



Elections Matter

Sarah R. Mesmer, President

It has been an extraordinary spring! In speaking with members around the state, no one can remember a year filled with more activity. Nationally, labor is both under attack and on the rise!

At the national level, there are two cases before the Supreme Court - one of which was decided this week - that significantly impact the rights of workers and unions. In the *Epic System v. Lewis* case, the court ruled that companies can force workers into arbitration to prevent them from pursuing class actions against their employers. By joining together in class actions, employees can achieve goals that would be impossible for the individual. The other case, *Janus v. AFSCME*, would make it illegal to collect "fair share" fees from non-union members who benefit from collective bargaining. The court expects to rule in the very near future. Both of these cases strip power from workers. That's the bad news.

The good news...Mirriam-Webster defines power as "the ability to act or produce an effect." There has

been no greater demonstration recently than the *Red for Ed* movement. Educators across our nation have exercised their collective power by pressuring legislatures and school boards to provide better compensation and benefits. Hundreds of our members joined our brothers and sisters from a number of other unions to let our legislators know exactly what we think about inadequate funding for education in Colorado.

However, school finance in Colorado is uniquely difficult. Past legislation in the form of Tabor and Gallagher hamstring even our most supportive legislators. It is time for things to change. The bottom line is that **your vote counts**. Primary elections are just weeks away and we must fight to elect education friendly candidates both now and in November. We cannot afford complacency. Opportunities exist right now for you to "vote with your feet!" There are signatures to be gathered and doors to knock. Please choose to give of your time and energy to maintain the momentum we have built this spring!

In this Issue:

Changes to PERA – Pages 7, 8 and 9

What is Janus and how does it affect me? Page 2

AFT Colorado Endorsements for the Primary Election - Page 10

Part Time Temp Job Opportunity - Page 5

Primary Election FAQ – Page 11

Important dates to remember

July 13 - July 16: AFT 2018 Convention, Pittsburgh, PA



Fighting for the Right to Rise

RANDI WEINGARTEN, AFT President

I WRITE THESE WORDS after hearing oral arguments before the U.S. Supreme Court in *Janus v. AFSCME, Council 31*, but before any decision has been issued. The case is the latest attempt by a web of conservative donors—the National Right to Work Foundation, the Koch brothers, and others—to consolidate their economic and political power. Given the vitriol from two of the justices (*New York Times*' columnist Linda Greenhouse observed that Justices Samuel Alito and Anthony Kennedy acted not like jurists but anti-union “advocates and even ... close to bullies.”), it appears the court’s five Republican-appointed justices are poised to undercut the interests of millions of workers by depriving their unions of the funds they need to function. That’s not an unintended consequence—it’s the entire point of these assaults on unions. Indeed, Justice Sonia Sotomayor told the lawyer for the National Right to Work Foundation, “You’re basically arguing, ‘Do away with unions.’”

Unions help make possible what would be impossible for individuals acting alone. It’s how we were able to lift teachers’ salaries in New York City by double digits before the 2008 recession, so they were in line with surrounding suburbs, and how teachers in West Virginia are fighting for a living wage and to stop skyrocketing healthcare premiums. Unions advocate for good public schools for all our kids, affordable higher education and healthcare, and a voice at our jobs and in our democracy. After yet another school gun massacre, we are redoubling our efforts to make schools safe sanctuaries, not armed fortresses. And we are fighting with special urgency against arming teachers and for the school safety and mental health funds that President Trump’s new budget eliminates.

We have daily reminders of the voice and agency that public employee unions afford their members so they can do their jobs well and support them-

selves, their families, the people they serve, and their communities. There are numerous examples within the pages of this magazine.

If the Houston Federation of Teachers (HFT) had not researched the deficiencies of using value-added methods in teacher evaluations, and built political strength to elect a school board that was responsive to the evidence, students in Houston would still be losing good

teachers tarnished by this indecipherable test-based formula. Beyond teaching and learning conditions, after Hurricane Harvey, I saw firsthand how Zeph Capo and members of the HFT doubled down to care for union and community members who suffered terrible losses.

Also in this issue, Jon Shelton examines the powerful connections between teachers unions’ interests and the needs of the broader community. As he writes, the Chicago Teachers Union bargained for “the schools Chicago’s students deserve”—negotiating for smaller class sizes; wraparound services for students; relevant, high-quality professional development; and an end to institutional racism in Chicago schools. And Emily Gasoi and Deborah Meier write eloquently about how teachers uphold the vital importance of public education as a keystone of American democracy.

You don’t hear any of that from the billionaires backing the *Janus* case. They simply want the unions that public employees belong to out of the picture.

I am not prone to hyperbole, but we face a clear and present threat to American democracy by those who want to

further rig the system toward the already powerful. They’re going after unions, public education, and the right to vote. Why? Because those are the vehicles for regular folks to secure a better life.

Janus is just one part of this. The conservative State Policy Network has pledged to spend \$80 million to “defund and defang” unions. The Kochs, after receiving the Trump tax cut, upped the ante with \$400 million to undermine

We face a clear and present threat to American democracy by those who want to further rig the system toward the already powerful.

public education and “break” the teachers unions. Why? Because unions fight for a better life for working people, and the right-wing sees that as a threat to their political and economic power.

When Mother Jones, a schoolteacher turned labor and community organizer, began organizing workers during the so-called Gilded Age, employers’ power was virtually unchecked, the economic supremacy of the elite was entrenched, and the aspiration that Abraham Lincoln had advanced—“the right to rise”—was routinely denied to working people. The labor movement helped tilt the scales of oppression, and, by midcentury, American workers enjoyed safer workplaces and far better standards of living. That’s the movement the right-wing wants to “defund and defang.”

“Never again” has been the *cri de coeur* for many—those opposing genocide, of course, and, more recently, those decrying mass gun violence. It is also fitting for those who insist that our country must not revert to a time when workers were systematically denied even the most fundamental rights—a voice and a better life.

AFT Colorado has endorsed

Initiative #93 Greats Schools Thriving Communities ballot initiative

WHAT IS THE GREAT SCHOOLS, THRIVING COMMUNITIES INITIATIVE #93?

This ballot measure builds on the successes of Colorado's public schools by expanding educational opportunities for our students to prepare them for success in college, career and life. This initiative funds those expanded opportunities through tax increments on income earned above \$150,000 and on corporations and ensures that decisions about how to use those new funds are made at the local level. To provide sustainable support for schools for years to come, it stabilizes the volatile local share of education funding by first lowering property tax rates and then freezing the rates, which are third lowest in the nation.

Ballot Language — Initiative #93

SHALL STATE TAXES BE INCREASED \$1,600,000,000 ANNUALLY BY AN AMENDMENT TO THE COLORADO CONSTITUTION AND A CHANGE TO THE COLORADO REVISED STATUTES CONCERNING FUNDING RELATING TO PRESCHOOL THROUGH HIGH SCHOOL PUBLIC EDUCATION, AND, IN CONNECTION THEREWITH, CREATING AN EXCEPTION TO THE SINGLE RATE STATE INCOME TAX FOR REVENUE THAT IS DEDICATED TO THE FUNDING OF PUBLIC SCHOOLS; INCREASING INCOME TAX RATES INCREMENTALLY FOR INDIVIDUALS, TRUSTS, AND ESTATES USING FOUR TAX BRACKETS STARTING AT .37% FOR INCOME ABOVE \$150,000 AND INCREASING TO 3.62% FOR INCOME ABOVE \$500,000; INCREASING THE CORPORATE INCOME TAX RATE BY 1.37%; FOR PURPOSES OF SCHOOL DISTRICT PROPERTY TAXES, REDUCING THE CURRENT RESIDENTIAL ASSESSMENT RATE OF 7.2% TO 7.0% AND THE CURRENT NONRESIDENTIAL ASSESSMENT RATE OF 29% TO 24%; REQUIRING THE REVENUE FROM THE INCOME TAX INCREASES TO BE DEPOSITED IN A DEDICATED PUBLIC EDUCATION FUND AND ALLOWING THE REVENUE COLLECTED TO BE RETAINED AND SPENT AS VOTER-APPROVED REVENUE CHANGES; REQUIRING THE LEGISLATURE TO ANNUALLY APPROPRIATE MONEY FROM THE FUND TO SCHOOL DISTRICTS TO SUPPORT EARLY CHILDHOOD THROUGH HIGH SCHOOL PUBLIC EDUCATIONAL PROGRAMS ON AN EQUITABLE BASIS THROUGHOUT THE STATE WITHOUT DECREASING GENERAL FUND APPROPRIATIONS; DIRECTING THE LEGISLATURE TO ENACT, REGULARLY REVIEW, AND REVISE WHEN NECESSARY, A NEW PUBLIC SCHOOL FINANCE LAW THAT MEETS SPECIFIED CRITERIA; UNTIL THE LEGISLATURE HAS ENACTED A NEW PUBLIC SCHOOL FINANCE LAW, REQUIRING THE MONEY IN THE FUND TO BE ANNUALLY APPROPRIATED FOR SPECIFIED EDUCATION PROGRAMS AND PURPOSES; REQUIRING THE MONEY IN THE FUND TO BE USED TO SUPPORT ONLY PUBLIC SCHOOLS; REQUIRING GENERAL FUND APPROPRIATIONS FOR PUBLIC EDUCATION TO INCREASE BY INFLATION, UP TO 5%, ANNUALLY; AND REQUIRING THE DEPARTMENT OF EDUCATION TO COMMISSION A STUDY OF THE USE OF THE MONEY IN THE FUND WITHIN FIVE YEARS?

Creates a tax on federal taxable income above \$150,000 and on corporations to prepare every student for college, career and life.

Makes funding more sustainable for schools by locking in property tax rates (currently 3rd lowest in nation) after lowering them for everyone.

Money can only be used in support of public schools and requires accountability on public dollars.

Give voters a choice this November by helping us collect the required number of petition signatures. It is easy to collect signatures. Please contact AFT Colorado to get a petition or to sign one. You can reach us at shamilton@aftcolorado.org or rcase@aftcolorado.org. For more information about this grassroots initiative go to <http://www.greatschoolsthivingcommunities.org/>

With your help, we will continue our efforts to harness grassroots activism to stimulate wise investment in Colorado's public schools, colleges and universities.



OUR VISION

- Every student has the **opportunity** to reach his or her full potential and to participate meaningfully in the civic and economic life of the **community**
- The Colorado way of life provides every student the **chance to succeed** regardless of their zip code or their learning needs
- Quality public education develops a **competitive workforce** that will drive a **vibrant Colorado economy** for decades to come

THE CHALLENGE

- Colorado is experiencing a **teacher shortage crisis** — 95% of teachers in rural districts don't make enough salary to meet the cost of living
- Half of Colorado school districts have one or more schools operating on a **4-day school week**
- Colorado is recognized as a national leader in educational return on investment, yet **our achievement gaps are significant and growing**
- Colorado's investment in education is lagging behind other states. We **rank near the bottom in personal income invested in education**
- Education funding has not recovered from the recession: In the 2017-18 school year alone, Colorado schools were **underfunded by nearly \$830 million**

THE SOLUTION

Great Schools, Thriving Communities builds on the successes of Colorado's public schools by:

- Expanding educational opportunities for our students to prepare them for success in college, career and life
- Preparing a qualified workforce for decades to come
- Ensuring that Colorado's economic prosperity is shared with every community from corner-to-corner

We will achieve this by:

- Creating higher taxes on higher incomes and on large corporations
- Addressing the most pressing needs of our local schools, such as paying for full-day kindergarten and significantly increasing funding for Special Education, English Language Learners and Gifted & Talented students
- Providing sustainable support for schools, while helping out the state budget by stabilizing property taxes

GreatSchoolsThrivingCommunities.com

GIVE VOTERS A CHOICE THIS NOVEMBER!

- DONATE**
- ENDORSE**
- SIGN A PETITION**
- VOLUNTEER**

@GSTC2018

@GSTC2018

@GSTC2018

GreatSchoolsThrivingCommunities.com

**GREAT
SCHOOLS
THRIVING
COMMUNITIES**



#GSTC2018

92%
OF FILERS
WILL HAVE
NO IMPACT
ON THEIR
INDIVIDUAL
INCOME
TAXES

Part-time Work Opportunity Supporting Colorado Schools

Are you looking for a meaningful summer job opportunity that will benefit local schools and communities across Colorado? Starting immediately, the Great Schools, Thriving Communities (GSTC) ballot initiative campaign is seeking Coloradans who support public education to [join our team](#) and get this innovative policy on the 2018 ballot this November.

Joining this grassroots team means that, beginning as soon as possible, you will sign up to collect signatures from other education supporters at designated events and locations statewide. Hundreds of positions are available with shifts available through July 10th. Each shift is 3 hours and, as a GSTC rep, you are required to sign up for at least 2 shifts total. Pay is \$15/hour.

More about the initiative: Great Schools, Thriving Communities is a citizen's initiative that seeks to raise \$1.6 billion for public schools statewide. To get on the 2018 ballot, new requirements from Amendment 71 mean that we must collect 98,492 valid signatures statewide by July 10th, with 2% coming from each of the 35 Senate Districts. The campaign is actively hiring Coloradans who believe in supporting public education to help gather that requisite number of signatures in their communities across the state.

You can learn more about the GSTC initiative at greatschoolsthivingcommunities.org. If you are interested in a more flexible opportunity to volunteer with the campaign, there are also many available! Please visit greatschoolsthivingcommunities.org/volunteer for that information.



Help Elect Cary Kennedy for Governor!

Throughout Cary Kennedy's career and campaign, she has made it very clear that as the next Governor of Colorado she will do what it takes to restore Colorado's public schools and fight for public school employees. We showed the world that we have Cary's back when we endorsed her earlier this year, and now it's time for us to do the work necessary to ensure she is victorious in the June 26th primary.

We may know why Cary is the best candidate for Governor, but there are thousands of Unaffiliated and Democratic voters that need to hear from us before the June 26th primary.

Please take a moment to sign up for volunteer events here: <https://actionnetwork.org/forms/join-cary>

You can also find a list of events near you here: <https://bit.ly/2s0wZbv>

We look forward to seeing you there!



Make Great Memories

Save on family travel and entertainment, including theme parks, car rentals and movie tickets with AFT+.

AFT families have more fun and get big savings on travel and entertainment.

That includes up to **25% off on rental cars, plus major savings on movie tickets and theme park packages** – including Disney and Six Flags destinations.



Learn more at
unionplus.org/afttravel

Legislative Update

We had a busy year at the Colorado state legislature in 2018. Before we give an in-depth summary of the PERA bill, which took up much of our time and effort, we would like to highlight a few other pieces of legislation we worked on. We could write an entire newsletter summarizing all the bills we worked on, so we are going to, instead, focus on only a few notable highlights and lowlights.

[HB18-1415 – Regulating Student Loan Servicers](#)

The companies managing your student loans—or student loan servicers—are woefully under-regulated in Colorado, and with a U.S. Department of Education that is wholly unconcerned with holding student loan servicers accountable for documented predatory practices they utilize, the need for this legislation was clear. For the second year in a row, we worked with Representative Winter and Senator Fenberg to introduce HB-1415, that would have simply brought the level of oversight over student loan servicers to that of other types of loan servicers.

Despite having the support of current Attorney General Cynthia Coffman and passing the bill out of the House, HB-1415 died in the Senate along party lines. We are currently planning our next-steps for moving forward with this effort and will update you on plans to re-introduce it next session.

[SB18-264 – Teacher’s Strike Ban](#)

During the peak of the teacher and support-staff walkouts over Colorado’s embarrassingly low funding for our schools, Senator Bob Gardner and Representative Paul Lundeen introduced SB-264 that would have imposed fines or even jail time for public school employees that went on strike. This bill is a lesson in how powerful we are when we all act together. The collective outrage over this ridiculous legislation, expressed through countless emails and phone calls from you, forced the sponsors to pull the bill before it was even heard in committee. Well done everybody.

SB18-200 – ‘The PERA Bill’

Going into the 2018 legislative session, we knew we were going to have to fight long and hard to protect your pension benefits from political interests wanting to significantly weaken the long-term viability of PERA. It was clear that PERA needed to be strengthened, but we were not going to stand for a PERA-fix falling on the shoulders of hardworking educators and support staff like yourself already working for less than you deserve.

The original bill introduced in the Senate was, frankly, a monstrosity. It would have weakened PERA by expanding a 401(k)-style retirement plan in the school division – a plan proven to be less reliable and providing significantly less benefits. It would have decreased pay and benefits by thousands of dollars over your career while not putting any responsibility of funding PERA on the state or employers. In addition, the bill would have allowed unelected officials to make decisions directly affecting your financial wellbeing.

Although the final version of the bill, which was passed in the waning hours of the last day of session, is certainly not perfect and contains provisions with which we remain deeply unhappy,

we believe it could have been much worse. At one point, there was a version that emerged from the House with which we would have been much happier, but because our legislature is split between a Democratic-majority in the House and a Republican-majority in the Senate, imperfect compromises were made.

There is no flawed 401(k) plan for school division employees, the COLA (cost of living adjustment) rate for retirees is 1.5% (with a two year freeze) instead of the originally proposed 1.25%, employees will contribute an additional 2% of their salary to PERA compared to 3% and employers will see a modest increase in their contribution of .25%, and most importantly, the state will now infuse \$225M annually to pay down PERA’s unfunded liability. It is important to note the \$225M for two reasons: (1) this money would likely not be available in future sessions and made it very important we pass this legislation this year; and (2) we are happy to see the state finally take responsibility of ensuring PERA is viable moving into the future after years of underfunding it.

We want to emphasize that this bill would look significantly different if there was a different majority in the Senate. *Elections matter.*

There is an opportunity to flip the Senate this fall, and every single one of us needs to ensure we are doing everything absolutely possible to elect the candidates supporting us. That means knocking on doors, making phone calls, talking to your friends, family, and neighbors, and most importantly **VOTING**. Please look for the article listing the candidates we have endorsed for guidance on whom to vote for in the upcoming primary and general elections.

On the following pages are the breakdown of SB18-200 that PERA put together:

Impact of CHANGES

Senate Bill 18-200 (SB 200) was passed by the Colorado General Assembly on May 9, 2018. Please note that this bill is not final and is pending the Governor's signature. This legislative package will restore PERA to full funding within 30 years. By enacting SB 200, PERA's membership and Colorado taxpayers will benefit from a stronger, more stable retirement fund.

Listed below are the provisions of SB 200 that affect PERA's membership.



Current Members

- » Increase the member contribution rate for most members by an additional 2 percent of pay, totaling 10 percent, phased in beginning July 1, 2019.
- » Wait three years before receiving first annual increase.
- » Set the annual increase cap at 1.5 percent.
- » Redefine PERA-includable salary to include sick leave pay.
- » Increase to five the number of years used in the Highest Average Salary (HAS) calculation for nonvested members (those with less than five years of service credit as of January 1, 2020); increase to three-year HAS for Judicial Division members.



Current Retirees

- » Set the annual increase cap at 1.5 percent.
- » Suspend the annual increase for two years (effective for 2018 and 2019).
- » Increase the working retiree contribution rate (for retirees working for PERA employers) by an additional 2 percent of pay, totaling 10 percent, phased in beginning July 1, 2019.



Employers

- » Increase the employer contribution rate by an additional 0.25 percent except for Local Government Division employers, effective July 1, 2019.
- » Redefine PERA-includable salary to include any deductions made to tax-advantaged plans for new PERA members hired on or after July 1, 2019.
- » Redefine PERA-includable salary to include sick leave pay for all members.



State Budget Allocation

- » Direct an annual allocation to PERA from the State budget of \$225 million starting July 1, 2018.



Future Members (starting membership 1/1/2020)

- » Increase eligibility requirements (age and service) for full service retirement benefits to age 64 for most divisions with 30 years of service; age 55 and 25 years of service for a reduced service retirement.
- » Increase to five the number of years used in the HAS calculation; increase to three-year HAS for Judicial Division members.
- » Set the annual increase cap at 1.5 percent.
- » Wait three years before receiving first annual increase.
- » Increase the member and working retiree contribution rates incrementally for new hires, totaling 10 percent for most members as of July 1, 2021.
- » Redefine PERA-includable salary to include any deductions made to tax-advantaged plans* and sick leave pay.
- » Expand Defined Contribution (DC) Choice to new hires as of January 1, 2019, in the Local Government Division and to new hires as of January 1, 2019, who are classified college and university employees.

* Applies to new PERA members hired on or after July 1, 2019.

SENATE BILL 18-200



Other Provisions

- SB 200 contains additional provisions to ensure PERA remains a stronger and more stable retirement fund.
- » **Automatic Adjustment Provision**—Adjusts member and employer contributions, the annual increase, and the allocation from the State budget to keep PERA on a path to full funding in 30 years.
 - » **Legislative Oversight**—Expands the existing Police Officers' and Firefighters' Pension Reform Commission to include oversight of PERA and creates a subcommittee exclusively focused on PERA. The 14-member subcommittee will include four legislators appointed from the Commission and 10 appointed external experts from relevant industries.
 - » **Safety Officer Rate and Benefit**—Apply the State Trooper contribution rate, retirement age, and benefits to other safety officers, including sheriff deputies and corrections officers hired on or after January 1, 2020.

PERA BENEFITS THAT DIDN'T CHANGE

PERA's Defined Benefit plan remains one of the most competitive plans in the country, providing Colorado's public employees with a comprehensive benefit package that includes the following:

- » A secure retirement income that cannot be outlived.
- » The ability to take retirement savings to other Colorado public employers who are affiliated with PERA.
- » An individual account where your money is always yours and earns interest.
- » Annual cost-of-living increases in retirement benefits that are compounded year over year.
- » Disability and survivor benefits.
- » Access to voluntary programs such as 401(k) and 457 plans as well as health and life insurance.



COLORADO PERA Board of Trustees Election

Following the legislative session and on the heels of this year's incredibly important gubernatorial primary election, comes the election for the PERA Board of Trustees. One lesson painfully obvious after the session-long battle over PERA was ***elections matter***. **If we want to maintain the long-term integrity of PERA, it is not only imperative we have strong state representatives and senators, but a Board of Trustees that has your best interests in mind.** Voting for the PERA Board of Trustees has already begun, and you should have received your ballot by now. The election is for active employees only. For more information on the candidates and important dates, and to find out how to get a replacement ballot, you can go to [THIS LINK](#).

We are recommending you support [Guillermo Barriga](#) for the school division position on the board. He is a current member on the PERA Board of Trustees and has proven himself to be a strong advocate for public school employees and for public pensions in general. If you would like to learn more about Guillermo, you can find more information [HERE](#).

AFT Colorado Endorsed Candidates



As we emphasize throughout this newsletter, *[elections matter](#)*. In order to provide you with the information you need to make an educated decision on whom to vote for, we undergo a process to survey and interview candidates to find the pro-public education candidates that will best serve your interests. We will likely make another round of endorsements following the June 26th primary, but here is a list of endorsements we have made thus far:



Governor - [Cary Kennedy for Governor](#)



State Treasurer - [Dave Young for State Treasurer](#)



House District 03 - [Jeff Bridges for Colorado](#)



House District 04 - [Serena Gonzalez-Gutierrez for Colorado](#)



House District 24 - [Monica Duran for State Rep.](#)



Senate District 16 - [Tammy Story for Colorado](#)



Senate District 20 - [Jessie Danielson for State Senate](#)

****If you would like more information on any of these candidates or you are not sure which district you live in, please respond to the email sending this newsletter to you.**

Primary Election 2018 FAQs

REQUIREMENTS TO VOTE IN THE 2018 PRIMARY

- ✓ If you are affiliated with a party that is holding a primary election, you may vote in your party's primary election.
- ✓ If you are unaffiliated with any party, you may participate in the primary election held by any party.
- ✓ If you are affiliated with a party that is NOT holding a primary election, and you want to participate in a primary election of another party, you must withdraw or change your affiliation on or before Tuesday, May 29.

[CLICK HERE TO LOOK UP OR CHANGE YOUR PARTY AFFILIATION](#)

UNAFFILIATED VOTERS

All unaffiliated voters will be mailed two ballots – a Democratic primary ballot and a Republican primary ballot. **Unaffiliated voters may only vote and return ONE BALLOT!** If you vote any or all races on more than one ballot, none of your votes will be counted. Remember: Only vote one ballot. You should destroy the ballot that you do not vote.

IMPORTANT: If you DO NOT WANT TO RECEIVE TWO BALLOTS, then Unaffiliated voters can declare a party preference, and receive only the ballot of their preferred party. To declare a party preference, go to www.govotecolorado.com and find your registration and declare your party preference. To receive only one ballot, you must declare your party preference on or before Tuesday, May 29th.

BALLOTS DROPPING between

June 4 – June 18:

To find your nearest drop box or VSPC where you can return your ballot, visit www.justvotecolorado.org or mail your ballot before June 19. • You can go online to register or update your address and still receive a ballot in the mail if you do this by June 18. • Starting June 18, you can go in person to a Voter Service and Polling Center (VSPC) in your county to register, update your address, drop off your ballot, vote or solve any election-related problem. • To find your nearest VSPC, register online or answer any questions visit www.justvotecolorado.org or call (866) OUR-VOTE (866-687-8683).

Local Union Updates

MSFF

**Metro State
Faculty Federation**

2018 Metro Distinguished Service Award

Our very own Executive Board member, Ellen Slatkin was awarded the 2018 Metro Distinguished Service Award. The award is presented from the Metropolitan State University and the recipient of this award shows they have achieved superior service to the University, the vocation and the community. This is evidenced by Ellen's activities which extend beyond normal expectations, contributions and outstanding leadership.

Ellen has taught at the University for more than twenty years and is currently a lecturer in the History department. She is the President for the Metro State Faculty Federation and has served as past interim President for AFT Colorado. Her contributions to both the local and the state federation exceed expectations.



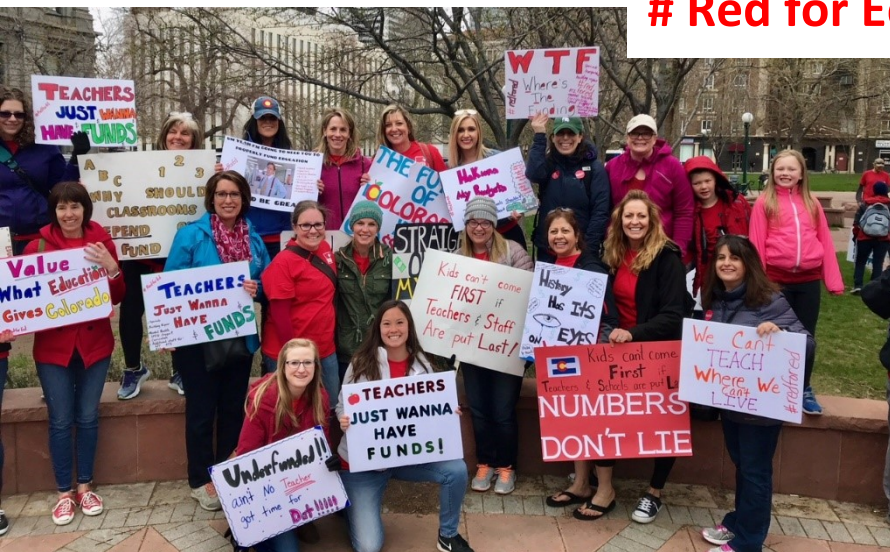
#RedForEd

We are in a historic moment for public education in Colorado and across the country. The Douglas County Federation is bursting with pride in each and every one of our members who took action at their school, in their classroom and in the streets at the Capitol of our great state during the #RedForEd walkout. In a very short period of time we created and distributed nearly 400 t-shirts, made signs, printed and distributed stickers, and mobilized educators to stand up and make their voices heard. Our members were interviewed on NPR & CPR, and with local, and national media outlets. We also saw our members in the Denver Post, Highlands Ranch Herald, U.S. News and more! The #RedForEd event showed what is possible when we come together

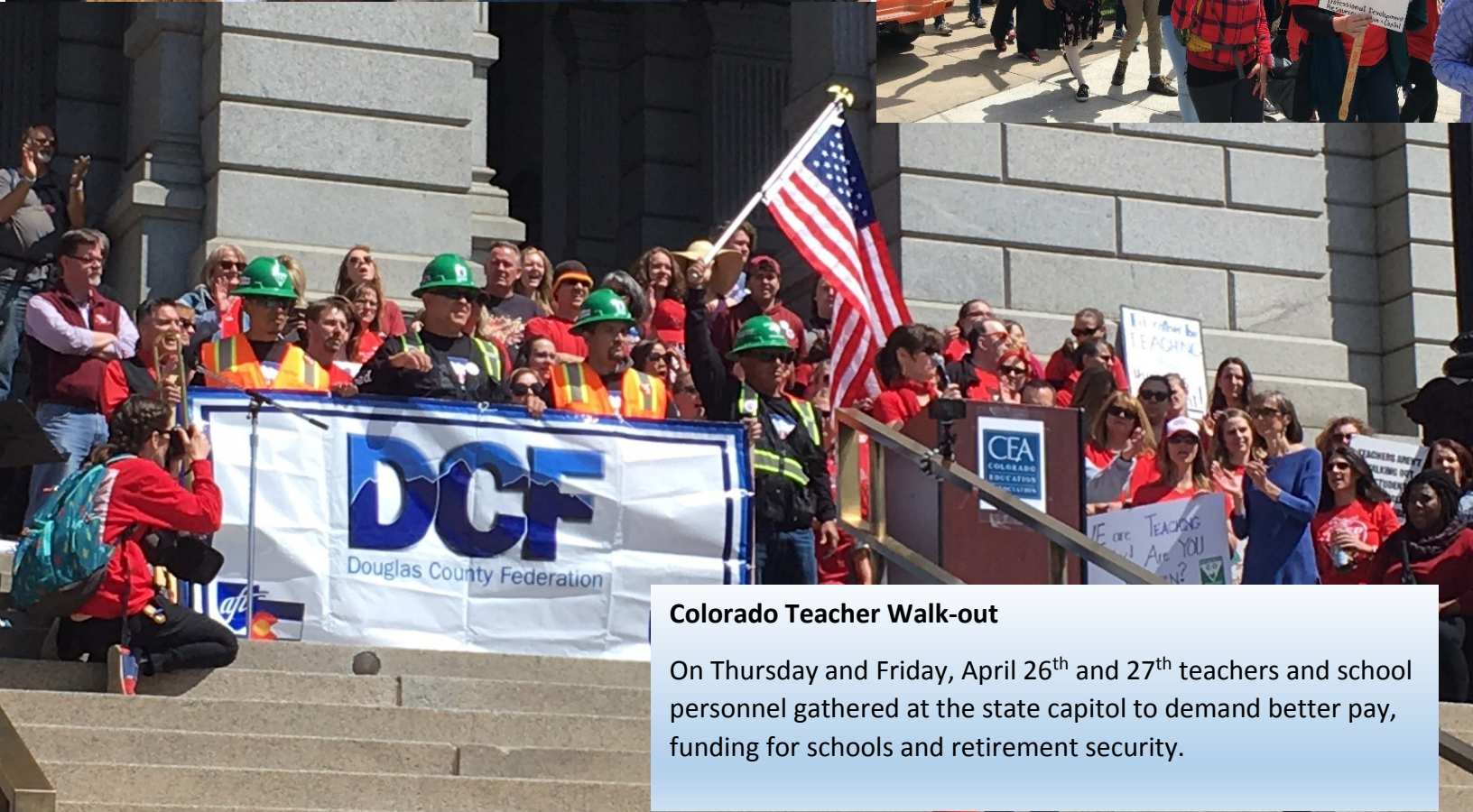
and take collective action. We know, without a doubt, Douglas County School District participation would not have happened were it not for the work of the Douglas County Federation.



Red for Ed



Red for Ed



Colorado Teacher Walk-out

On Thursday and Friday, April 26th and 27th teachers and school personnel gathered at the state capitol to demand better pay, funding for schools and retirement security.

AFT COLORADO

STANDING TOGETHER: MAKING A DIFFERENCE

Committee on Political Education (COPE) Deduction

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.