Coloradans For Immigrant Rights, AFSC

Agenda for January Spotlight On- Legislation 2019

5:00 PM- Introduction

5:15-5:45 PM- Rural Expansion for Colorado Driver’s License Program Act, Q&A
   Presenter: Brendan Greene from Colorado Immigrant Rights Coalition

5:45-6:15 PM- Virginia’s Law, Q&A
   Presenter: Ana Temu from the ACLU

6:15-6:45 PM- The People’s Resolution, Q&A
   Presenter: Jennifer Piper, Interfaith Organizer for AFSC & Coordinator of MDSC

6:45- Final questions & Wrap up

What is inside your packet?

Information on iDrive Expansion Bill

Article on iDrive bill from the Colorado Independent

Information on Virginia’s Law

CIRC Statewide trainings on Virginia’s Law

Information on The People’s Resolution

Policies being supported by the Colorado Organization for Latina Opportunity and Reproductive Rights

Legislation being supported and opposed by Padres & Jóvenes Unidos

Legislation being supported by 9to5 Colorado

A Law in Need of Repeal (SVID)

Make Sure Your Member of Congress Knows You!

115th Colorado Congressional Delegation

House Members

Senate Members
Make Sure Your Member of Congress Knows You!

Congress begins the 116th Session in January 2019. Whether your members of Congress have been in office for years, or are just beginning in their roles as elected officials, now is the perfect time to introduce yourself, welcome them into the work that your community is active around, and build a lasting relationship with them and their staff.

Establishing and nurturing relationships with your Senators and Representatives is crucial to enacting policies that are rooted in upholding our values and morals, and also to stopping proposals that would negatively impact our communities. You should make sure that your Senators and Representatives are aware of your priorities.

Three Ways to Build a Relationship

Schedule an in-district meeting - First two Congressional recesses of 2019 - January 19th till January 27th and February 16th till 24th

Use the congressional recesses to make your voice heard. Every Senator and Representative will be working from their local offices during the recess period, making it convenient for you to schedule meetings to discuss your issue of focus and share your priorities. You can schedule visits in these offices by following directions on each members’ website for requesting visits or calling the D.C. office and asking to be connected to the Scheduler. Before the visit, get a strong team together that represents various sectors within your community. Do some research on your representative and put together a plan for what you want to share. Have this be one of many opportunities for you to start building a relationship and working together on issues that are important for your community. Make sure to include a leave-behind one pager detailing your community’s priorities for the year.

Hold a community event

Members of Congress look for opportunities to learn more about their state or district, and you can create an opportunity for them to visit a place of significance by holding a special event for them. Think about places that illustrate how your community is already taking action for the wellbeing of the community, and how federal legislation can bolster these efforts. Does your community care about ending institutional racism? Invite your member of Congress to a meeting visit a project or you are working on or an action you are organizing. Does your community welcome refugees? Work with a local resettlement office to host a meet and greet with recently resettled refugees. Is your community committed to creating Sanctuary Everywhere? Invite your Member of Congress to a meet and greet at one of the Sanctuary Spaces in the community. Each event can help inform the conversations your legislator will have with their colleagues.

1. Invite your Senators and Representative to your place of worship

   When your member of Congress is home, make sure they know the door is open for them to come worship with you! Regardless of whether your member of Congress shares a faith with you or not, let them know that they are always welcome at your place of worship. You can even build a service around a special welcome for congressional leaders by including a special prayer to foster the important work they do for your community.
115th Colorado Congressional Delegation

UNITED STATES SENATE

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Support the Rural Expansion for Colorado Driver's License Program Act

Background on SB-251 Program
In 2013, the legislature passed SB 13-251: The Colorado Road and Community Safety Act, which provided drivers licenses to all Colorado residents, regardless of immigration status. Due to a 2015 budget compromise, there are major inefficiencies in the program which negatively affect and inhibit the ability for individuals working in the agricultural industry from doing their jobs.

The 2019 Rural Expansion Bill seeks to expand the SB-251 program into the rural areas of our state to ensure Colorado farmers have the reliable workforce they need.

What would the 2019 bill do?
The Rural Expansion Bill is a piece of legislation aimed at opening 4 new offices to provide SB-251 licenses in the rural areas that need it most:

Sterling • Lamar • Durango • Craig

By passing the Rural Expansion Bill, the Colorado State legislature will:

- Ensure the rural areas & farm workers can access driver's licenses in all 4 corners of the state.
- Support rural economies by bringing people into local communities to support local businesses.
- Almost double the amount SB-251 appointments, increasing accessibility to workers to get a Colorado driver's license.

This bill will remove red tape and inefficiencies in an existing program and make sure that Colorado's agricultural community have continued access to a reliable, consistent, and hardworking workforce.
Support the Rural Expansion for Colorado Driver’s License Program Act

There are many factors that contribute to bolstering and guaranteeing the success of future generations of farmers in Colorado. The most critical piece is workforce.

Problem:
In 2013, the legislature passed SB 13-251: The Colorado Road and Community Safety Act, which provided drivers licenses to all Colorado residents, regardless of immigration status.

Due to a 2015 budget compromise, there are major inefficiencies in the program which negatively affect workers and inhibit individuals working in the agricultural industry from doing their jobs:

1) LIMITED APPOINTMENTS: Currently only 3 offices in the State of Colorado provide initial appointments for the SB-251 program and appointments are almost impossible to get.

2) NO RURAL ACCESS: With only 3 SB-251 offices located in urban centers, workers must travel as much as 8 hours and could lose a couple of days of work to go to an appointment.

3) WORKERS NEED LICENSES: Barriers to getting licenses are keeping rural workers from getting their licenses even though state law gives them a right to have one.

Solution:
Support the Rural Expansion of the Colorado Drivers License Program Act
The I Drive Colorado Campaign will be running a bill in 2019 to open 4 more SB-251 offices in Lamar, Sterling, Durango, and Craig so that workers in all four corners of our state can access these licenses.

Join us in making sure that all Colorado workers have the right to get the license that is provided to them in law.
Dear ____________________________.

I urge you to support farmers and rural communities by opening Driver's License offices in the four corners of our state because:

☐ A budget compromise should not bar thousands from obtaining a driver's license.

☐ Agricultural producers and rural workers are calling for safer roads.

☐ Safer roads are good for everyone.

Business name: ________________________________________________

Business address: ____________________________________________

Name of person signing form: __________________________________

Signature: ____________________________________________________

Email: ___________________________ Phone Number: ________________

Join us in making sure rural communities have access to Colorado Driver's Licenses!
Colorado’s backlogged immigrant driver’s license program faces further cuts. Two Republican lawmakers want to prevent that.

Three offices processing applications are slated to drop to one this spring

By Tina Griego - January 7, 2019 Colorado Independent

In November, a Colorado Springs woman positioned herself at her computer, pulled up the state Division of Motor Vehicles site and waited. The first appointments for driver’s licenses for people who cannot prove they are here legally — and she is among them — would open up at 8 a.m. More slots would be released during the day. The appointments are booked, often months out, and experience had taught her they would be snatched up in minutes.

“It’s like hunting,” she says. “You must be in front of your computer three or four minutes before 8 a.m., 12, 4 p.m. or 8 p.m., and type as fast as you can.”

If you’re lucky, says the woman, who asked not to be named given her legal status, you get the appointment. If not, a box pops up saying your chosen time has already been taken.

Unauthorized immigrants who are Colorado residents have been able to obtain state driver’s licenses since late 2014 and, as of November, more than 59,000 had. The program, created under the Colorado Road and Community Safety Act, was a response to complaints from farmers, ranchers, immigrants and others who argued the lack of legal driving documentation for immigrant workers was dangerous and a drag on the economy.
From the get-go, the program has been backlogged. Only three of the state's 36 motor vehicle offices process first-time applications for these driver's licenses. (A fourth, in Aurora, processes renewals.)

The same three offices — in Denver, Grand Junction and Colorado Springs — also process first-time applications for learner's permits and state IDs for unauthorized immigrants. Every weekday, 130 total appointments open. Every weekday, they are snapped up. As of Thursday, each office was booked three months out.

So many people compete for a slot that Attorney General Cynthia Coffman announced in 2016 she was investigating the buying and selling of appointments. The upshot of her investigation is unclear: the department is now transitioning to a new attorney general. But, according to the Colorado Immigrant Rights Coalition, it's still happening.

"People will buy appointments and sell them for $500 to undocumented people," says Kyle Huelsman, CIRC's political director. "We have addressed this through legislation, making it illegal, but it's difficult to track. The black market continues to exist."

The backlog could grow worse. In May, the program is projected to hit an application cap that will reduce the number of offices processing first-time applications from three to one. All applicants would have to go to Denver.

This lack of access is not what Republican state Sens. Don Coram and Larry Crowder had in mind when they threw their support behind the act. Both tell The Colorado Independent they plan to sponsor a bill this legislative session that instead would allow more DMV offices to process these licenses, permits and state IDs.

"A guy from Cortez shouldn't have to go to Denver to get a driver's license," says Coram, who represents southwestern Colorado. "That's more than 600 miles and two days (travel). . . There was a guy a couple years ago, who drove from Yuma to Grand Junction because he couldn't get an appointment in Denver and he got there and they said, 'Sorry, your appointment was canceled.' He didn't know who had canceled it."

Coram says he'd like to have offices throughout the state offering the services, but budgets are tight. During the 2018-2019 fiscal year, which ends on June 30, $1.5 million has been set aside to run the program. So, he says, it might be only a handful more, regionally located. "Baby steps," he says. Crowder wants to see those additional services offered in agricultural Colorado, maybe down in his district in the San Luis Valley and southeastern Colorado.

Last session, Coram and Crowder pushed for changes to the act that now allow online renewals, which should help alleviate some backlog, though the woman from Colorado Springs notes that not all immigrants have access to computers or are skilled at using them, and many prefer face-to-face appointments. The changes also expand access to immigrants who have Social Security numbers rather than Taxpayer Identification Numbers, which has been the main requirement for application, along with proof of Colorado residency. Many who fall into this camp were once here legally, but overstayed their visas. The Colorado Springs woman, for example, came to the United States on an agricultural visa for greenhouse work, she says, and then did not return. She says she's lived in Colorado 11 years now, since her late teens. With the changes in the law, which went into effect Jan. 1, she could for the first time apply for a license.
“The program is almost five years old and I’ve been waiting the whole time,” she says. During that time, she says, she has stayed home, raising her family’s two children, rather than seek outside work. Her husband, who, she says, got his license in 2017 or 2018, has not wanted her to take the risk of being pulled over. She says she knows there are those who think she and her husband have no business getting a driver’s license, but she says, absent full legal status, which is near impossible to obtain, this is as close as she can get.

“We are just trying to be as legal as we can,” she says. “Of course, we don’t want to hurt people, driving without licenses, and if an accident happens, you want to be the best you can. Sometimes I think people run from accidents because they are scared they don’t have driver’s license or ID. With a driver’s license you can pay what you need to pay. You can be responsible. You can work and take your kids to the park without fear.”

The clock is ticking, however, CIRC’s Huelsman says. The budget for the program contains a footnote that says once 66,000 first-time appointments resulting in a driver’s license, permit or ID have been completed, the number of offices offering such appointments will drop to one.

The thinking at the time, Huelsman says, was that any pent-up demand would be met by the time the threshold was reached. That conclusion was based upon a couple factors: the estimated size of Colorado’s unauthorized immigrant population at about 200,000 and the experiences of Utah and New Mexico, which have similar programs.

As of earlier this week, the count was at 55,546, says Sarah Werner, a communications manager for the state Department of Revenue, which oversees the Division of Motor Vehicles. The department estimates it will cross the 66,000 threshold in May.

Lifting that cap is a priority, says CIRC’s Huelsman. “The 66,000 wasn’t necessary — it was just part of a larger negotiation over how limited the access should have been to the program.”

This is not, he says, “a Democrat issue or a Republican issue. It’s an ag and workforce issue.”

Which is precisely how Coram and Crowder say they see it, both adding that it’s not an immigration issue, either, though, if you want to know how Coram sees that particular issue, it can be summed thusly: The immigration system is screwed up: neither party really wants to fix it, and in the meantime, avenues for expanded legal immigration remain cut off, unauthorized immigrants are bringing their families over because migration back and forth over the border has been disrupted, and nonsensical policy punishes those who want to live here legally and contribute.

Both Coram and Crowder are farmers and ranchers, and they say they have heard loud and clear from the ag community that it is imperative, particularly in the face of labor shortages, that workers can legally drive.

“If they don’t have a license and something should happen, you’re facing a lawsuit that could cost you the farm and the ranch,” Coram says. “The construction industry is faced with the same problem.”

It’s not just that workers have to drive to and from the farm or ranch, but also “feed wagons or potato trucks or whatever the case is,” Crowder says. “What we are talking about is driving a vehicle down the road. We are not trying to change immigration policy — we are just trying to make it more compatible
with people being able drive down the road. ... We cannot afford to put someone in a vehicle who does not have a driver's license."

As for the Colorado Spring woman, she says she found success at 8 p.m. on Nov. 20. Her appointment is later this month and she is hopeful she will walk out of the office with her license. "I'm biting my nails," she says.

Tina Griego
Tina is The Colorado Independent's managing editor. She was a city columnist for the late great Rocky Mountain News and the Denver Post. She left Denver for Richmond, Virginia in 2012, where she worked as a news editor at the city's alternative newspaper, Style Weekly, and its premiere city mag, Richmond Magazine. She was also a staff writer for the Washington Post and its Storyline public policy/narrative journalism project. Tina lives in Fort Collins with her husband and two kids. She's a native New Mexican and prefers red over green.
Virginia’s Law - Virginia’s Law is named after Virginia Mancinas who was detained by immigration agents after she called 911 for help while being attacked by her husband. For women like Virginia, this legislation would require that Colorado law enforcement protect domestic violence survivors instead of turning them over to federal authorities and ensures that all Coloradans feel safe to call the police in a time of need.

**WHAT DOES VIRGINIA’S LAW DO?**

**NO ICE HOLDS OR ICE NOTIFICATION REQUESTS**

**WITHOUT A WARRANT APPROVED BY A JUDGE**

If ICE can’t provide a criminal warrant, jails cannot hold people past their release date or after they post bond on ICE detainer requests, administrative warrants, and requests for notification.

**NO TO ICE OPERATIONS IN SENSITIVE LOCATIONS**

**WHERE FAMILIES AND CHILDREN COULD BE PRESENT**

Virginia’s Law would require the State Department to create model policies to prohibit ICE operations in sensitive public places such as schools, colleges and universities, libraries, state hospitals, courts, probation appointments, domestic violence shelters, and classes assigned by the court. These policies will at least require an arrest warrant approved by a judge before giving ICE access to these protected spaces.

**NO TO INTERGOVERNMENTAL AGREEMENTS SUCH AS IGSAS AND BOAS**

Virginia’s Law will prohibit counties from making agreements to contract beds in local jails with ICE. It will be prohibited to enter into new agreements or renew current agreements, named “Intergovernmental Service Agreements” (IGSA) and “Basic Ordering Agreements” (BOA), in English.

**ADVISEMENT OF RIGHTS FOR PEOPLE WITH IMMIGRATION REQUESTS**

Virginia’s Law would require that local law enforcement provide a written advisement of rights form to anyone who receives an immigration request before being interviewed by ICE and again before they are released from jail. This advisement would inform them they have the right to remain silent, the right to an attorney, and that anything they say can and will be used against them in immigration court to give them opportunity to accept or deny consent for the interview.
ENSURING THAT SCHOOLS AND HOSPITALS ARE SAFE FOR CHILDREN AND FAMILIES
According to ICE's current policy, immigration agents should not harrass immigrants in sensitive locations such as schools or universities, hospitals, and religious institutions; unfortunately, federal authorities regularly use these spaces as an opportunity to profile Colorado families. Under Virginia's Law, courts will remain a place for justice, hospitals will remain a place for healing, and schools will remain a place for learning. Our students and families should never be targeted in areas that are meant to serve our public health, education, and safety.

COURT HOUSES REMAIN A PLACE FOR JUSTICE, NOT PERSECUTION
Anyone who commits a crime should be prosecuted to the full extent of the law. Virginia's Law won't change that. What it does do is ensures that survivors of domestic violence, human trafficking, and other crimes are safe to testify against their perpetrators in court and seek protection in our local domestic violence shelters, churches, and schools. All Coloradans should feel safe attending Colorado court houses.

PROTECTING ALL COLORADANS' CONSTITUTIONAL RIGHTS
ICE detainers and notifications are administrative requests, not judicially reviewed for probable cause, do not hold the power of law, and do not afford due process. Without a judicial warrant, sheriffs are in violation of the Fourth Amendment when they hold inmates past their release date on ICE detainer requests as clarified in a 2014 Federal Court decision, and reinforced in two subsequent U.S. Appellate Court rulings. Colorado Sheriffs are protecting themselves from serious legal challenges and guaranteeing the Fourth Amendment rights of U.S. citizens and immigrants by refusing to hold people on ICE detainer holds.

ALL COLORADANS DESERVE TO KNOW THEIR LEGAL RIGHTS
Immigration agents rarely explain an individual's constitutional rights before or after profiling people perceived of breaking immigration laws. In order to ensure everyone's basic legal rights, Virginia's Law would ask that our local law enforcement officers administer an advisement of rights prior to an immigration interview, informing individuals that they have the right to remain silent and request a lawyer before answering any questions.
Statewide trainings on Virginia’s Law

MT REGION:
(Targets: House Rep. Kerry Donovan)
Mt. Regional Meeting
Sunday, January 20th from 9:00 to 3:30 pm
Colorado Mountain College in Rifle
3695 Airport Rd, Rifle, CO 81650
RSVP to Mateo Lozano at mateo@coloradoimmigrant.org

NORTH REGION:
(Targets: Speaker of the House KC Becker and Senate Majority Leader Steve Fenberg)
Wednesday, January 30th from 6:00 to 8:30 pm
Unitarian Universalist Church of Boulder
5001 Pennsylvania Ave, Boulder, CO 80303
Please rsvp to Lorena Fuentes Ibañez at lorena@coloradoimmigrant.org

DENVER REGION:
(Target: House Majority Leader Alec Garnett)
Immigration Justice Movement Building Training
Saturday, February 16th from 10:00-4:00 pm
CIRC Denver Offices
2525 W. Alameda Ave Denver CO 80219.
Please RSVP to facebook invite by clicking here

WEST SLOPE REGION:
(Target: Rep. Barbara McLaughlin)
West Slope Regional Meeting
Saturday, February 23rd time and Location TBD
Please RSVP to Nelly Garcia at nelly@coloradoimmigrant.org

SOUTH REGION:
(Target: Senate President Leroy Garcia)
Date and Time of Regional VL Convening will be determined at next
South Regional Meeting
Saturday, January 26th from 9:00-2:00 pm
Neighborworks of Southern Colorado, 1241 E Routt Ave, Pueblo, CO 81004
Please RSVP to Siena Mann at siena@coloradoimmigrant.org
FOR IMMEDIATE RELEASE - January 4, 2019

Contact:
Em Alves, MSW
Policy & Communications Manager
Em@colorlatina.org
303-393-0382 Office
305-431-3164 Cell

COLOR Calls on Lawmakers to Advance Forward Thinking Policies to Truly Meet the Needs of the People in Our State

(Denver, CO) - Statement by Dusti Gurule, Executive Director of Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR) on the kickoff of the 2019 state legislative session:

"As a new legislative session begins, we look forward to the opportunity to work with our state's leaders to create forward thinking policies that will make a positive difference in the lives of women and families in our community. We are fortunate to work with many incredible legislative champions for reproductive, racial and economic justice.

We resist the hateful and divisive rhetoric that has permeated our country in recent months. We are committed to pushing for legislation that helps to meet the needs of the people of Colorado.

- There are THREE proactive bills being advanced with the support of the state Reproductive Health, Rights and Justice Coalition. We will speak out and do all we can to see these policies through to ensure access to the information, services and supplies we all need to manage our health and plan our families

- COLOR is proud to co-lead the CARE Act (Colorado Access to Reproductive Health Equity Act). This bill will ensure that we can all get the full range of reproductive health care that we need without barriers due to financial limits, age, immigration status, stigma or personal agendas. We will stand strong against any attempt to push reproductive health care out of reach and will build on the recent progress to expand access to the services our community needs to be healthy and thrive.

- We urge our leaders to work on policies that ensure the financial stability and future opportunities of people in our state. Too many Latinas are living in poverty due to wage disparities and a lack of fair workplace policies. We will support efforts to close the wage gap and advance access to paid family leave.
• We must challenge anti-immigrant rhetoric and protect the rights, health and dignity of immigrants in our state. We will be there with our partners who are organizing and advocating for policies to meet the needs of immigrant families and make a real and positive difference for undocumented people. We will not watch as people are torn away from their loved ones. We will not allow our state to be a place of hate, fear and intolerance. We will rise up for and with the immigrant community.

COLOR was founded to empower Latinas to shape and influence the policies that impact our community. For us that means looking at what people in our state need to lead healthy, empowered lives. We are certain that our voice, our vision and our leadership will continue to be critical in the 2019 legislative session and beyond."

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Dusti Gurule is available for interview up on request.

***Stay up to date about our campaigns and upcoming events. Follow us on Facebook and in Twitter. Text JUSTICE or JUSTICIA to 94502 to receive alerts in English y en español!***

©1998 Colorado Organization for Latina Opportunity and Reproductive Rights is a sisterhood of Latinas, dedicated to building a movement of Latinas, their families and allies, through leadership development, organizing and advocacy to create opportunity and achieve reproductive justice.

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Padres & Jóvenes Unidos- 2019 Legislation Support and Opposition

Support:

SB19-010 Professional Behavioral Health Services for Schools

The bill allows grant money to be used for behavioral health care services at recipient schools and specifies that grants may also fund behavioral health services contracts with community providers. The bill requires the department of education (department) to prioritize grant applications based on the school’s need for additional health professionals, and grant applicants must specify the extent to which the school has seen an increase in activities or experiences that affect students’ mental well-being. The bill allows a community provider to commit money to schools. It also changes the amount the department can expend to offset the costs incurred in implementing the program from 3% to 5% of money appropriated for the program. The bill allows school districts to enter into agreements with specified groups to implement evidence-based, school-wide behavior supports and strategies to build and support positive school climates, including providing behavioral health services and supports; implement strategies to reduce the incidence of suspension and expulsion; and implement alternatives to suspension or expulsion.

HB19-1017 Kindergarten Through Fifth Grade Social and Emotional Health Act

The bill creates the "Colorado K-5 Social and Emotional Health Act" (act). The act requires the department of education (department) to select a pilot school district (pilot district) to participate in a pilot program that ensures that a school social worker, as defined in the act, is dedicated to each of grades kindergarten through fifth grade. To the extent possible, the school social worker shall follow the same students through each grade. The general assembly shall appropriate the resources necessary for the pilot district to hire or contract with the additional school social workers. The department shall select a pilot district that meets the characteristics outlined in the bill, including high poverty, ethnic diversity, and a large concentration of students in the foster care system. Among other responsibilities consistent with the school social worker license, the school social worker shall provide needed services to students and their families in the pilot district, including identifying learning disabilities, conducting functional behavior assessments and developing behavior intervention plans, identifying food insecurities, and helping eligible students and their families access public benefits. Services must be provided at school and during school hours, as appropriate. The pilot program begins operation during the 2020-21 school year and repeals in July 2027. The department shall contract with a professional program evaluator (evaluator) to conduct a preliminary evaluation in 2024 and a final evaluation before the repeal of the pilot program. The evaluator shall establish the method for the pilot district’s data collection and monitor data throughout the pilot program. The evaluator shall evaluate the effectiveness of services provided by the pilot program on the academic, mental, and physical health and well-being of the student cohorts within the scope of the pilot program. The bill requires the department to request money for pilot program administration, employment contracts for social workers, and the pilot program evaluation through the annual budget process.

TBD Landlord Tenant Warranty of Habitability

TBD.
Oppose:

HB19-1049 Concealed Handguns on School Grounds

With certain exceptions, current law limits the authority of a person who holds a valid permit to carry a concealed handgun by prohibiting a permit holder from carrying a concealed handgun on public elementary, middle, junior high, or high school grounds. The bill removes this limitation.
Family and Medical Leave Insurance for All Coloradans

Everyone has family caretaking responsibilities at some point, yet most Coloradans don’t have paid leave to recover from a serious illness, care for a seriously ill family member or welcome a new baby. The Family and Medical Insurance Leave Act (FAMLI) would guarantee all Colorado workers up to 12 weeks of paid leave to care for themselves and their families. The federal Family and Medical Leave Act (FMLA), which provides unpaid family and medical leave, excludes roughly 40% of Americans. Among those who do qualify for FMLA leave, nearly half cannot afford to take time off without pay.

How It Works

- The bill creates a Family and Medical Leave Insurance division within the Colorado Department of Labor & Employment.
- Employees who have worked at least 680 hours in the previous year can receive wage replacement when they take leave for their own serious illness or temporary disability, to take care of an ill family member, for the birth or adoption of a new child, and for approved military family needs.
- Employees in Colorado will be able to receive wage replacement for up to 12 weeks per year. FAMLI will replace between 50% and 95% of a worker’s wages, with lower-income workers receiving a larger percentage of their wages. Wage replacement will be capped at $1,000 per week.
- Employees will be guaranteed their same or equivalent job back when returning from leave, and they would be protected from discrimination or retaliation from their employer.

FAMLI is Good for Working Families and the Economy

- Working families in the U.S. lose $20.6 billion in wages annually due to a lack of access to paid family & medical leave.
- Studies show that 7% of people who filed for bankruptcy cited the birth of a child as the cause. A significant number of bankruptcies also happen after a worker misses two or more weeks of work due to illness.
- Parents who took leave report lower levels of public assistance in the year following their child’s birth, when compared to those without paid leave.
- Enabling families to care for aging parents, and allowing seniors to age in their homes instead of state facilities, saves the state money.
- When cared for by family members, patients in the hospital recover from illness and injury faster, leading to shorter hospital stays, improved health outcomes, and decreased health costs.
- Women, who are the primary or co-breadwinners for nearly 2/3 of the nation’s families, are more likely to be employed the following year and report increased wages if they take paid leave after a child’s birth.
- Family and medical leave insurance increases men’s role in caregiving by making it possible for them to be involved without the family taking a big financial hit. In Rhode Island, during the first year that paid time off for caregiving was available, nearly one-third of all leave takers were men.

“When my daughter needed surgery and my elderly father needed immediate medical attention at the same time, times were tough. The Family and Medical Leave Act gave me the time off to take care of them, but without paid time off, I had to choose between paying rent and caring for my family.”

— Shelby Ramirez Martinez, 9to5
FAML is Business-Friendly

- Businesses will not pay an employee’s salary during leave and can use savings for profit, to hire replacement workers, to expand the length of paid leave or supplement worker wages.
- Businesses will benefit from higher productivity and worker retention/loyalty.
- Small businesses will be able to better compete with larger companies since paid family leave will be universally available.
- A 2017 poll released by Small Business Majority found that 81% of small businesses support FMLA and 70% support a paid family and medical leave insurance program.
- A 2013 study found that 87% of California employers said the state’s paid family leave program had either positive or neutral effects on business. A recent Rutgers study shows that New Jersey’s FAML program has saved businesses money by improving employee retention, decreasing turnover costs, and improving productivity.

FAML is Good for the Health of Coloradans

- Nearly 1 in 4 new mothers return to work within 2 weeks because they cannot afford to go without pay.
- Women with paid family leave are much more successful in breastfeeding which has numerous benefits for both the mother and the baby.
- 12 weeks of paid leave increases childhood checkups & immunizations and has a positive impact on birth weight and infant mortality. Additionally, sick children recover faster when cared for by a parent.
- Nearly 3 out of 4 workers in the U.S. will spend at least part of their adult lives living with a disability, yet only 37% of the workforce is covered by private temporary disability insurance policies.
- Unpaid caregivers enable 2/3 of older adults to remain in the homes and communities, rather than in long-term care facilities. Adults in need of long-term care have better mental and physical health when cared for in the home.

Voters Support FAML

- 2017 polling of likely Colorado voters (Democrats, Independents and Republicans) found that 79% were supportive of family medical leave insurance program that would cost them around a cup of coffee ($2-5) per week.
- 2016 polling in 15 states including Colorado showed that voters would be more likely to vote for an elected official or candidate who supports creating a paid family and medical leave fund.
- A 2015 Washington Post poll found that more than four-fifths of voters – including 94 percent Democrats, 80 percent of Independents and 65 percent of Republicans – agree that workplace rules to ensure paid time off to care for family members “is good for our nation.”
- 63% of full-time workers and 67% of part-time workers say they would likely face significant economic hardship if they had to take time from their jobs without pay to care for a new child, a seriously ill loved one or deal with their own serious health issue.

Colorado Should Lead the Way

- California, Rhode Island, New Jersey, and New York have implemented paid family leave insurance programs.
- Washington state, Massachusetts, and Washington DC have passed paid leave programs and are in the process of implementation.
- Colorado was one of 18 states working to pass family and medical leave insurance in 2018.
- The United States is the only developed nation in the world that does not guarantee paid maternity leave.

For research references and more information, visit www.cofaml.org or contact Judith Marquez, 9to5 Colorado, at judith@9to5.org and Meghan Raynes, Siegel Public Affairs, at meghan@siegelpa.com
A Law in Need of Repeal

Momentum is building to repeal Colorado’s “Secure and Verifiable ID Act” or “SVID,” which is codified as CRS §24-72.1.

This law was proposed by anti-immigrants as HB03-1224, and was passed by the Colorado Legislature in 2003.

SVID is a menace, seeking to strip governmental immunity from public servants who are just doing their jobs.

SVID received low marks on the 2008 State Audit Report, long before passage of the SB-251 drivers license bill.

With the passage of SB-251, SVID was amended to authorize the department of revenue to issue this new type of license.

But the license was specifically declared not to be a secure and verifiable document.

While this rendered SVID virtually meaningless, it left a landmine in place: the possibility of personal, civil liability.

Currently the DMV lists the SB-251 license as a secure and verifiable document that may be used to obtain automobile titles and placards.

This result is necessary for good governance, but it contradicts the very clear language of CRS §24-72.1-103(3)

Might a DMV clerk be personally sued? Not if SVID is repealed!

Secure and Verifiable ID

Secure and Verifiable ID is required to obtain:

- New Titles
- Duplicate Titles (original title issued on or after 07/01/2006)
- New Registrations
- New Temporary Registration Permits
- New Placards

The following types of identification are Secure and Verifiable:

- Any Colorado Driver License, Colorado Driver Permit or Colorado Identification Card, current or expired one year or less. (Valid temporary paper license with invalid Colorado Driver's License, Colorado Driver's Permit, or Colorado Identification Card, expired one year or less is acceptable - includes documents issued under CO-RGSA SB13-231)
- Out-of-state issued photo driver's license or photo identification card, photo driver's permit current or expired one year or less.
- U.S. Passport or U.S. Passport Card, current or expired less than 10 years.
- Valid foreign passport with I-94 or valid processed for I551 stamps. Exception: Canadian Passport may not have I-94 attached.
- Valid I-94 issued by U.S. Immigration with L1 or R1 status and a valid Canadian drivers license or valid Canadian identification card.
- Valid I551 Resident Alien/Permanent Resident Card. No border crosser or USA B1/B2 Visa/BCC cards.
- Valid US Military ID (active duty, dependent, reserve, and National Guard).
- Tribal Identification Card with intact photo. (U.S. or Canadian)
- Certificate of Naturalization with intact photo.
- Certificate of (US) Citizenship with intact photo.

If you have questions about Secure and Verifiable Identification, please contact the Title and Registration Section at 303-205-5608.