




HUMAN RESOURCES MEMO

Date: February 7, 2006

To: Art Rainwater

From: Bob Nadler 

Subject: Insurance Committee Report

During the 2005-07 Teacher negotiations with MTI, it was agreed to establish a joint committee on health insurance issues (memorandum of understanding attached). The agreement stated that MTI and the District would each select three members to serve on the committee. The charge of the committee was to meet to discuss the possibility of reopening contract negotiations for the purpose of modifying the insurance for MTI-represented employees.

The members of the committee consisted of John Matthews, Steve Pike and Sara Bringman for MTI and Bob Butler, Sharon Hennessy and Bob Nadler for the District.

Two open meetings were held during January, 2006 for the purpose of receiving information from a number of insurance providers. On January 11, 2006 the current District providers, GHC and WPS presented information about their products and how they currently serve the District. They also presented information as to how they propose to serve the District in the future. On January 25, 2006 Dean Health Plan and Unity HMO presented similar information to the group.


During both presentations questions were asked by the committee concerning the various issues that arose during the meetings. All four providers submitted bids to cover District employees beginning on July 1, 2006. Multiple plans were submitted so the committee could evaluate the providers and their flexibility of service.

Subsequent to, and concurrent with the committee meetings, John Matthews surveyed the MTI membership seeking input as to the insurance priorities of the members. Those survey results will dictate as to whether MTI is willing to open the collective bargaining agreement at this time to negotiate changes in the health insurance plans.

I have been in contact with John Matthews as recently as today and he informed me that he will be meeting soon with the person who analyzed the MTI survey data. After that meeting he will meet with the MTI Board and then the bargaining committee to decide if he will be agreeable to reopening the collective bargaining agreement. The District is ready and willing to reopen the agreement if MTI decides to do so.

MEMORANDUM OF UNDERSTANDING
RE: JOINT COMMITTEE ON HEALTH INSURANCE ISSUES

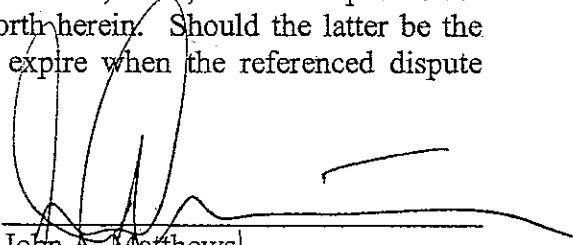
1. The Executive Director of MTI and the Superintendent of MMSD will each appoint three (3) members to a Joint Committee to study health and dental insurance for District employees who are represented by MTI. The Joint Committee will also study and make recommendations regarding Income Protection/Long Term Disability, the employees' access to additional accrual of one's Personal Sick Leave Account and Retirement Insurance Account (Retirement Sick Leave Payment/Escrow), additional application of one's Retirement Insurance Account, and the implementation of a Health Savings Account/Health Reimbursement Account.
2. The Joint Committee will report its findings not later than February 15, 2006, to the bargaining agents, of the principal parties, for negotiation of the 2005-2007 Teacher Collective Bargaining Agreement.
3. The 2005-2007 Teacher Collective Bargaining Agreement will be reopened for negotiations only by mutual agreement of the parties. However, should the parties so agree, and thereafter, agree to amend the health insurance provisions of said Contract, during its term, the above listed economic provisions set forth in section 1 above, and salary under III-A shall be re-opened under Wis. Stats. 111.70.
4. Any such negotiations which occur under this provision shall be conducted in accordance with the Voluntary Impasse Resolution Procedure, to which the parties agreed for negotiations of the 2005-2007 Teacher Collective Bargaining Agreement. Any such negotiations shall proceed within the timeline set forth in the above-referenced Voluntary Impasse Resolution Procedure, with references of the year 2005 replaced with reference to the year 2006.
5. A copy of this Memorandum shall be attached to the 2005 Voluntary Impasse Resolution Procedure, and jointly filed by the parties, with the Wisconsin Employment Relations Commission.
6. The District and MTI agree that this Memorandum shall not be used by either party in any interest arbitration proceeding or in any other dispute between the parties.
7. The terms and conditions set forth herein shall expire June 30, 2007, unless the parties are then engaged in dispute resolution of provisions set forth herein. Should the latter be the case, the terms and conditions set forth herein shall expire when the referenced dispute resolution has been fully and finally completed.



Duane M. McCrary
Director of Labor Relations
Madison Metropolitan School District

10/19/05

Date



John A. Matthews
Executive Director
Madison Teachers Inc.

11/3/05

Date