

## 2021 AFT Colorado Convention

This year's convention was held virtually via Zoom on Saturday, April 17 and was a more abbreviated convention than we typically would have. **We awarded Representative Jason Crow with the Friend of Public Education Award for his ongoing commitment to public education.** Crow was a co-sponsor of the PRO Act which gives a stronger voice to public school educators and staff. In his unabashed support for labor, Representative Crow has shown he is a strong supporter of public education. School systems across the world who have strong unions also have better outcomes for their students. The Organisation for Economic Co-operation and Development (OECD) recommendations for American education include for school district leaders to collaborate with unions. Representative Crow understands that valuing the voice of professional educators in their workplace is inherent in the success of our systems.



Coloradans have had more reason this year than usual to be proud of Representative Crow--his response to the attempted insurrection on our Nation's Capitol showed his true heroic nature to our country. Ever a servant leader, former Army Ranger Crow put the needs of his colleagues in Congress ahead of his own safety that day.



**Robin Handy received the Meyer-Mall Outstanding Volunteer Award.** She was nominated by Douglas County Federation for the award. Robin stepped up to be the President of the Douglas County Retirees when the long time President, Joanne Slanovich, stepped down. Robin works hard to involve other retirees but when others haven't been willing to help, Robin will do whatever needs to be done. Additionally, Robin was a phenomenal building representative for years before she retired.

**Renee Ruderman was awarded the inaugural Ellen Slatkin Loyal Unionist Award.** Renee has been an integral leader and member of the Steering Committee of MSFF for many years. She served as Ellen's vice president and took over as acting president when Ellen passed away, holding MSFF together in very difficult times. In addition, she actively mentors the current executive team, ensuring continuity of leadership and mission. MSFF leadership believes that at one point, the very survival of their organization depended on Renee and her dedication. She uniquely grounds MSFF in their history and propels them toward their future. Renee is not the kind of person to attract attention to herself or claim credit for success. She spreads credit widely while protecting others from criticism and blame. She is selfless in her support of the executive team and membership. She is the first one called in a crisis; the last one consulted when decisions have to be made. She is the heart of the MSFF local.





## President's Remarks

By: Bernadette Jiron

I'd like to introduce myself: my name is Bernadette Jiron (Bernie). I am honored to serve as your new AFT Colorado President. Kallie Leyba stepped down May 15, 2021 to become the Executive Director of AFT Colorado and, over that same weekend, I assumed the Presidency. I am also serving as the President of the Denver Federation for Paraprofessionals and Nutrition Services Employees Local 4463 in Denver Public Schools. I have been on the Executive Board of AFT Colorado for over 15 years. I am the mother of two grown daughters and I also have three granddaughters. I am a product of Denver Public Schools and attended Metropolitan State College in Denver.

Sarah Hamilton, our former Executive Director of AFT Colorado, is now our Southwest Regional Director. Congratulations to Sarah!

Our by-laws require us to hold a special convention within a year to elect a president.

This is great honor for me to serve as your state President. I am here to serve our members of AFT Colorado\*.

My contact information is [bernie@dfp4463.org](mailto:bernie@dfp4463.org) and my cell is 303-921-2527. Please do not hesitate to contact me with your thoughts and concerns!

Bernie Jiron



## From President to Executive Director

I have resigned the Presidency of AFT Colorado, effective May 14, 2021. I have been proud to represent our higher education, classified preK-12 staff, and teachers in Colorado as President. The work our members do is among the most important in a society so representing our members is a righteous calling and a great honor for me. Thank you for the opportunity to serve in this manner.

The only scenario that I could imagine leaving such honorable work for is by becoming your new Executive Director (ED) for AFT Colorado. In this role, I will rely on our elected leadership to continue to set the direction and goals of our union and my job will be to carry out those priorities. I am called to advance the interests of our members at the state level through work with coalitions, political and legislative avenues and supporting all of our locals in your organizing and work. Please let me know how I can support you! My email is [KLeyba@AFTColorado.org](mailto:KLeyba@AFTColorado.org) and my phone number is 303-489-7616.

## AFT Southwest Mountain Regional Director

Sarah Hamilton is taking over for Jodie Easley as the Regional Director for the Southwest Mountain Region, including Montana, North Dakota, South Dakota, Nebraska, Colorado, Kansas, Oklahoma, Montana, Wyoming, Arkansas, Missouri, and Iowa. Jodie is now responsible for Texas and all charter schools nationwide. Sarah will have an office in the same building as AFT Colorado, on the fourth floor. Sarah will be an excellent resource for our State Federation.

# Return, Recover and Reimagine: Toward A Renaissance in America's Public Schools

On May 13, Randi Weingarten gave [a speech](#) to announce AFT's commitment that every public school student in our nation should have full time in-person schooling this fall. Weingarten recognizes that not all families are comfortable returning to classrooms in person so AFT has committed \$5 million to help increase confidence and communicate the importance of in person learning. AFT released polling that shows that 94% of parents (87% of black parents) would feel comfortable sending their children into school buildings if appropriate layered mitigation efforts are in place, up from 73% of all parents and 59% of black parents who would be comfortable without the mitigation efforts.



Additionally, the AFT Executive Council passed a resolution to use this opportunity to reimagine American Education, including prioritizing American Rescue Plan resources to fill shortages in teaching and support staff, as well as special service providers like school nurses and psychologists. We are calling on the Secretary of Education to form a task force to rethink how we assess student learning and how we can measure what truly matters. The AFT is calling for increased attention on civics, science, and project based learning (which have all been victims of the test and punish system that leads districts to focus on ELA and math for standardized assessments.) The plan calls for collaboration with parents, families, and unions as well as an effective plan to meet the physical distancing requirements of the pandemic while lowering class sizes for many students and eliminating simultaneous remote and in-person instruction. Read below to see the ten point plan to return, recover, and reimagine American public schools. Stay tuned for how your local union can get involved.

# Return, Recover and Reimagine

## 10 Ideas to Support a Renaissance in America's Public Schools



1

Launch a \$5 million “Back to School for Everyone” national campaign to connect not just with teachers and school staff but also with families and communities to communicate the importance of in-school learning and build families’ trust and confidence in children returning to school.

2

Form school-based committees of staff, parents and, where appropriate, students to plan for and respond to safety issues and to conduct safety “walk-throughs” in school buildings.

3

Align health and pedagogical best practices by reducing class sizes to reflect the CDC’s 3-foot social distancing guidance. Eliminate simultaneous in-person and remote instruction.

4

Designate “office hours” and clinics for AFT affiliates and others to call in and discuss ideas and get technical support.

5

Roll out recovery programs this summer that provide academic support, help students get back into routines and offer lots of ways for kids to have fun.

6

Promote community schools to build trust and remove obstacles to getting kids and families the support and services they need.

7

Increase the emphasis on civics, science and project-based learning, to nurture critical thinking and bring learning to life.

8

Commit funds from the American Rescue Plan to fill shortages of school teachers, school counselors, psychologists and nurses.

9

Encourage Education Secretary Miguel Cardona to form a task force to rethink how we assess student learning and how to measure what really counts.

10

Engage stakeholders—families, educators and community partners—to ensure funds in the American Rescue Plan and other federal funds for schools are spent equitably and effectively.

Visit [aft.org/renaissance](https://aft.org/renaissance)

The American Federation of Teachers is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

Randi Weingarten  
PRESIDENT

Fedrick C. Ingram  
SECRETARY-TREASURER

Evelyn DeJesus  
EXECUTIVE VICE PRESIDENT

American Federation of Teachers, AFL-CIO • 555 New Jersey Ave. N.W. • Washington, DC 20001 • 202-879-4400 • [www.aft.org](https://www.aft.org)





# Legislative Updates and Actions

## Ballot Initiatives

There are multiple ballot initiatives proposed to be voted upon this November that will reduce revenue for Colorado’s general fund. As we know public education and public services are grossly underfunded in Colorado so reducing tax revenue will adversely affect

them. The AFT Colorado Executive Board has only taken a position on one of these initiatives so far-- Initiative 25. Below is information about them.

Initiative number and title	Stage	Description
Initiative 25- Learning Enrichment and Academic Progress Program	Petitions issued	A measure that provides resources to public and private entities to provide supplemental educational opportunities for Colorado students, outside of school. The program will be funded by increasing the marijuana tax and tapping into the corpus of the public education land grant funds. The AFT Colorado Board has voted to oppose this measure.
Initiative 26- Property Tax Assessment Rate Reduction and Voter-Approved Revenue Change	Have Title	A measure to reduce the residential property tax assessment rate from 7.15% to 6.5% and the non-residential property tax assessment rate from 29% to 26.4% with authorization to retain and spend 25 million per year for 5 years dedicated to fire protection.
Initiative 27- Property Tax Assessment Rate Reduction and Voter-Approved Revenue Change	Petitions issued	A measure to reduce the residential property tax assessment rate from 7.15% to 6.5% and the non-residential property tax assessment rate from 29% to 26.4% with authorization to retain and spend 25 million per year for 5 years credited to homestead exemptions. This will negatively affect all local entities like school districts, parks, fire departments, libraries, etc. It is estimated that schools will lose approximately \$250 per student.

Initiative 30, State Income Tax Reduction	Have title	Initiated statute to reduce the state income tax rate for all taxpayers
Initiative 31, State Income Tax Reduction	Have title	Initiated statute to reduce the state income tax rate for all taxpayers
Initiative 39, Gas Tax Reduction	Pending Review and Comment Hearing	20 cents a gallon or fraction thereof beginning on and after Jan. 1, 2023
Initiative 40, Gas Tax Reduction	Pending Review and Comment Hearing	18 cents a gallon or fraction thereof beginning on and after Jan. 1, 2023

## American Rescue Plan

This powerful piece of legislation will provide much-needed assistance to accelerate COVID-19 testing and vaccination programs and to get money to families struggling with job loss, food insecurity, the threat of homelessness and other challenges related to the pandemic.

The bill is expected to cut child poverty in half, extend a lifeline to unemployed people, help families pay their bills and keep a roof over their heads, help states and local communities maintain public safety services, save jobs, and safely reopen schools.



The relief built into the American Rescue Plan is on its way because of hardworking advocates like union members and their coalition partners, who relentlessly called legislators, wrote petitions and led campaigns to articulate the need and provide help to the American people. The AFT was a leader in this massive movement that included other unions, education advocates, parents, champions of racial and socioeconomic equity, and so many others working to provide basic support to working families, schoolchildren and the communities where AFT members live and work.

The effort was an extension of an unprecedented election season that shifted the balance of the Senate toward Democrats, who consistently vote for working people. In fact, the American Rescue Plan is proof that elections matter: The bill passed 50-49 without one Republican vote in favor. AFT members and leaders knew this sort of shift was possible. That's why they spent countless hours with a coalition of others calling voters, writing letters to the editor, and holding news conferences, events and rallies—distanced and virtual—to elect legislators who vote to support working people, who never forget under-resourced communities, and who prioritize public education, public services and the public good.

Among the measures in the bill are the following:

- **\$170 billion to help schools and colleges** open safely and address the academic, social-emotional and mental health needs of our nation's students, including:
  - **\$126 billion to public K-12 schools**, including funding specifically to address learning recovery; and
  - **\$40 billion to higher education institutions**, with at least 50 percent required to be allocated to emergency financial aid to students.
- **\$350 billion to state and local governments** to help cash-strapped state, local and town operations.
- **\$1,400 in direct payments** to the vast majority of Americans.
- **\$300 per week in enhanced unemployment insurance benefits** through Sept. 6, 2021, coupled with tax relief ensuring that for most recipients, up to \$10,200 is not subject to federal income taxes.
- **\$14 billion to speed vaccine distribution** and save lives.
- **\$49 billion for COVID-19 testing**, tracing and research.
- **\$24 billion for community health centers**, rural healthcare providers and a **public health workforce**.
- **\$140 million to support mental health** and decrease burnout of healthcare professionals.
- **Lower health insurance premiums** for millions who buy insurance through the Affordable Care Act marketplace.
- **100 percent subsidies for continuation of job-based health coverage (COBRA)** for those who have lost employer-sponsored healthcare.
- **\$40 billion to stabilize child care** and the child care workforce.
- **\$7.1 billion in E-Rate funding** to expand **broadband** access.
- **\$100 million** for emergency assistance for **rural housing**.
- **Stabilization funding** for distressed multi-employer pensions, and improvements to single-employer **pension plans**.
- **Extended** credits to public sector employers who voluntarily offer emergency **paid sick leave and family leave benefits**.
- **Expanded and improved child tax credit** and **earned income tax credit**.

# How the American Rescue Plan Helps Colorado

The American Rescue Plan will provide immediate aid to protect the jobs of frontline workers like nurses and EMTs; get our schools reopened safely and quickly; help those hit hardest by the pandemic feed their families, pay their bills and keep a roof over their heads; and ramp up testing and vaccine production and distribution.

## **Aid to States, Cities, Towns and Tribes**

- The rescue plan will provide more than \$6.1 billion in state and local aid for Colorado.

## **Help for Schools and Colleges**

- Colorado will receive \$1.2 billion in K-12 funding and \$173 million in COVID-19 testing for schools.
- Colorado's colleges and universities will receive \$496 million to make higher education safe.

## **Child Care Relief**

- Colorado gets \$465 million in desperately needed child care relief funding.

## **Help for Colorado Families**

- \$1,400 cash payments to 3 million adults and 1 million children in Colorado.
- Child tax credit expansion. Increases the maximum credit from \$2,000 to \$3,000 for each child age 6 and older, and \$3,600 for each child under age 6. This would help 2.5 million people in Colorado.
- Earned income tax credit expansion. The American Rescue Plan triples the maximum EITC amount. This will help 345,300 workers in Colorado.
- Paid sick and family leave through credits to employers that offer emergency paid sick and family leave.
- Enhanced unemployment insurance benefits. The plan provides \$300 per week in unemployment insurance through Sept. 6, coupled with tax relief for most beneficiaries.

## **Help for our Workers, Especially Healthcare and Essential Workers, Recover from COVID-19**

- Lowers or eliminates premiums for millions who buy insurance through the Affordable Care Act.
- 100 percent subsidies for continuation of job-based health coverage (COBRA) for workers who have lost jobs.
- \$80 billion for COVID-19 testing and tracing, manufacturing and procurement of personal protective equipment, and vaccine distribution.
- \$8.5 billion for rural healthcare.
- \$4 billion for mental health and substance use disorder services, treatment and prevention.
- \$140 million to support the mental health of healthcare professionals and public safety officers.
- Hazard pay: State and local aid can be used to provide "premium pay" to essential workers.

\*\*AFT holds a weekly Q&A session to answer questions about the Rescue Plan. The session is open to all AFT leaders, members and state and local affiliate staff. The sessions are conducted every Thursday from 4:00 - 5:00pm EST and are led by AFT staff who facilitate discussion and answer questions.

To join a session, use the following information: Zoom Meeting ID: 981 0931 4479  
Passcode: 179230.

If you cannot attend this session but have a question you would like to ask, please use our hotline number: 800-900-2343

# Public Sector Collective Bargaining Legislation

During this year's Colorado legislative session, AFT Colorado alongside a large coalition of other unions including CEA, CWA, the Colorado AFL-CIO, and others began the process of having legislation introduced that will give most public employees in Colorado--including k-12 educators, support staff, and higher education faculty and other employees--the right to collectively bargain. Currently less than half of school districts and most higher education employees in Colorado do not have a collective bargaining relationship with their employer. This legislation will give those employees the right to collectively bargain, if they choose to be represented by a union, without requiring they get permission from their employer first.



Unfortunately due to a number of factors, it recently became clear that there wasn't going to be enough time for the coalition to work with legislators and stakeholders to get the legislation introduced and passed prior to the finish of this year's legislative session. Fortunately, we have received assurances from the legislation's sponsors, Majority Leaders Daneya Esgar in the House and Steve Fenberg in the Senate, that this legislation will be a high priority of their next session. The coalition of unions and others that formed around this effort is also dedicated to making this effort our number one priority moving forward, and we are confident we will be successful in getting this legislation passed in 2022. We will need the help of all of our members to be successful in this effort so get ready to fight alongside the sponsors of the bill and other allies.

The following is a statement released by co-sponsor of the bill and House Majority Leader, Daneya Esgar:

"As you know, a large coalition of workers, elected officials, and supportive organizations have come together in the past year with the goal of introducing and passing a bill to grant all public employees the right to collectively bargain. I am so grateful for the time and energy that each and every member of this coalition has put into stakeholding, organizing, and advocating for this critical mission. I value you all as partners in this effort to support Colorado workers and thank you for your dedication.

Though the 2021 version of the bill will not be introduced this year, we will continue to build this coalition until the introduction of a collective bargaining bill for public employees. We look forward to continuing to work with everyone in the interim to prepare to run and pass this bill in 2022.

Our coalition believes that all working people, no matter who their employer is, deserve the freedom to negotiate a fair return on their work to provide for their families. But as you know, real freedom is about more than making a living: it's about having a safe and respectful workplace,

having the time to spend with your family, and retiring in dignity. I strongly believe that ensuring public employees have the freedom to collectively bargain will benefit our communities in the long run by creating a stable, qualified workforce that provides critical services for all Coloradans.

Public sector workers dedicate their professional lives to serving their communities. During the COVID-19 pandemic, essential public workers made sure we had clean water to drink, provided mental health services for at-risk youth, ensured we had top-notch medical care, and supplied so many more critical functions and services for us.

Over the next several months, we plan to continue conversations with public employees, cities, counties, districts, institutions of higher education, and others to ensure the collective bargaining for public employees bill introduced next year will center the rights of public servants while including constructive feedback from stakeholders. We know that next session will be an important one, and we are looking forward to securing collective bargaining for Colorado's public service workers."



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# Mask Guidance

Under new federal guidance, masks are no longer required although the use of masks is still encouraged for those who are unvaccinated. Unfortunately, the rollout of this guidance didn't immediately include recommendations for K-12 and Governor Polis quickly announced that school districts would have the ability to determine whether to allow vaccinated students and staff to be without masks. Of course, districts have not collected data on students' vaccination status, only a very small percentage of students are fully vaccinated (two weeks past the last vaccination), and many districts haven't formalized a system to track vaccination status of teachers and staff.

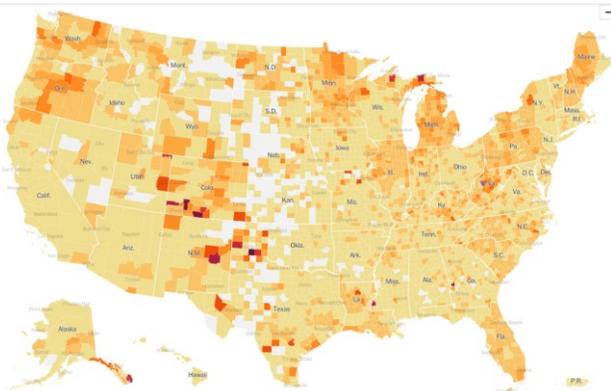


The image is a screenshot of a social media post from 'govofco'. The post features a black header with the 'govofco' logo and a three-dot menu icon. Below the header, the word 'COLORADO' is written in white on a black background. A prominent red banner contains the text 'MASK UPDATE!' in white, bold, italicized font. Underneath the banner, the text 'HERE ARE THE NEW GUIDELINES' is displayed in white. The main content is presented in a dark blue box with white text, organized into three sections: 'UNVACCINATED: CONTINUE TO WEAR A MASK INDOORS', 'FULLY VACCINATED: NO MASK NEEDED UNLESS SETTING REQUIRES', and 'SCHOOLS AND CHILD CARE: MASK REQUIRED UNLESS TEACHER/STAFF/CAREGIVER IS VACCINATED'. At the bottom of the blue box is the logo for Governor Jared Polis.

After posting this graphic on social media, which states that masks are not required in schools if the “teacher/staff/caregiver” is vaccinated,” further clarification was offered in multiple media stories including [The Colorado Sun](#) which clarified that, until June 1, masks are still required in schools and child care centers, jails and prisons, and health care settings. However, school districts can choose to allow vaccinated students and staff to go without masks or maintain stricter mask policies.

Further, as of May 15, 2021, the CDC issued guidance on schools which states that all k-12 schools should continue full mask wearing through the end of the school year, as well as suggestions to continue physical distancing and COVID testing.

Unfortunately, as of May 18, 2021, Colorado was the nation's top hot spot as evidenced by the New York Times COVID tracker, showing our average daily cases at 21 per 100,000 while the national average is 10 cases per 100,000. Our cases are going down--but we are not in the clear yet.



# Local Union Updates



## Update from the Douglas County Federation

### Douglas County Federation: New President

My name is Kevin DiPasquale and I have been a teacher for a little over 25 years. I have taught grades 4-8 with 14 years at the middle school level. Kids are amazing and a never ending flow of excitement, which I will miss, but at the same time I am thrilled to be the next President of Douglas County Federation. My classroom experiences coupled with being a building representative for 18 years along with various building and district level committees has prepared me for this next chapter of my career. I love helping people and this position is the perfect fit!

Married for 22 years to a wonderful person, my wife and I are fortunate to have two amazing children. With our youngest wrapping up a unique Junior year in high school, we have both seen the challenges from a student's perspective as well as from ours. Thank goodness for science and the manner in which we are beginning to see the light in our communities as we plan for a post COVID environment! It is amazing how fast time flies and, as a parent, that time appears to be on warp speed. When I am not focused on my family, there is a never ending stream of information to learn; especially in the field of education both locally and nationally.

In 1996, my second year of teaching, I was asked by one of my teammates to help pass out flyers to help pass a mill levy/bond initiative - I had no idea where those early days would lead! Looking at all the experiences coupled with the variety of people I have met and collaborated with along the way has helped me appreciate how much can be accomplished when we work together.

It has been a fun journey teaching and serving as building representative. I have been fortunate to sit on various committees at the district level in Douglas County. Speaking at staff meetings and working with colleagues has been rewarding and always something I appreciated. One of the many rewarding parts of being a member of Douglas County Federation is always having other people who are willing to lend a hand. The collaborative nature of educators has been fostered in my career by others willing to work together for success and Douglas County Federation is no exception. This collective group of teachers knows what enables them to achieve strong relationships with colleagues and make the greatest impact in the classroom.

The passion I possess as an educator comes from within as well as from the desire to move beyond those who would like to limit what educators know and do for students. We know all students deserve equity and it is my professional duty to be a voice for staff and students to ensure that everyone has a voice. Watching how student groups are impacted by forces outside of education as much as by those acting in the "best interest" for public education has propelled me to be a strong advocate for students and staff. We know the value of education, as it is a lifelong process; impacting neighborhoods and communities alike. Isaac Asimov wrote, "*People think of education as something that they can finish.*" We know differently!

Recently, I just completed the English Learner Professional Development class taught by three talented teachers through Douglas County Federation for relicensure. Two things stood out to me: 1) this class is about good instruction-something all educators can benefit from. And 2) collaboration with your colleagues makes learning more meaningful and fun. This was a thought provoking class with valuable conversations, strong teaching strategies, and a variety of resources to help new or veteran teachers alike. Students benefit from the work educators do together, classes we take, and conversations we have on a daily basis. I highly recommend this class for other educators!

After a year like this year, we need to be able to reflect and recharge. Spending an evening at home with my family or throwing my leg over my bike saddle and going out for a long mountain bike ride are two ways that help me recharge. I appreciate the time spent with family and am able to reflect on the day's events during my long bike rides.

It is my honor to represent the Douglas County Federation. My former colleagues have shown me how to strive for excellence, be reflective, and always look toward the future. Because of them, I am able to be here for you.

## Douglas County Federation: Professional Development

In the 2020-21 school year, DCF has offered 4 sessions of ELL589 with over 100 people successfully completing the class. The class has fulfilled the 45 hour ELD requirement for their teaching license. Our educators learn and apply strategies that support our English Language Learners in the classroom and community. We continue to add course offerings and hope to have a Beginning Reading Instruction Class and Thinking Math class available in the Fall. We are proud to support our educators with union-led, research based, professional development opportunities.

# DFPNSE



## Denver Federation for Paraprofessionals and Nutrition Service Employees

### Rose Ross Named Kitchen Manager of the Year

Rose Ross, Kitchen Manager at West High School is an outstanding leader and works tirelessly to feed the students at West. She shows resilience and flexibility and always has a smile. Rose attributes her daily success to her exceptional team in the kitchen, which shows the kind of leader she is.



# 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.

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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.