



President's Remarks

By: Kallie Leyba

Our country is reeling from the shooting of yet another black man--something we have all seen on video. This one was followed by a white man with an automatic weapon who was allowed to walk away after shooting into a crowd (killing two). Many in our country are rightfully outraged. Our silence is complicit, however, we are not helpless to bring about change. We must have conversations with our friends and colleagues and take action where we can. One way to influence the change our country needs is through elections. Please--do more than only vote. Donate, volunteer, educate your friends and family. Listen to the voices of our black brothers and sisters in our union and learn about their experiences. We must find out what the change we need looks like, and how to begin. It's not enough to not be a racist--we must all be anti-racist.

While injustices and murders of innocent black men and women don't seem to change, the perspective on public service workers certainly has changed since I last wrote this newsletter article. In May I wrote about how Americans are seeing the heroic nature of teachers, school staff, higher education professionals and public service

workers. Some identify us (again) as lazy, claiming we don't want to reopen school buildings--when the truth is we all want to be back to the classroom. Teaching hybrid or online is NOT ideal and is, in fact, more work for us. We have been clear from the start that we want to return to our schools, but we insist they must be safe for our students and ourselves.

Fortunately, as professionals we don't let the rhetoric sway our resolve to deliver education and services to our students and community in the best way possible. We don't depend on the approval of the public to hold our heads high and recognize the contribution we make to our society, and the difference we make in the lives of our students or community members. Please don't let the rhetoric get you down. You know your heart, you know your blood, sweat, and tears, and you know they are wrong.

Stay safe and healthy --take care of yourselves.

Kallie Leyba,
President

Election 2020

The November 3rd election is quickly approaching and this year's ballot is going to be packed full of initiatives and incredibly important candidate races - starting with the crucial U.S. Senate race between Cory Gardner (R) and John Hickenlooper (D) at the top, all the way down to the dangerous ballot initiative that would expand TABOR's stranglehold on our state budget. This initiative must be defeated.

In order to help you navigate this year's decisions, we have gone through an extensive endorsement process alongside the Colorado AFL-CIO. This process was used to determine which candidates and ballot initiatives we recommend to support in order to protect the future of our public schools and to ensure educators' voices are heard.

We are fortunate to have all mail-in voting in Colorado. Every registered voters will receive a ballot in the mail sometime in mid-October. With the support of these recommendations, we highly encourage mailing in or dropping off your ballot as soon as possible. We will also be sending out communications, via the USPS and email, with any additional recommendations we have for you. If you have any questions, please feel free to email AFT Colorado's Political Director, Ryan Case, at rcase@aftcolorado.org.

AFT Colorado 2020 Voting Recommendations

U.S. Senate

Area	District	Name
Statewide	Senate	John Hickenlooper

U.S. House of Representatives

Area	District	Name
Denver Metro	Congressional District 01	Diana Degette
Denver Metro	Congressional District 02	Joe Neguse
Mountains	Congressional District 03	Diane Mitsch Bush
Denver Metro	Congressional District 06	Jason Crow
Denver Metro	Congressional District 07	Ed Perlmutter

State Board of Education

Area	District	Name
Denver	Congressional District 01	Lisa Escarcega
Mountains	Congressional District 03	Mayling Simpson
Denver Metro	Congressional District 07	Karla Esser

CU Board of Regents

Area	District	Name
Boulder Area	Congressional District 02	Callie Rennison
Denver Metro	Congressional District 06	Ilana Spiegel
Denver Metro	Congressional District 07	Nolbert Chavez

State Senate

Area	District	Name
Western Slope	Senate District 08	Karl Hanlon
Larimer County	Senate District 14	Joann Ginal
Boulder Area	Senate District 17	Sonya Jaquez-Lewis
Boulder Area	Senate District 18	Steve Fenberg
Denver Metro	Senate District 19	Rachel Zenzinger
Denver Metro	Senate District 21	Dominick Moreno
Denver Metro	Senate District 25	Paula Dickerson
Denver Metro	Senate District 26	Jeff Bridges
Denver Metro	Senate District 27	Chris Kolker
Denver Metro	Senate District 28	Janet Buckner
Denver Metro	Senate District 29	Rhonda Fields
Denver	Senate District 31	Chris Hansen
Denver	Senate District 33	James Coleman

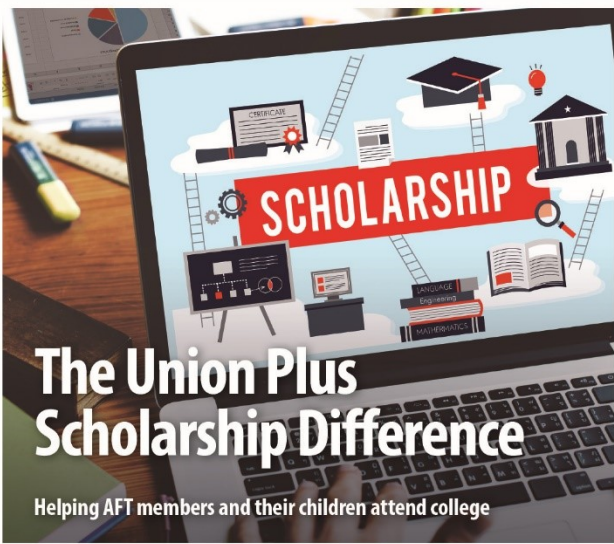
State House

Area	District	Name
Denver Metro	House District 03	Meg Froelich
Denver	House District 04	Serena Gonzalez-Gutierrez
Denver	House District 05	Alex Valdez
Denver	House District 06	Steven Woodrow
Denver	House District 09	Emily Sirota
Boulder Area	House District 10	Edie Hooten
Boulder Area	House District 11	Karen McCormick
Boulder Area	House District 12	Tracey Bernett
Boulder Area	House District 13	Judith Amabile
Colorado Springs	House District 17	Tony Exum
Colorado Springs	House District 18	Marc Snyder
Denver Metro	House District 22	Mary Parker
Denver Metro	House District 23	Chris Kennedy
Denver Metro	House District 24	Monica Duran
Denver Metro	House District 25	Lisa Cutter

State House Continued

Mountains	House District 26	Dylan Roberts
Denver Metro	House District 27	Brianna Titone
Denver Metro	House District 28	Kerry Tipper
Denver Metro	House District 29	Lindsey Daugherty
Denver Metro	House District 30	Dafna Michaelson-Jenet
Denver Metro	House District 31	Yadira Caraveo
Denver Metro	House District 33	Matt Gray
Denver Metro	House District 34	Kyle Mullica
Denver Metro	House District 35	Shannon Bird
Denver Metro	House District 36	Mike Weissman
Denver Metro	House District 37	Tom Sullivan
Denver Metro	House District 38	David Ortiz
Denver Metro	House District 40	Naquetta Ricks
Denver Metro	House District 41	Iman Jodeh
Douglas County	House District 43	Jennifer Mitkowski

Pueblo Area	House District 47	Brianna Buentello
Greeley	House District 50	Mary Young
Fort Collins	House District 52	Cathy Kipp
Durango	House District 59	Barbara McLachlan



The Union Plus Scholarship Difference



Helping AFT members and their children attend college

\$150,000 in awards ranging from \$500 to \$4,000 are available annually to students attending college, trade or graduate schools.

The Union Plus Scholarship application is now available..

The Deadline is January 31, 12pm (noon), Eastern Time.

Learn more at unionplus.org/aft

Ballot Initiatives

Number	Title/Subject	Language	Recommendation
Proposition 113	National Popular Vote	https://www.sos.state.co.us/pubs/elections/Resources/files/SB19-042FinalBill.pdf	Support
Proposition 116	State Income Tax Rate Reduction	https://www.sos.state.co.us/pubs/elections/Initiatives/titleBoard/filings/2019-2020/306Final.pdf	Oppose
Proposition 117	Voter Approval Requirement for Creation of Certain Fee-Based Enterprises	https://www.sos.state.co.us/pubs/elections/Initiatives/titleBoard/filings/2019-2020/295OriginalFinal.pdf	Oppose
SCR20-001 Name TBD	Repeal Property Tax Assessment Rates	http://leg.colorado.gov/bills/scr20-001	Support
Proposition EE	Cigarette Tobacco and Nicotine Products Tax	http://leg.colorado.gov/bills/hb20-1427	Support

NO on Proposition 116

We want to make something very clear, because the sponsors of this damaging proposition are counting on voter confusion to help pass Proposition 116. This initiative is **NOT** the fair tax you have heard about that would support our educators and public schools. Proposition 116 is a handout to wealthy Coloradans further deepening our school funding shortfalls and damage Colorado students, educators, and our schools, all while not providing any sort of meaningful financial relief to the average Coloradan.

Proposition 116 would provide over \$125 million in tax cuts to Colorado's wealthiest in the midst of a recession, massive job loss, and a diminishing tax base. Education and other public services have already suffered near irreparable damage because of recent spending cuts. We cannot afford to lose more funding. It is estimated that Colorado would lose \$2 Billion over the next decade. Simultaneously, people with an income of over a half million dollars will receive roughly 70% of the benefit of this cut, while the average Coloradan would receive a tax cut of \$37.

Proponents of Prop. 116 are calling it "the real fair tax." We know a tax break for the wealthy isn't fair, and we know that roughly 70% of Coloradans support raising - not cutting - taxes on the wealthy so that everyone benefits now and in the long term. So, please join us in voting **NO on Proposition 116** this fall and ensure our schools don't lose any more funding during this critical time.

Yes on Proposition 113 - National Popular Vote

The National Popular Vote guarantees the Presidency to the candidate who receives the most popular votes in all 50 states. During the 2019 legislative session, the Colorado legislature passed, and Governor Polis signed, the National Popular Vote into law (SB19-042). Colorado joined with 14 other states and the District of Columbia, together representing 196 electoral votes, in passing the National Popular Vote. The National Popular Vote law will go into effect when enacted by states possessing a majority of the presidential electors—that is, 270 of 538. All the electoral votes from those states will then be awarded to the candidate receiving the most votes in all 50 states and the District of Columbia.

This November, Coloradans will be asked to approve the decision of the Legislature and the Governor to join the National Popular Vote with Proposition 113. A YES vote on Proposition 113 supports the National Popular Vote.

The Clear Benefits of the National Popular Vote (Proposition 113)

The National Popular Vote fixes the electoral college. It replaces the current state-by-state “winner-take-all” system of awarding electoral college votes therefore guaranteeing every vote matters. The candidate with the most votes wins the election.

The candidate with the most popular votes in all 50 states should win

The presidential candidate who wins the national popular vote should be president –period. Under the current system, however, the candidate who lost the national popular vote has become president in two of the last five elections. Voting YES on Proposition 113, the National Popular Vote, would ensure that the candidate with the most votes wins.

Living in a democracy should mean “one person, one vote” to ensure everyone’s vote counts equally

Our current system for electing the president is broken because it makes some people’s vote count more than others. In America, every voter deserves to be treated equally, no matter what state they live in or what political party they belong to. Voting YES on Proposition 113 will ensure that every vote is counted equally.

Presidential candidates should focus on all 50 states – not just on the handful of closely divided “swing” or “battleground” states they think will decide the election.

In 2016, presidential candidates ignored voters in 38 out of the 50 states because they only campaign in closely divided “swing” states. In 2020 there could be as few as six swing states in play. Voting YES on Proposition 113 will ensure that candidates have to earn the support of voters in every state, including Colorado.

Safe and Socially Distant Volunteer Opportunities

The COVID19 crisis has made it clear that this is the most important election of our lifetimes. It has simultaneously made it more difficult to support candidates, as we would normally do as a union, by knocking on doors or connecting with voters in person at events, etc. Fortunately, there are ways you can safely volunteer in a socially distant manner from your home or without making contact with others to help ensure this election goes the right way.

We will be sending out communications via email and social media indicating specific days of action. Throughout this election season, the Colorado AFL-CIO will provide quick and easy ways you can volunteer from home. These opportunities will include phone banking by calling other union members from the comfort of your home, texting from home, writing post cards from home, and doing literature “drops” (leaving literature at somebody’s door without speaking or interacting with them).

It is absolutely crucial that we do not take this election for granted and put in the work required to ensure we have pro-public education leaders in every level of government. If you are interested in volunteering this summer and fall, please email our Political Director, Ryan Case, at rcase@aftcolorado.org.





America faces three immense crises—a health pandemic, an economic recession and racial injustice. These crises have demonstrated the need for a compassionate, competent leader who will not only bring us out of the depths of economic ruin but also rewrite the rules so working families can thrive and our nation can heal. Joe Biden is that leader.

As president, Joe Biden will:

COVID-19

- Harness the resources of the federal government for combating the pandemic in a coordinated way.
- Provide the necessary help to workers, families and small businesses that are hit hard by this crisis.
- Ensure all frontline workers have high-quality and appropriate personal protective equipment.
- Secure paid family and medical sick leave.
- Expand assistance to federal child care centers and to schools—particularly Title I schools.

PREK-12 EDUCATION

- Triple Title I funding to reach disadvantaged students and ensure that districts can offer educators competitive salaries.
- Eliminate high-stakes standardized testing.
- Prioritize and create more community schools, and expand these services for 300,000 students and their families.
- Provide universal pre-K for 3- and 4-year-olds, and ensure that the early childhood education workforce is supported.
- Ban for-profit charters, increase accountability and transparency for current charters, and oppose private school vouchers.
- Fully fund the Individuals with Disabilities Education Act.
- Fund professional development for teachers, paraprofessionals and school employees, and fund teacher preparation programs that address teacher diversity.
- Invest in improving and modernizing school infrastructure.

HIGHER EDUCATION

- Double the maximum value of Pell Grants.
- Support a Title I-type program for postsecondary education, to enable colleges and universities to better serve the needs of low-income and/or underprepared students.
- Improve the Public Service Loan Forgiveness program to offer student debt relief for national or community service.

- Make community colleges tuition-free, and make public colleges and universities tuition-free for families making less than \$125,000 annually.

HEALTHCARE

- Ensure healthcare is a right, not a privilege, by protecting and building on the Affordable Care Act, to give every American access to affordable health insurance, including providing a public option.
- Allow Medicare to negotiate with pharmaceutical corporations to lower prescription drug prices.
- Allow consumers to buy prescription drugs from other countries.
- Broaden and improve the access to high-quality prescription generic drugs.
- Lower costs and improve health outcomes by partnering with the healthcare workforce.

JOBS AND THE ECONOMY

- Repeal the Trump/Republican tax cuts benefiting corporations and the wealthiest Americans.
- Support the American economy by investing \$400 billion in products made by American workers.
- Support a \$15-an-hour minimum wage.
- Support legislation banning states from enacting right-to-work laws.
- Invest in rural broadband infrastructure.

HUMAN AND CIVIL

RIGHTS

- Restore and strengthen the Voting Rights Act, and strengthen voting protections.
- Strengthen Deferred Action for Childhood Arrivals, and expand protections for Dreamers and undocumented immigrants.
- Build on the Violence Against Women Act and the Equality Act to help reduce violence and hate crimes against LGBTQ people.
- Make it a priority of the Justice Department to prosecute hate crimes committed against people of color, LGBTQ people and religious group members.

RETIREMENT SECURITY

AND MEDICARE

- Preserve and strengthen Social Security by ensuring the wealthy pay their fair share.
- Protect and strengthen Medicare and ensure high-quality, affordable healthcare for all older Americans.
- Ensure that states fulfill their commitment to protect public and private pensions so that workers keep the benefits they have earned.

AFT Innovation Fund

COVID-19 Response Grants

The AFT Innovation Fund is proud to announce COVID-19 response grants for the 2020-21 school year. We know that over the past several months your locals, your communities, and your districts have been grappling not only with academics but also with the collective and individual traumas everyone is experiencing, which impact both teaching and learning.



That's why during this extraordinary time, we have taken steps to ensure that the AFT Education Foundation's Innovation Fund is solely focused on supporting your efforts to mitigate the short- and long-term impacts of COVID-19 on your communities.

This funding will take place in two cycles, with investments in grants ranging from \$20,000 to \$50,000 (based on affiliate size), in an effort to support more AFT affiliates.

We invite local and state K-12 and PSRP affiliates to submit applications that lay out projects to support educators, students, families and communities as they deal with the pandemic. Proposals can include projects focused on (*but are not limited to*) supporting educators as they go about transitioning students to hybrid learning spaces, addressing students' social and emotional needs (as well as those of the adults), securing the necessary equipment and resources to teach in a changed environment, developing strategies to engage families in the new teaching and learning environment, and implementing strategies to strengthen our union.

Project priorities

Projects will vary but should fall under one of the following priorities:

1. Supporting schools' reopening plans
2. Supporting children's academic, social, and emotional health
3. Supporting educators by rethinking and developing blended instruction
4. Supporting educators by developing health and well-being strategies/supports for adults in school settings
5. Supporting families by providing crucial resources

To apply click here <https://aftteachers.wufoo.com/forms/innovation-fund-covid19-response-overview/>

COVID-19 ALERT

AFT is focused on the health and safety of our members, communities and students and bracing for economic impact. AFT members, stay connected with information and obtain resources by calling us at **800-900-2343** or by sending an email to **outbreak@aft.org**



AFT reports on safely reopening America's schools

<https://www.aft.org/reopening-school-buildings-safely>

The AFT has focused for months on what it will take to reopen schools safely, specifically to ensure the safety and well-being of educators, students and our communities. Back in April, we issued our “Plan to Safely Reopen America’s Schools and Communities.” It’s based on science and public health protocols as well as the expertise of educators, school staff and healthcare professionals.

As we necessarily adapt to changing conditions and new information about the coronavirus and its transmission, one thing must be enduring: We cannot follow the whims of politicians whose values and goals do not align with the common good. We must follow available science and public health guidance, and the expertise of educators and health practitioners, and we must be ready to adopt expert guidance as new evidence comes to light.

We know the best way for students to connect, learn and thrive is in person, in school. However, as important as in-person instruction is, safety comes first. Schooling is necessary, but school buildings have to be safe. Our early push to plan for reopening schools safely made this clear, as does our latest report on the cost of reopening, which continues to be referenced in the media.

You can find both reports here, as well as links to our reports on the importance of financial investment in public education in the time of COVID-19.



https://www.aft.org/sites/default/files/covid19_reopen-america-schools.pdf

Tell The Senate: Don't Forfeit Our Future

More than two months ago, the House of Representatives passed the **HEROES Act**, which would provide nearly \$1 trillion to states and communities to help fund vital public services, assist working families affected by COVID-19, give educators the resources they need to reopen schools safely, and more. But for months, Senate Majority Leader Mitch McConnell has refused to hold a vote on the bill.

As working Americans struggle, waiting for relief, President Donald Trump is spending his time sabotaging the U.S. Postal Service ahead of the November elections and bypassing Congress to slash unemployment benefits and attack Social Security and Medicare through executive orders. And once again, instead of passing a meaningful COVID-19 relief bill, McConnell is packing his bags and going on vacation.

We cannot ease up. We have to keep the pressure on. Your letters and calls are helping us shift the narrative, to get states and communities the resources they need. Now we have a new way to take action and get your friends and family involved: our AFTvotes app. Through the AFTvotes app, you can call your lawmakers, send letters and sign petitions. You also can easily text and email your friends and family in other states to do the same, to maximize our impact and amplify our voices.

By using the AFTvotes app, we can tell the Senate to fund our future and give states and communities the vital resources they need to weather this crisis. Click the links below to download and get started.

- [Download for iPhone](#)
- [Download for Android](#)

The coronavirus has wreaked unprecedented havoc on the lives of the American people. Our economy, our schools, our jobs and our way of life have been disrupted. To survive and recover from this pandemic, safely reopen our schools, and enable people to safely return to work to restore our economy, we have to maintain critical state and local services, such as public safety, education and healthcare.

As we all watch the Democratic convention, we're reminded of a hopeful vision for America. Together, through our activism, we can make this happen. The first step is organizing and building power; that's what this app helps us do.

We cannot cut corners. We need a serious relief package to help states, communities, schools and families weather this crisis. Your action can make the difference. Download the app today.



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

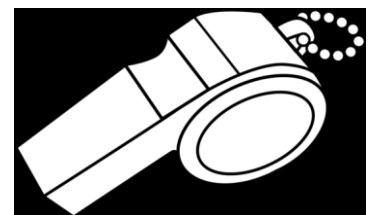


Whistleblower Protections for Educators

HB 20-1415: Whistleblower Protection Public Health Emergencies

This bill prevents an employer from discriminating, retaliating, or taking adverse action against any worker who raises a concern about workplace health and safety practices or hazards related to a public health emergency to the employer, other workers, a government agency, or the public.

The policy also protects workers who voluntarily wear their own personal protective equipment, such as a mask, faceguard, or gloves. The bill provides for a variety of enforcement mechanisms for workers. There is also a process where an interested party, such as a union can bring forward a violation through the state. Please contact your local President if you feel you have witnessed a violation of government health or safety rules or any workplace health and safety related to COVID-19



In addition to your union you may report to supervisors, Department of Health and Division of Labor.

AFT Convention Update

AFT first virtual convention was held in July and was a success read below the State of the Union from President Randi Weingarten.

State of the Union

We are facing three crises in America—a health crisis, an economic crisis and an overdue reckoning with a history of racial and social injustice—all made worse because of Donald Trump.

As individuals, most of us don't have the power to create the kind of change our country needs right now. But together—when we care, fight, show up and vote—we accomplish what is impossible to achieve alone. With about three-quarters of members giving the AFT and their local union high marks, we have the energy and unity we need to succeed. Our union is the vehicle for ensuring our voices are heard. Our power comes from what we can negotiate through collective bargaining, what we can achieve when we join with our communities and who we can elect. Before the COVID-19 pandemic, the 2020 election was about the soul of our country. Now it's about everything—our soul, our safety, our health, our freedoms, our democracy, our economic well-being.

Through both activism and elections, we change the narrative, enact new policies and create a better life for all. The State of the Union 2018–2020 is full of inspiring examples of how we have mobilized community partners to decrease racial injustice, used collective bargaining to increase student services and patient safety, created a new era of strikes to address the needs of working people and helped union members and union-friendly candidates win elections. That's why today—after Janus—we're still 1.7 million members strong.

- [Read excerpts of the State of the Union report.](#)
- [Download the complete 2020 State of the Union report](#)



Local Union Updates



Update from the Douglas County Federation



In July, when the Douglas County School District released their *Road to Return* plan for returning to schools in the time of COVID19, the members of the DCF decided to hold a rally for a *SAFE Road to Return*.

Our expectations included:

- staggered schedules for all grade levels where a minimum of 3' social distancing can be maintained
- mandatory facial coverings for all students and adults
- clear protocols for outbreaks - including isolation and quarantine plans
- weekly testing for teachers and staff
- virtual staff meetings at all times



This action was successful and most of our expectations were met. We continue to use the power of collective action through emailing our superintendent and board members to ensure the safety of our students, teachers, and staff. Because the members of the Douglas County Federation do not have collective bargaining, we work hard in other ways to influence the decisions of the District. Our students deserve no less.



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.