



President's Update

By: Kallie Leyba

We are well into the 2020 Legislative Session and looking forward to making some progress on our issues in Colorado. AFT National has asked us to work with our state lawmakers to pass a resolution supporting public education. We are thrilled that we will have a joint resolution we expect will be passed with broad support. The resolution is sponsored by the Chair and Ranking Member of House Education and the Chair of Senate Education, and we have support from Democratic members of both chambers. We expect it to be introduced and passed during "March on the Capitol."

AFT Colorado is partnering with CEA on a huge event at the Colorado State Capitol on **Thursday, March 19th at 8am: March on the Capitol**. In the same spirit as the massive 2018 "Red for Ed" event, in which we participated, we want to get as many of our members to attend as possible. In addition, there will be petitions to sign and pick up for distribution for this year's ballot initiative repealing or modifying TABOR. So please, do what you can to get this out to your members and colleagues. Please share this link for RSVP:
<http://bit.ly/DCFMarchOnCapitol>

Our AFT National Executive Council met in February to discuss the 2020 Presidential endorsement. State Federation Presidents were invited to attend or join by phone. I was unable to travel to the meeting, so I called into the five-hour meeting. The conversation was thoughtful and spirited as our executive council debated whether the AFT should endorse. If so, WHO would they endorse and whether executive council members should be released to make personal endorsements.

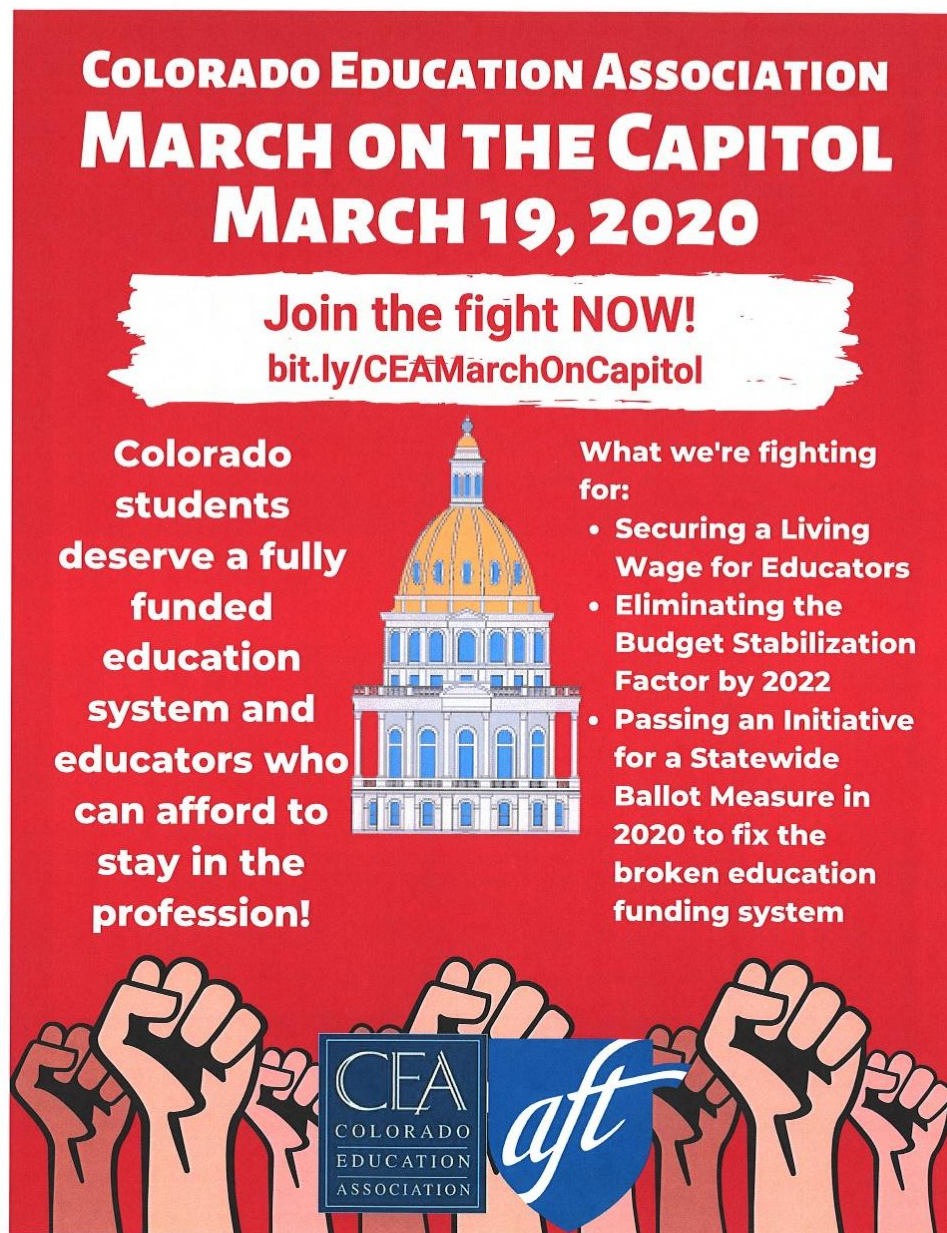
The council decided to support three candidates: Biden, Sanders, and Warren because these three candidates have shown leadership in issues that matter to the AFT. All AFT members are encouraged to actively support these three candidates in the presidential primaries and caucuses. If you have not been receiving emails from the AFT regarding this process, please let us know so we can ensure you are added to the email list.

The AFT Executive Council decided not to make an endorsement in this National election as our policy has always been to be involved in State level elections.

AFT Colorado March on the Capitol

AFT Colorado is partnering with CEA on a huge event at the Colorado State Capitol on Thursday **March 19th at 8am. In the same spirit as the massive "Red for Ed" event in 2018**, we want to get as many of our members outside the capitol as possible. We need to shock our legislators into finally taking action to address our education funding issues in Colorado. In addition, there are going to be petitions to sign and pick up for distribution for this year's ballot initiative that will be modifying TABOR and increasing education funding in Colorado. So please - do what you can to attend and get this out to your members and colleagues.

There is an RSVP link on the flyer, but if possible, use this link: <http://bit.ly/DCFMarchOnCapitol>



Come join us on the west steps of the State Capitol on March 19, 2020 at 8am to stand up and tell Colorado elected officials enough is enough. Make school funding a priority NOW!

Over the past decade, the total percentage of the state budget dedicated to school funding has steadily decreased, while the budget stabilization factor has increased, more unfunded mandates have been put on the shoulders of educators, and Colorado's educator shortage has reached crisis levels.

This year, we are saying that enough is enough. It is time for our elected officials to prioritize investment in our students, educators, and schools. Specifically, we are fighting for:

Securing Livable Wages for Educators: Creating a dedicated pot of money (Educator Pay Raise Fund, SB 20-089) to incentivize increasing educator pay to a living wage, based on the cost of living in the school district, for teachers, SSPs, and Education Support Professionals. If this pot of money is created, it will set up the possibility of establishing an ongoing revenue stream through a future ballot issue.

Eliminating the Budget Stabilization Factor by 2022: It is time for the state to pay off the \$572,000,000 debt it owes public education. The chronic under funding of our public education is preventing our students from having the schools they deserve. The legislature must make a meaningful payment this year to ensure the Budget Stabilization factor is eliminated by 2022.

Passing a Statewide Ballot Initiative in 2020 to Raise Education Revenue: In addition to our legislative demands, we are fighting to pass a strong statewide ballot initiative that will raise enough revenue to fully fund K12 education by eliminating the BS Factor and fully funding the Educator Pay Raise Fund.



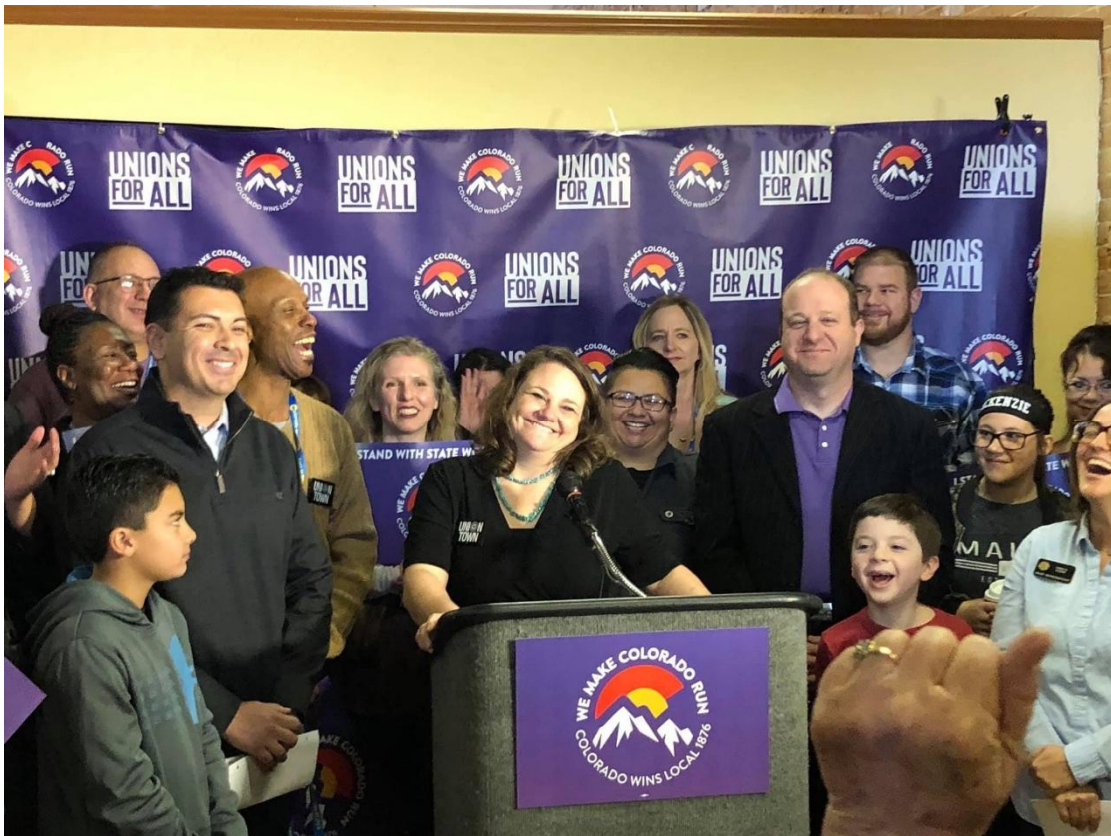
Colorado “Unions for All” Bill Passes House: State Employee Collective Bargaining Moves to Senate

Denver, CO – The Colorado House of Representatives passed the Colorado Partnership for Quality Jobs and Services Act in a win for more than 28,000 state employees, their families and the communities where they live. Sponsored by Representative Daneya Esgar, Senate President Leroy Garcia, and Senator Brittany Pettersen, House Bill 20-1153 would grant negotiating powers to Colorado’s classified state workers. The bill received strong support from community organizations and Governor Jared Polis.

“Every worker, no matter what kind of work they do, should have the opportunity to negotiate with their employer,” **said Skip Miller, president of Colorado WINS.**

For many state workers, this is a bill about fairness, equity, and improving the lives of their families and all Coloradans.

“Most of us believe family comes first,” **said Colorado WINS Executive Director Hilary Glasgow.** “Many state employees regularly sacrifice time with their families to work long hours because of staffing shortages. This bill will give those performing some of the most vital work in our state the opportunity to spend time with their families as well as earn more.



For many more state workers, the ability to collectively bargain goes beyond ensuring equity in the workplace.

“Working at a job you love isn’t always possible,” **said Desirae Meyer, who works at the Colorado Mental Health Institute at Pueblo.** “As a registered nurse, I ensure every one of the people I care for gets the best. This bill will give me and my coworkers an avenue to talk directly to our executive management, so we can share our expert knowledge about how to improve the services we deliver.”

More than 28,000 state workers, from nurses to network engineers would benefit from collective bargaining. They work to preserve and protect the things Coloradans love about the state. They are Black, brown, white and Asian and make life better for families and communities. They care for veterans and those with disabilities; maintain the safety and use of state roads and bridges; protect the quality of drinking water and air; provide stewardship to public lands and boost tourism; keep prisons and communities secure and provide many other essential services.

The bill now moves to the Senate.

Across the country, state workers are standing up for unions for all. Colorado’s state employees are following in the footsteps of Nevada and Delaware, where state workers recently won their union and ability to negotiate. State workers in Virginia are also demanding their union.

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Colorado WINS is the union representing more than 28,000 classified state employees who work to ensure our quality of life in communities across the state and provide essential services to more than 5.6 million Coloradans.

MORTGAGE

The Union Plus mortgage program makes buying or refinancing a home easy for you and your children.

CAR RENTAL

Up to 25% discount on car rental deals with Avis, Budget, Hertz, Dollar, Thrifty & Payless.

Four Ways to Save

AT&T WIRELESS

The only national unionized wireless provider. 15% savings for union members on the monthly service charge of qualified plans.*

CREDIT CARD

Several credit card choices,** all with competitive rates and U.S.-based customer service, designed to meet the needs of union members.

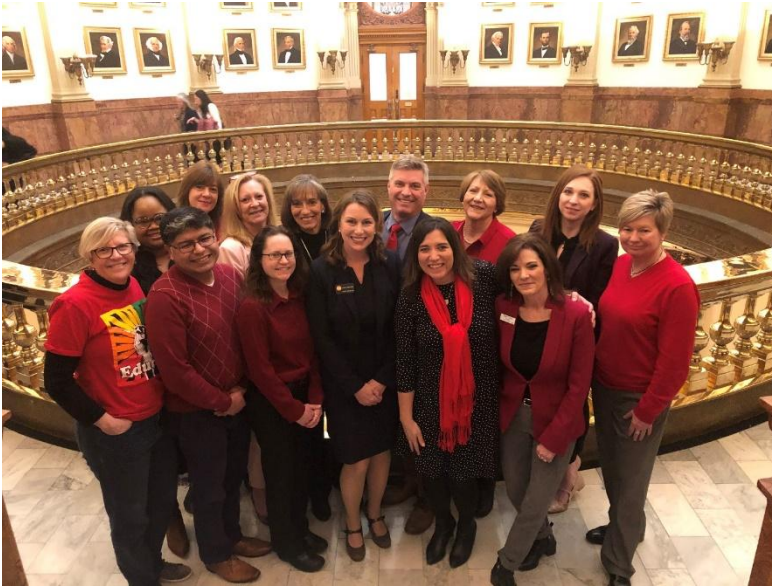
*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8008 for details.

**Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance. Credit approval required. Terms and conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from MasterCard International Incorporated. Capital One N.A. is not responsible for the contents of this message and/or any other third party products/services mentioned. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated.



UnionPlus.org/aftbenefits

Legislative Update



We are now eight weeks into the 2020 Colorado State Legislative Session and AFT Colorado is currently following approximately 80 bills. As always, some of those bills are 'good' and some 'bad.' Alongside our allies at the Colorado AFL-CIO, the Colorado Education Association, and many others, we have been successful in defeating the 'bad' bills and advancing the 'good' bills. If you would like to stay up-to-date on education legislation beyond this cursory update, you can sign up for our [weekly updates here](#).

Most recently [HB20-1169](#), that would have turned Colorado into a Right to Work (For Less) state, was defeated in the House State, Veterans, and Military Affairs Committee, alongside a suite of bills that directly went after

unions in schools (including [HB20-1186](#)). We also helped defeat bills that would have armed teachers in Colorado and given [inequitable pay bonuses](#) to highly effective teachers.

On the positive side of things, the bill that would give collective bargaining rights to state workers has been steadily moving through both chambers, alongside other bills we believe are good for Colorado's public schools and their employees. Here are three other bills we have supported:

- [SB20-004](#) - Post Secondary Education Loan Repayment Assistance. The bill creates the "Get on Your Feet Student Loan Repayment Assistance Program." This bill would require the State of Colorado to cover the first 2 years of student loan payments for students who got their degree in Colorado, who will commit to staying here for at least 2 years, and who are on income-driven repayment plans. **Status:** passed out of Senate Finance and is awaiting a hearing in Senate Appropriations.
- [HB20-1066](#) - Contribution Limits for School District Director Candidates. Currently there are no contribution limits in School Board elections, and this bill would put reasonable limits on contributions to School Board Director candidates. **Status:** passed out of the House, and on its way to the Senate
- [SB20-089](#) - Educator Pay Raise Fund. This bill would create a fund to which our legislature could deposit money in Colorado public schools to increase pay for educators and support staff. As of now, because our school funding is largely determined at the local level, the state legislature doesn't have the ability to designate funding explicitly for educator/support staff pay. This bill would open up the possibility to such funding in the future.

Again, this is just a quick review of what is happening at the Capitol this year. If you would like to receive weekly updates, please sign up for our emails [HERE](#). If you have any questions about these bills, or any others, please feel free to email our Political Director, Ryan Case, at rcase@aftcolorado.org.

2020 Primary Elections and Caucuses

This year's primary election general election are, without a doubt, the most important elections of our lifetime. You hear this from us every year but that doesn't mean it's not true. If we want to continue the fight for a more equitable and better funded public education system in Colorado and around the country, we need people in power, who share your dedication and passion for education, writing the laws and budgets that will shape our future.

This year's primary election process and schedule are a little different than years past, so the following information will be crucial for you to have your voice heard and your vote count!

First of all, in order to take advantage of this information, you need to be **REGISTERED TO VOTE!** To register to vote, check your voter registration status, or to update your voter registration to your current address, please visit the [Colorado Secretary of State's website](#).

If you have any questions about voting or anything related to the voting process, please email our Political Director, Ryan Case, at rcase@aftcolorado.org

Caucus and the Delegate Process - Saturday, March 7th

Yes, we still hold caucuses in Colorado - just not for Presidential nominations! The state-level and US Senate and US House nominees you will be voting for on June 30th (read ahead for more information) will be selected in Caucus, so please participate in your party's Caucus in addition to voting in the Presidential Primary.

For information on Democratic Caucuses, [visit this website](#).

For information on Republican Caucuses, [visit this website](#), and click the "caucus & assembly" link at the top.

Becoming a Delegate to Your Party's National Convention

As part of the national AFT's Presidential endorsement process, we are highly encouraging all members to run as a delegate (for their preferred candidate) to their party's national convention where their party's Presidential candidate will be ultimately selected.

To that end, these resources should help you navigate the delegate selection process.

Democratic Delegate Information:

<https://www.coloradodems.org/become-a-delegate-to-the-2020-dnc/>

Republican Delegate Information The website is not nearly as navigable as the Colorado Democratic Party's website, so from what we have gathered, you'll have to read sections XI - XIII in their by-laws for more information on becoming a delegate, which you can find here:

<https://cologop.org/wp-content/uploads/2019/10/CRC-Bylaws-09.21.2019.pdf>



American Federation of Teachers Passes Resolution to Encourage Support for 3 of the 2020 Democratic Primary Candidates

WASHINGTON—In a telephone town hall on Thursday night with thousands of American Federation of Teachers members and leaders who have been actively engaged in the union's 2020 presidential endorsement process, AFT President Randi Weingarten, Scranton (Pa.) Federation of Teachers President Rosemary Boland, AFT Vermont President Deb Snell and Boston Teachers Union President Jessica Tang discussed the next steps in the AFT's plan for supporting candidates as the 2020 Democratic presidential primary continues to unfold.

Weingarten reported on this week's meeting of the AFT executive council, including the passage of [a resolution](#) outlining the next steps in the AFT's 2020 endorsement process. The board voted to step up what is already unprecedented member engagement in the upcoming election by encouraging locals and state affiliates to support, be actively involved with, or endorse the candidacies of Vice President Joe Biden, Sen. Bernie Sanders or Sen. Elizabeth Warren, ahead of the selection of more than 60 percent of the delegates by the end of March. **The resolution signals to members and leaders that support for any of those three candidates is welcome at this stage of the process before the union makes a national endorsement.**

This next phase of the union's 2020 endorsement process follows record member engagement in the first stage of the presidential primary, with more than 300,000 members participating to date—including the public education forum in Pittsburgh that featured seven candidates, the 10 candidate town halls hosted with members around the country, numerous telephone town halls, several member surveys and polls, five regional meetings, and countless activities at the local and affiliate levels. Several AFT locals and state federations have already made candidate endorsements, as encouraged by the [initial endorsement resolution](#), passed in March of 2019.



**We care. We fight.
We show up. We vote.**

**For a Better Life, and a Voice at
Work and in Our Democracy**

All Americans want a better life and a better future for our families—namely good jobs; quality, affordable healthcare; a secure retirement; affordable college; great public schools; a healthy democracy; and justice for all. The AFT's 1.7 million members fight for all of this by ensuring we have a voice at work and in our democracy—through politics, collective bargaining and collective action. Together, through our union and with community, we accomplish what would be impossible to achieve alone.

We live in a perilous era of extreme economic inequality, existential threats to our democracy, and dangerous and growing ethnic and racial divisions. So we cannot rest—not simply because our opponents aren't going away, but because we are the change agents, the movement builders, the dreamers and the fighters for a better life, a better world and the soul of America. Together, we will win a better life and a better future for all.

That's why our union fights for:

- Safe and welcoming environments in our schools, our hospitals and our communities;
- The investments in public schools, colleges and services necessary to fund our future;
- The freedom to teach and the freedom to care so we can meet our students' and patients' needs; and
- The freedom to live securely on one job's wages, with a decent retirement and the right to join a union, and without catastrophic healthcare costs or crushing student debt.



Weingarten said:

“We are fighting for working families and our communities to have the freedom to live, and a voice at work and in our democracy. Donald Trump has proven himself to be an existential threat to the values and aspirations of educators, healthcare professionals, public employees and the communities we serve every day. **While several candidates in this race share our values, three in particular—Vice President Biden, Sen. Sanders and Sen. Warren have significant support within our membership.** There is a real connection with these three candidates because of their record of working with us over the years on public education, higher education, healthcare, labor and civil rights.

“Given the stakes of this election, the enthusiasm among our membership to engage, and the nature of the democratic nomination process, our board felt strongly that until the AFT makes a national endorsement in the primary process or at the AFT convention, it is important that our affiliates, members and leaders, including the three national officers, be actively involved in supporting and helping Vice President Biden, Sen. Sanders and Sen. Warren.

“It was clear that the time to take this action was now, before all the delegates are chosen and before all of the primaries are over, so that AFT members and leaders can help shape the race and the narrative, ensure our voices are heard, and ensure one of these three candidates emerges as the nominee. Because, make no mistake: **We are in the fight of our lives**—for a better life for our members and the communities we serve, to preserve our democracy, and to defeat Donald Trump. Ultimately, we must be unified and support the eventual Democratic nominee.”



Boland said:

“As a native of Scranton, **Vice President Biden knows firsthand about the economic, educational and social issues that matter to our community.** He has been a lifelong advocate for strong public schools, labor rights, and access to quality and affordable healthcare—issues important to our members, working families and the students we teach. I, and my members, aren’t just supporting the

vice president because of his past record, but also because of his vision for the future—a vision that is focused on strengthening the middle class and providing opportunity for everyone.

We are committed to turning out for Joe Biden ahead of Pennsylvania’s April 28 primary, and we resolve to do the same for whomever the eventual Democratic nominee is, too. The stakes are too high to sit on the sidelines.”



Snell said:

“AFT Vermont has proudly endorsed Sen. Bernie Sanders’ campaign for president, and our members in higher education and healthcare are already engaged in his movement to bring universal healthcare to every person in this country, and an affordable college education. **Sen. Sanders has shown he has the vision, the momentum and the diversity of support necessary to enact bold**

policy changes that will undo the corrupting influence of corporate power on our economy, and allow working people to access the better-life issues we fight for every day: decent wages, a secure retirement, good healthcare and an opportunity for our families to get ahead. We are committed to helping Sen. Sanders win delegates, and also committed to supporting whichever Democrat ends up taking on Donald Trump in November.”

Tang said:

“Sen. Elizabeth Warren is the true visionary in this race for president: Her plans for big, structural change make her the clear choice for the Boston Teachers Union and AFT Massachusetts. **Sen. Warren’s values are aligned with ours. We strongly support her plans for public education, immigration justice and building an economy that works for all by making it easier for workers in all sectors to join a union and by tackling our nation’s student debt crisis.**

She has stood with us every step of the way in our ongoing efforts to win the necessary funding and policies to strengthen public education for all, particularly for the students and communities with the greatest needs. This is a critical time for us to show leadership, so we’re proud to stand behind her during the Massachusetts Democratic presidential primary. We look forward to supporting her or whomever is elected as the eventual Democratic nominee.”



Local Union Updates



DCF has been working to return collective bargaining to the District since the Douglas County School District's seven-member Board of Education flipped from reformers to 100% pro-public education supporters. Meetings with individual board members and the Superintendent have resulted in the following statements: "We need to take our time." "We need to be strategic." "The political climate in the District is delicate." Even after collecting and presenting over 3,400 signatures from teachers and staff last spring supporting collective bargaining, the response from the Board President was, "It's not a priority right now."

A year later, the District is tackling a broken and unfair compensation system that has been in place since 2012, an issue on which every one of the current Board members campaigned. In 2018 the Board passed a resolution to return to a compensation system comparable and competitive with surrounding districts, and one that recognizes longevity, as well as, level of education. Teachers were promised a new system by December 2019 but that deadline was not met. In February, 2020 a draft step and lane system was presented to the Board. To say that it was woefully inadequate is an understatement. To compound the issue, when asked about compensation for Classified staff, the response was that consideration for Classified staff would begin next year.

The District finds itself in a major dilemma. Teachers are angry and feel discounted. Many, who have hung in there to find out what the new system would look like, are actively searching for jobs in districts with compensation that respects them as professionals. Our members are mobilizing, speaking at board meetings, and letting the District know their opinions of the draft proposal. The District has now begun to ask DCF how to not only fix the problem, but how to quell the uproar. While we'd like to be helpful, we cannot, since we haven't been included in the discussion and participated in development and design.

Two years ago, when DCF offered the resources of AFT to help with development, the District did not want our help. Now DCSD leadership is beginning to understand the impact of their decisions. So much so that at the last Board work session, after considerable discussion/arguing, Board members began discussing collective bargaining—both the extra work involved for a district when they don't have it, as well as, considering if they want to reinstate it.

While this is certainly a first step, and there are no guarantees, the value of working together is clear. The bottom line is: don't give up, stick together, and stay strong!

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 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.