44 – Tim Hicks</a>              | X |   |
| <a href="#">HD 46 – Daneya Esgar</a>           | X | X |
| <a href="#">HD 47 - Jason Munoz</a>            |   | X |
| <a href="#">HD 49 - Adrien "Buzz" Sweeney</a>  |   | X |
| <a href="#">HD 50 – Dave Young</a>             | X | X |
| <a href="#">HD 51 – Jody Shaddock-McNally</a>  | X | X |
| <a href="#">HD 52 – Joann Ginal</a>            | X | X |
| <a href="#">HD 53 – Jeni Arndt</a>             | X | X |
| <a href="#">HD 59 – Barbara McLachlan</a>      | X | X |
| <a href="#">HD 61 – Millie Hamner</a>          | X | X |
| <a href="#">HD 62 – Donald Valdez</a>          | X |   |
| <a href="#">HD 63 - Thomas Hudson</a>          | X |   |

# 2016 Election

This year's election is an incredibly important one for unions and the State of Colorado as a whole. The presidential election certainly has dominated the news, but there are also races on the Congressional level, in the Colorado State House and Senate, and statewide ballot initiatives that will have far-reaching consequences. There are key races around the state that could determine the path of our education system takes moving into the future, and we highly encourage you to vote on every contest and ballot question on this year's ballot.

Before we send you our full list of endorsed candidates and our stances on ballot initiatives, it is critical to emphasize the importance of **voting**.

This year will be the first presidential election in Colorado where every voter will receive a mail-in ballot. So, not only is this year's election one of the most important elections in decades, but it will be one of the easiest in which to vote.

In order to take part in this historical election, you must first ensure you are registered to vote. If you are not sure if you are registered or if your registration is up-to-date, you can simply text the word **Colorado** to **2vote** on your smart phone. You will then be sent a link where you can register and check your registration status. You can also go to **govotecolorado.com** on your computer or smart phone.

## Important Voting Information

- You can register to vote up to Election Day, at a voter service and polling center (but register now!)
- If you plan on mailing your ballot, you must affix the appropriate amount of postage to your mail-in ballot (amount varies by county) **OR** you can drop off your ballot at designated drop-off boxes
- If you would like to vote in-person, you can do so at a voter service and polling center, but you must surrender your mail-in ballot at the time you vote (unless you lose your ballot or do not receive a ballot)
- If you do not receive a ballot in the mail by October 24<sup>th</sup>, and you are certain you are registered to vote at your current address, contact or visit your county clerk's office ASAP
- If you lose or damage your mail-in ballot, you can get a new one at your county clerk's office or at a voter service and polling center **OR** vote in person when voting centers open

## Important Dates

- **October 17** – Mail ballots will begin to be mailed out to voters
- **October 24** – Voter service and polling centers open
- **October 31** – Last day to register to vote, if you would like to receive a mail-in ballot
- **November 4** – Last day to mail your ballot (your ballot must be RECEIVED by your county clerk no later than 7pm on November 8<sup>th</sup>)
- **November 8** – ELECTION DAY!! \*\*Ballots must be received no later than 7pm\*\*

\*\*If you have any other questions on this year's election contact Ryan Case at [rcase@aftcolorado.org](mailto:rcase@aftcolorado.org) OR you can visit the Secretary of State's website at: [www.sos.state.co.us](http://www.sos.state.co.us) and click "Elections & voting" \*\*

## Back-to-School Help from “Share My Lesson”



“Share My Lesson,” the online teacher resource center in which the American Federation of Teachers is a partner, can save you time and help you succeed in back-to-school planning. [Teacher toolkits](#) combine hundreds of the freshest, most popular lesson plans, printable worksheets, class activities and more.

To make it easier, Share My Lesson groups preK-12

teacher toolkits by grade and by subject area, including ELA for grades 11-12, science, math and social studies. All materials are provided by your peers and education partners like the National Science Foundation, MIT Blossoms and Civics.

Welcome to a year full of new ideas, free new materials and much more!



### Susan Lynn Cesario

**Beloved teacher from Baker Middle School and John F. Kennedy High School in Denver passed away on August 30<sup>th</sup> from an accidental fall. Susan was the first Paraprofessional to become a teacher through the Denver Federation for Paraprofessionals and Nutrition Service Employees Education Fund.**

**Services will be held September 12<sup>th</sup> beginning at 10:30 AM at St. Jude Catholic Church.**

One Colorado is doing our (second ever!) needs assessment to help determine the needs of the LGBTQ community in Colorado -- and help focus our work in the coming years. For some context: In 2010, One Colorado conducted a survey to over 4,600 lesbian, gay, bisexual, transgender, and queer Coloradans to determine what issues were affecting them and their families. We asked people to tell us how they live, how they work, and how they worship. We asked about parents and children, education, and community. The results of that survey helped shape our priorities over the past five years. Please share and complete the survey

[One Colorado's 2016 Needs Assessment Survey](#)



# AFT Colorado Introduces New Employee



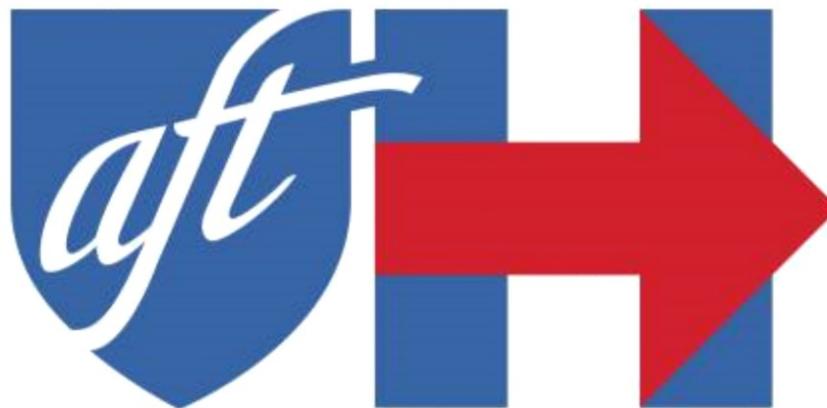
My name is Ryan Case. It is my honor to introduce myself as AFTCO's newest political organizer. There's a lot of really important work to do surrounding the election this year and I'm looking forward to getting to know you all and learning more about your chapters.

I moved to Colorado six years ago to go to school at CU. I've been doing political organizing for the last five-plus years. I got my start in Colorado as a field organizer with the Obama campaign in 2012, and I have since worked on campaigns on pretty much every level – most recently managing Rep. Su Ryden's primary campaign in Aurora and doing field work for Aaron Goldhamer in Denver.

Despite being a transplant, I consider Colorado to be my home. I am really excited to work with AFTCO because I truly believe in the power and importance of unions. I myself was a union member with the UFCW for seven years in Chicago, where I am originally from, and it is an honor to join you all in my new home state of Colorado. Unions have always been at the forefront of important social and political battles and I'm eager to join the fight you all have already begun in Douglas County and across the state.

As you know, there have been outside corporate groups moving into our great state looking to undermine all the important work you are doing for your members and radically transform our public education system. I have been brought on to the team to help you empower your members to get involved in the political process and ensure we elect the candidates who will fight back against these groups and stand up for working families across Colorado.

First and foremost, I am here to help you, so feel free to reach out to me at any time for any advice or to answer any questions you may have. I am looking forward to getting to know you and your members and I will be contacting you soon to do just that and to let you know about all the ways your members can get involved.



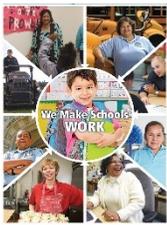
AFT FOR CLINTON • KAINE

# Local Union Updates



## Resignation of DCSD Board Member Doug Benevento

Douglas County Federation members celebrated the news that one of the reform directors would be resigning. The board is now temporarily made up of three pro-public education members, and three reform members. The process to replace Benevento will begin with interviews of candidates who reside in the appropriate region of the county to be followed by a vote by the remaining school board members. If the vote is a tie after several attempts to come to an agreement, the board president will appoint the new member. The position of board president is held by one of the reform members, so the appointment is likely to be another reform member. Nevertheless, members are celebrating this change.



## DFPNSE

Denver Federation for Paraprofessionals  
and Nutrition Service Employees

Denver public schools' cost of living was 1.76% for 2016-2017. We are the only classified group in Colorado paid on the basis of performance.

Paraprofessionals also received a 1.76% COLA. With that money the federation was able to give paras a step on their salary schedule and longevity for paras, with 10 years of service or more, a one-time payment. Paras who were maxed out in steps also received a one-time payment of 1.76% it's a great year for DFPNSE.

## Pay for Performance

The Denver Federation for Paraprofessionals and Nutrition Service Employees negotiated for salary for both chapters. This year the nutrition employees are going to Pay for Performance (which was negotiated in 2014) based on their last school year evaluation.

**For Every Part of Your Life**

From buying a home or a car to savings on wireless service and travel, Union Plus provides money-saving benefits and services uniquely designed to meet the needs of AFT+ members and their families.

Learn more at [UnionPlus.org/AFT](http://UnionPlus.org/AFT)

**AFT**  
A Union of Professionals  
AFT+  
Member Benefits

SAVINGS • SERVICE • SOLIDARITY

**AFT COLORADO**  
**STANDING TOGETHER: MAKING A DIFFERENCE**

**Committee on Political Education (COPE) Deduction**

[www.aftcolorado.org](http://www.aftcolorado.org) 720-443-8032

What is COPE? COPE is how AFT Colorado raises and collects voluntary political contributions from members. COPE is a non partisan political education committee. These voluntary funds are used statewide to help back candidates and committees that support education and labor. There is one reason AFT Colorado needs to grow our COPE program, **YOU**. With the current economic environment our priorities are vulnerable and are constantly being targeted for reduction. Education budgets, programs, and services are often first on the chopping block when states face dwindling tax revenues. Along with decent working conditions, retirement, and health care. All vitally affect our lives. A strong COPE program will protect our various interests.

At the local level COPE is essential. AFT Colorado will use your voluntary funds to assist in school board races, levies, and referendums in your district. Reductions in state education aid and inflation have made local budgets even more of a challenge. We use COPE dollars to work with labor and education friendly supporters on both sides of the aisle.

FIRST NAME \_\_\_\_\_ LAST NAME \_\_\_\_\_

BILLING ADDRESS \_\_\_\_\_

BILLING CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

HOME PHONE \_\_\_\_\_ WORK PHONE \_\_\_\_\_

MOBILE PHONE \_\_\_\_\_  wish to receive periodic text messages and accept the associated charges.

HOME EMAIL \_\_\_\_\_ LOCAL \_\_\_\_\_

WORK LOCATION \_\_\_\_\_

**PAYMENT**

*Due to the associated fees, we prefer that you sign up for **bank draft** payment.*

MONTHLY COPE AMOUNT  \$5  \$10  \$15  \$OTHER \_\_\_\_\_

**BANK DRAFT \*\*\*\*\*PREFERRED METHOD\*\*\*\*\***

***Fill out below or simply attach a voided check.***

BANK NAME \_\_\_\_\_

ROUTING NUMBER \_\_\_\_\_ ACCOUNT NUMBER \_\_\_\_\_

**CREDIT/DEBIT CARD:** If you choose this method, we will follow up with you to change to bank draft at a later date. CARD

TYPE:  VISA  MC

NAME ON CARD \_\_\_\_\_

CARD NUMBER \_\_\_\_\_ EXP DATE \_\_\_\_\_

I hereby authorize a monthly contribution to the AFT CO COPE (AFT CO COPE) in the amount indicated above. This authorization is signed freely and voluntarily and not out of any fear of reprisal, and I will not be favored nor disadvantaged because I exercise this right. I understand this money will be used to make political contributions by AFT CO COPE. AFT CO COPE may engage in joint fundraising efforts with AFT COPE and/or the AFL-CIO. This voluntary authorization may be revoked at any time by notifying AFT CO COPE in writing of the desire to do so. Contribution or gifts to AFT CO COPE are not deductible as charitable contributions for federal income tax purposes. Contributions cannot be reimbursed or otherwise paid by any other person or entity.