

## Back to School

Kallie A. Leyba, President

Happy back-to-school to all AFT Colorado members. Many of our locals are gearing up for a school board race. School boards have come a long way from the times when the farmers and bankers volunteered to help school districts. We now face hundreds of thousands of dollars, special interests, and the worst of American politics as part of our districts. It's truly an unfortunate byproduct of the political movement we have no choice but to fight. Our students depend on us to advocate for a free and equitable public education that serves all students. Look for information coming from your own local to see who is being endorsed and then knock on some doors or make some phone calls. If you don't already donate to AFT Colorado's COPE (Committee on Political Education) now is the time! You can donate as little as a few dollars a month. Together our resources can make a big difference in public education, healthcare, and other issues important to our members. If you already donate, please consider adding a few dollars to your monthly donation. For more information on COPE, please email Ryan Case, our Political Director, at [RCase@AFTColorado.org](mailto:RCase@AFTColorado.org)

We are sad to share news of the passing of longtime president of the Metropolitan State



Faculty Federation, and former President of AFT Colorado, Ellen Slatkin. Our world is a little less bright without her in it. Ellen was a fierce unionist, loyal to social justice, and kind to all. She held knowledge beyond what most of us will ever carry--specifically about our own union, the AFT Colorado. Several years ago, she presented a fascinating history of AFT Colorado to us at our convention. Ellen was politically active and had connections with our lawmakers at the state capitol growing our relationships and helping us work towards common goals.

She made us laugh every time we were in a room with her, and I typically was envious of her great shoe collection. There are many people who are feeling this loss and their grief is a testimony of Ellen's legacy. She is already greatly missed.

In Solidarity,  
Kallie Leyba, President

# TRIBUTES TO ELLEN SLATKIN

**Remarks at the Funeral of Ellen Slatkin,**

**August 20, 2019**

By Renée Ruderman, Vice President MSFF



My friend, my sister, Ellen...

She was a Defender of the Faith, Jewish -- everyone's faith.

She was a warrior for human rights,

A tireless president of Metropolitan State University of Denver's Faculty Union, the MSFF.

A woman of integrity, persistence, ... She couldn't lie. She answered questions with thoughtfulness and the intricacy of argument.

She was proud of walking fast, dressed to the nines, and could out-shop anyone -- with coupons in the trunk of her car, and research for that new stove you needed at her fingertips.

Ellen was a gardener who loved: the rabbits who ate her lawn, the hawks that circled her yard, the coyotes of Four-Mile Park, and her dog Laila whom she pampered with bountiful toys and a bed in every room.

She was steeped in American History, the Labor Movements, the Feminist Waves. She reminded her students that all of Europe was covered in blood, that the US was racist, that education was precious.

Her politics were radical. She read voraciously, could write with a professional preciseness that proved powerful enough to change minds and endear her to our hearts.



Ellen's generosity was matchless. She gave and gave of her time, her wisdom, and she brought snacks to our union meetings even when she breathlessly arrived...late... with twelve bags wrapped around her small frame.

She marched at Wal Mart for higher worker wages, endorsed legislative bills to strengthen education, and carried the Union banner at political rallies and protest marches.

But this list is long and growing, so I stop here to share three anecdotes, the first from her dearest friend of over 40 years, Barbie:



Because Barbie had to race to Maine to attend her sister's funeral, she forgot appropriate clothing. She called Ellen to see if she could put together an appropriate outfit. Of course, Ellen ran to Barbara's apartment in Denver, chose exactly the right fashionable attire, and proceeded to UPS where she found the last truck of the night pulling out of the lot. Ellen then chased the UPS truck down the street, probably in some higher-heeled shoes, and banged on the truck to stop, where upon the package arrived on time for Barbara's sister's ceremony. That was Ellen.

Then there was the evening that Ellen and I decided to drive her mother's rather ancient and large car to give it some exercise after sitting in the garage for too long. We were hungry driving toward a favorite Chinese restaurant on Colorado Blvd, when the sky opened up, emptied on the car where upon the car stalled, luckily in a parking lot, where we sat laughing until we cried. Ellen called her brother Bud to rescue us as well as feed us. Soon, Bud, reliable as ever, arrived, pushed some chicken legs in a clear plastic bag through the window, and attempted to get the car started in the deluge. We laughed again as we ate the offering. That was the night of Chicken and Rain.

When asked last evening by the Rabbi Chaitovsky to relate something that Ellen taught us, I thought of this: Ellen taught me to embrace my Jewish roots, without trying to talk me into the religious aspects. She taught me to value my ancestry, to understand our history. She gave me a very thick book on the history of Jerusalem. And we shared Yiddish words phrases and words she wanted me to know. So we smiled over mishegoss and praised the mishpocheh.

And Ellen kvelled over her niece, her nephews, and her grand nephews. She made eggs and cibolas and chopped liver appetizer for every holiday.

I want to thank all of Ellen's family for including me in their awesome clan. I am honored.

I will now read a poem originally written by James Weldon Johnson, leader of the Harlem Renaissance, that I have changed to fit this very difficult occasion:

### **“Since You Went Away”**

Seems like to me the stars don't shine so bright,  
Seems like to me the sun has lost his sight.  
Seems like to me there's nothing going right.  
Since you went away.

Seems like to me the sky isn't half so blue,  
Seems like to me everything wants you,  
Seems like to me I don't know what to do,  
Since you went away.

Seems like to me that everything is wrong,  
Seems like to me the day's just twice as long,  
Seems like to me the bird's forgot his song,  
Since you went away.

Seems like to me I just can't help but sigh,  
Seems like to me my throat keeps getting dry,  
Seems like to me tears stay in my eyes.  
Since you went away.



Ellen and I had many many long talks over coffee about labor, politics, and life. I truly enjoyed those times and will miss her insight and passion for the cause. *Sarah Hamilton  
Executive Director AFT Colorado*

To know Ellen was to know a historian and an advocate for unions and workers' rights. Ellen and I were colleagues serving on various boards associated with the American Federation of Teachers and the American Federation of Teachers Colorado. It's difficult to put into words what her knowledge, expertise, and experience brought to the table. She expressed concerns and opinions with compassion and tact with a hint of humor shining through. I will miss working with Ellen, not only as a colleague, but as a friend. She will be missed.

*Joanne Slanovich*

It is true that many people touch our lives in ways that we will only know once they are gone. I was fortunate to have been blessed in knowing Ellen. She made me laugh, think about my life and brought me joy in times of trouble. I will miss her but will try to keep her positive attitude in the front of my mind and actions. The world has lost a very special person. *Cheryl Reiling*



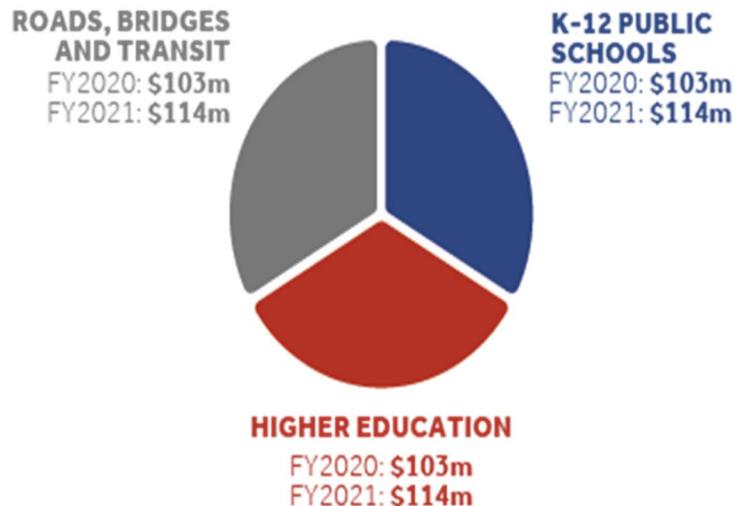
# CC YES! FOR COLORADO

Almost 30 years after narrowly enacting the most restrictive government spending limits in the country, **Prop CC** asks Colorado voters to remove the arbitrary revenue limits which have severely restricted our ability to invest in our students, our roads, bridges and transit, and to address the needs of our fast-growing state.

This fall, we have an opportunity to begin to repair the damage the state's antiquated budget formula has done not just to our transportation system, but to our K-12 and higher education systems as well. **And we can do it without raising taxes.**

**Prop CC** also includes unprecedented transparency, requiring annual, independent audits to show the public how the money was spent.

## PROP CC DELIVERS \$300+ MILLION PER YEAR SPLIT EQUALLY AMONG



Prop CC continues the momentum to invest in Colorado that has been building at the local level for years. The overwhelming majority of local governments and school districts have asked and received permission from voters to invest the revenue it already collects above current limits. That includes:

**96% OF SCHOOL DISTRICTS\*, 84% OF COUNTIES\*, 80% OF MUNICIPALITIES\***

To learn more go to <https://yesonpropcc.com/>. AFT Colorado supports this ballot initiative.

**VOTE YES ON PROPOSITION CC BY NOVEMBER 5TH.**



## Denver Area Labor Federation Endorsements 2019

With the 2020 Presidential election quickly approaching, it's easy to forget we have elections coming up in 2019. Despite the high profile of national elections, as public school employees, local elections are often more impactful on our everyday and professional lives.

To ensure union members throughout the Denver Metro area are educated about which candidates support our values, The Denver Area Labor Federation (DALF), of which AFT Colorado is a part, underwent a thorough endorsement process with over 50 candidates. To receive the Denver Area Labor Federation endorsement, each candidate was asked to complete a four-step process which included an apprenticeship tour, a candidate education forum, a candidate questionnaire, and a panel interview.

This year's school board elections are of particular importance to AFT Colorado and our local unions. Two districts in which we have members have school board elections - Denver and Douglas County.

Currently, there have been no endorsements from our local in Douglas County, DCF, but keep an eye out for future communication on that subject.

In Denver, the outcome of this year's school board election could ensure a pro-public education majority. A favorable outcome could build on the momentum from last year's teachers' strike, working towards correcting the path of the district - making it a better place to work and teach.

A full list of the DALF endorsed candidates is included below, with the DPS candidates highlighted. You can also find the endorsed DPS candidates' web sites at the following addresses: <https://www.tayanderson.org/>; <http://bradfordenverschools.com/>

# 2019 MUNICIPAL ELECTION

## ENDORSED CANDIDATES

Bob	Fifer	Arvada City Council At-Large
Lauren	Simpson	Arvada City Council District 2
Harriet	Hall	Arvada Mayor
Martha	Lugo	Aurora City Council At-Large
Leanne	Wheeler	Aurora City Council At-Large
Juan	Marcano	Aurora City Council Ward 4
Alison	Coombs	Aurora City Council Ward 5
Bryan	Lindstrom	Aurora City Council Ward 6
Omar	Montgomery	Aurora Mayor
Vicki	Reinhard	Aurora Public Schools
Stephanie	Mason	Aurora School Board
Lucy	Molina	Commerce City At-Large
Jennifer	Allen-Thomas	Commerce City Council Ward 2
Steve	Douglas	Commerce City Mayor
Susan	Noble	Commerce City Ward 4
Tay	Anderson	DPS At-Large
Brad	Laurvick	DPS District 5
John	Stone	Englewood City Council At-Large
Kyra	deGruy	Lakewood City Council Ward 1
Henry	Hollender	Lakewood City Council Ward 3
Adam	Paul	Lakewood Mayor
Jay	Jaramillo	Northglenn City Council Ward 2
Jacque	Phillips	Thornton City Council Ward 1
Julia	Marvin	Thornton City Council Ward 2
Jessica	Troy	Thornton City Council Ward 3
Curtis	Kowalski	Thornton City Council Ward 4
Eric	Montoya	Thornton Mayor
Sheela	Mahnke	Westminster City Council
Anita	Seitz	Westminster City Council

JOIN US!

YES ON PROP CC  
PUBLIC EDUCATION VOTERS KICK OFF EVENT

# Party like it's 1982\*!

THURSDAY, SEPT 12, 2019  
4-6PM AT 1500 GRANT STREET  
RSVP AT  
PUBLICEDUCATIONVOTER.ORG



\*the last time Colorado schools were funded at the national average



Buying or refinancing a home is easy and affordable with the Union Plus Mortgage Program.

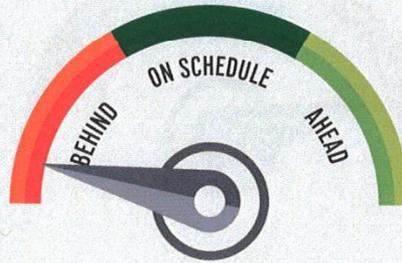


# Colorado PERA

## What is the **AUTOMATIC ADJUSTMENT** Provision?

The automatic adjustment provision is an innovative approach to pension funding that keeps PERA on a path to full funding. Under this approach, changes are included in statute that make automatic adjustments to four components: member contributions, employer contributions, the annual increase (AI) paid to retirees, and the direct distribution from the State. Every June, PERA reviews the progress toward its funding goal. Economic conditions, changes in demographics, and the volatility of investment markets in 2018 were factors in the automatic adjustment triggering upcoming changes in contributions and the AI.

**PERA IS BEHIND ITS FUNDING GOAL**



The automatic adjustment provision is reviewed on an annual basis to help ensure the long-term stability of benefits today and in the future.

As indicated in its 2018 financial report, PERA is behind its funding goal. This means the phased-in legislative provisions and the automatic adjustment will trigger changes to the various components as explained below.

### Changes to Keep PERA Moving Toward the Goal

 <p><b>Member Contributions</b></p>		<b>State, School, Judicial, and Denver Public Schools Divisions</b>	<b>Local Government Division</b>	<b>State Trooper/CBI Agent</b>	
	Current (As of July 1, 2019)	8.75%	8.00%	10.75%	
	As of July 1, 2020	10.00%	8.50%	12.00%	
 <p><b>Employer Contributions</b></p>		<b>State, School, and Denver Public Schools Divisions</b>	<b>Local Government Division</b>	<b>State Trooper/CBI Agent</b>	<b>Judicial Division</b>
	Current (As of July 1, 2019)	20.40%	13.70%	23.10%	20.71%
	As of July 1, 2020	20.90%	14.20%	23.60%	22.01%
 <p><b>Annual Increase</b></p>	AI suspended for 2018 and 2019; AI paid to eligible benefit recipients in July 2020 will be 1.25 percent.				
 <p><b>State Direct Distribution</b></p>	No anticipated change for 2020; distribution from the State budget will remain at \$225 million.				

*(Continued on reverse)*



## How Does the Automatic Adjustment Keep PERA on Schedule?

### IF PERA IS BEHIND SCHEDULE

-  Decrease AI percentage by up to 0.25% in one year, not to fall below 0.5%
-  Increase employer contributions by up to 0.5% in one year, not to exceed an additional 2%
-  Increase member contributions by up to 0.5% in one year, not to exceed an additional 2%
-  Increase the direct distribution from the State budget by up to \$20 million in one year, not to exceed \$225 million

### PERA'S PROGRESS TOWARD FUNDING GOAL

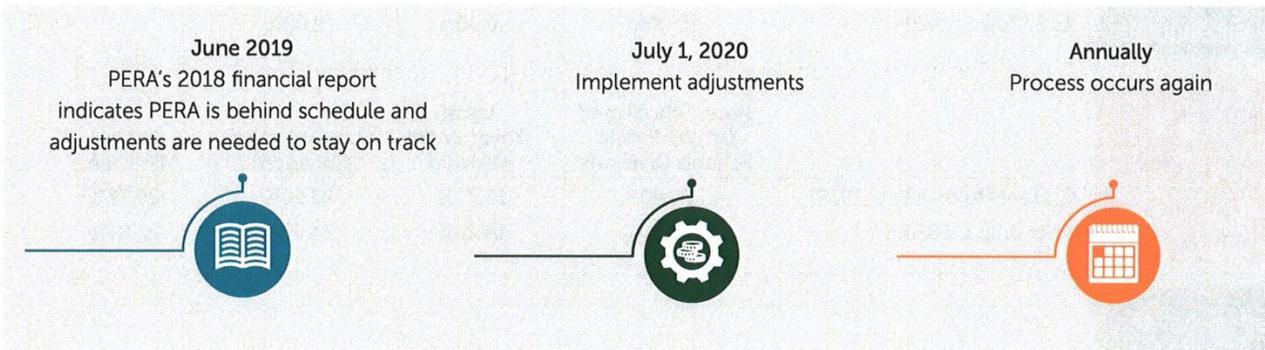


### IF PERA IS AHEAD OF SCHEDULE

-  Increase AI percentage by up to 0.25% in one year, not to exceed 2%
-  Decrease employer contributions by up to 0.5% in one year, not to fall below 2018 levels
-  Decrease member contributions by up to 0.5% in one year, not to fall below 2018 levels
-  Decrease the direct distribution from the State budget by up to \$20 million in one year

## When Do These Changes Take Effect?

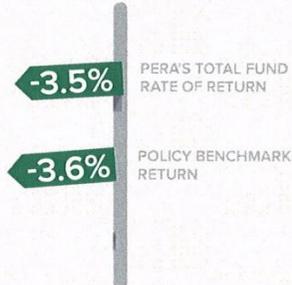
PERA announces the progress toward its funding goal each year in June, along with any automatic adjustments to contributions or the AI, which would take effect the next July.



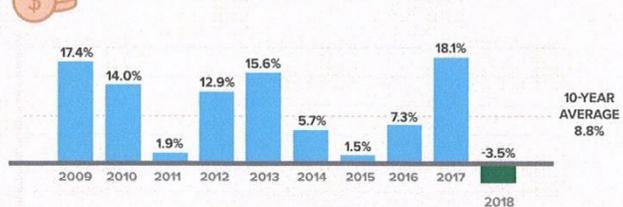
This fact sheet provides information about the automatic adjustment provision. Your rights, benefits, and obligations as a PERA member are governed by Title 24, Article 51 of the Colorado Revised Statutes, and the Rules of the Colorado Public Employees' Retirement Association, which take precedence over any interpretations in this fact sheet.

## INVESTMENTS

### 2018 INVESTMENT PERFORMANCE



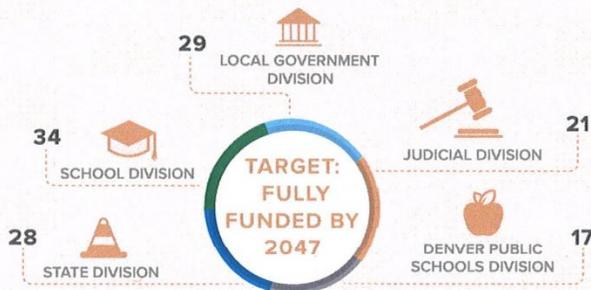
### RATE OF RETURN OVER 10 YEARS



FOR MORE INFORMATION ON PERA'S INVESTMENT PERFORMANCE, PLEASE SEE PAGES 149-153 OF THE 2018 CAFR.

## FUNDED STATUS

### PROJECTED YEARS TO REACH FULL FUNDING



FOR MORE ON THE UNFUNDED LIABILITY, PLEASE SEE PAGES 185-189 OF THE 2018 CAFR.

## FINANCIALS AT A GLANCE



NET POSITION AS OF DECEMBER 31, 2018

**\$49,293,848,000**

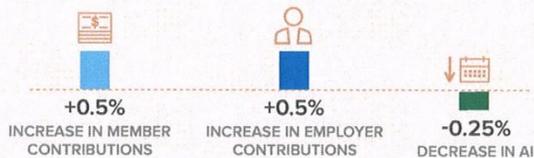
INCLUDES THE DIVISION TRUST FUNDS, VOLUNTARY INVESTMENT PROGRAM, DEFINED CONTRIBUTION RETIREMENT PLAN, DEFERRED COMPENSATION PLAN, HEALTH CARE TRUST FUNDS, AND LIFE INSURANCE RESERVE. FOR MORE INFORMATION ON PERA'S FINANCIAL POSITION, PLEASE SEE PAGES 66-69 OF THE 2018 CAFR.

## AUTOMATIC ADJUSTMENT



THE AUTOMATIC ADJUSTMENT PROVISION KEEPS PERA ON THE PATH TO FULL FUNDING. IF PERA IS BEHIND SCHEDULE, IT REQUIRES CHANGES IN MEMBER AND EMPLOYER CONTRIBUTION RATES AND THE ANNUAL INCREASE (AI) PERCENTAGE.

THE FOLLOWING WILL CHANGE, EFFECTIVE JULY 1, 2020:



## RETIREMENT BENEFITS AT A GLANCE

**121,865**  
RETIREES AND BENEFICIARIES RECEIVING A BENEFIT FROM PERA IN 2018



**\$3,208**  
AVERAGE MONTHLY BENEFIT FOR ALL RETIREES

**58.8**  
AVERAGE AGE AT RETIREMENT

**23**  
AVERAGE YEARS OF SERVICE AT RETIREMENT

FOR MORE INFORMATION ON PERA'S RETIREMENT BENEFITS, PLEASE SEE PAGES 244-247 OF THE 2018 CAFR.

## INVESTMENT EXPENSES

**\$168**  
MILLION



**0.37%**

OF THE TOTAL PERA FUND SPENT ON INVESTMENT EXPENSES

FOR MORE INFORMATION ON PERA'S INVESTMENT EXPENSES, PLEASE SEE PAGE 146 OF THE 2018 CAFR.

# Investing for the Future

PERA's overall approach to investment stewardship is straightforward: Seek out quality investments that are expected to provide the best risk-adjusted returns to PERA's portfolio over the long term. We break down this approach to financial sustainability into four parts.



## Protect

Protect members' assets by watching costs

**\$45M**

Manage most assets internally at a cost of approximately 0.06% of those assets, saving an estimated \$45 million per year

**68%**

Reduced costs for members to participate in the PERAPlus 401(k) Plan by 68% between 2011 and 2018

**Top 50**

Recognized as a top 50 responsible pension investor globally by the Responsible Asset Allocator Initiative (RAAI) in 2019



## Integrate

Integrate relevant factors into PERA's investment process

**>3M sq. ft.**

Directly own 3 million+ square feet of ENERGY STAR® certified property

**\$566M+**

Over \$566 million invested in Colorado firms

**63K+**

Voted on 63,031 shareholder proposals in 2018



## Advocate

Advocate for stronger markets

**11**

Participate in 11 advocacy groups to advance best practices in the investment industry

**76%**

We sit on 76% of our eligible private investment fund boards

**100%**

PERA is fully committed to fair and equitable markets because they are in the best interest of our members



## Evaluate

Evaluate exposures and recognize limitations

**\$3.3B**

Invest \$3.3 billion in firms that source 100% of electricity from green power or have committed to do so by 2030

**31%**

Global Equity investments use 31% less carbon to produce each \$1 of sales relative to the benchmark

**12%**

Only 12% of investors believe that companies adequately disclose their ESG risks\*

\* Ernst & Young, 2017  
As of December 31, 2018 except where noted.



# Local Union Updates



The Douglas County Federation was able to offer a 45-minute session to new teachers in our district for the first time since 2012. This step, albeit small, is consequential marking the first publicly acknowledged collaboration between our district and union. Previously, the US Department of Education had awarded us with a collaboration agreement--then the politically supported board whose end goal was privatization of public education, much like Betsy DeVos, ended our collaborative relationship. Even though we elected three pro-public education board members in 2015, and another four in 2017, we have been unable to collaborate until this year's new teacher orientation. The feedback from new teachers was overwhelmingly positive. We are so excited to bring back research-based best practice to our district and grateful for the opportunity to support brand-new teachers and some veterans as well.



Dear Brothers and Sisters:

Thank you to the members of Local 858 for electing me as the new Local 858 President. Along with my good friends Secretary-Treasurer Dave Sanger and Political Director Ed

Augden, I am looking forward to serving you and building our local program in alignment with the AFT Colorado Strategic Plan.

My career is one of labor and political activism beginning as the business manager of the Hotel & Restaurant Union (UniteHere) in the '80's, as the Colorado State Representative from HD2 (2003-2007), then the Executive Director of the Colorado AFL-CIO, and most recently as Chair of the Democratic Party of Denver. After retiring from the Colorado AFL-CIO in 2015, I took out a card from Local 858 and began a teaching career (my fourth) as a Guest Teacher for DPS. I was proud to be accepted as an AFT member.

I look forward to working with my brothers and sisters of Local 858 and the AFT state federation in building power for working families.

Mike Cerbo  
President  
AFT Local 858  
720-434-3497  
[mpcerbo@yahoo.com](mailto:mpcerbo@yahoo.com)

# AFT COLORADO

## STANDING TOGETHER: MAKING A DIFFERENCE

### Committee on Political Education (COPE) Deduction

925 S. Niagara St., Suite 600, Denver, CO 80204 [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: 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.