



821 Williamson Street • Madison, Wisconsin 53703-4503 • Phone (608) 257-0491 • Fax (608) 257-1168

# Solidarity!

## What Does Your MTI Contract Do for You? *Rights to & after Contract Reduction*

**Reducing one's teaching contract by any percentage used to be a major risk.** In doing so, one not only *could be forced to remain part-time for the rest of their career, but the contract percentage could be varied year-to-year by the District, and worse yet the District could unilaterally decide not to continue the contract.* This is because part-time contracts are not covered by the "continuing contract law", by which teachers' contracts are renewed annually.

*Because of the demands by MTI members, the Union negotiated the right of one to temporarily reduce their Contract and return to full-time the following year. This enables one to spend time with a child in need, an aging parent, or for any reason the teacher desires. Additionally, MTI negotiated that those employed under part-time contracts in Madison are issued individual contracts annually.*

Requests for participation must be made in writing to the District's office of Human Resources on or before **March 1 for the 2012-13 school year.**

*Reducing one's contract without doing so by using MTI's Contract provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).*

These steps seem like steps every employer should have to follow. They are not, but MMSD must follow them because of MTI's Contracts. *Governor Walker's Act 10 destroys these protections. MTI is working to preserve them.*



### MMSD Human Resources Staff to Visit Schools

Starting this month the entire Human Resources staff will be visiting schools. **The Board of Education has directed them to visit schools one half day each semester.** *They ARE NOT part of Instructional Rounds and not evaluating staff, rather the Board directed that they observe for the purpose of their own learning.* MTI is advised that this is the "first step" in getting Doyle staff out into the schools and more aware of the realities of the environment of teaching and learning.

### EA-MTI General Membership Meeting March 7

Members of MTI's educational assistants' bargaining unit (EA-MTI) will meet on **Wednesday, March 7, at MTI Headquarters**, commencing at 4:00 p.m. The purpose of the meeting is to receive nominations for a number of positions which expire on the EA-MTI Board of Directors and to conduct general business for the organization. Nomination forms have been mailed to members of the bargaining unit. Nominations may also be made at the March 2 meeting. Nominations will close at that meeting.

### Leave of Absence Deadline March 1

MTI's Collective Bargaining Agreement enables teachers and other members of the teacher bargaining unit the right to various kinds of leaves of absence. Section VI-B of MTI's "Teacher" Collective Bargaining Agreement provides that all *non-medical leaves except academic, adoption and childrearing leaves, must be for a minimum of one full school year* and must commence at the beginning of the first semester. Academic or childrearing leaves must be for a minimum of one semester. Leaves and leave extensions are granted to teachers as follows:

**Initial Request:** One semester (academic or childrearing).

**Extension:** One extension will be allowed for the semester following the semester of the initial leave, unless the initial request is for the second semester or the school year, then the extension must be for the entire school year.

**Initial Request:** One full school year. **Extension:** One extension consisting of the following school year.

Other than for academic leaves of absence or extension of same, leave of absence requests for the first semester or the full school year for 2012-13, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by **March 1, 2012**. A request for an academic leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2012** for the first semester or the ensuing school year.

## MTI Leadership in Demand

*Given MTI's leadership during last year's protests over Governor Walker stealing public employees' rights and negating 46 years of MTI's gains through collective bargaining, and because of MTI members' leadership in the recall campaigns of anti-public employee Senators and the Governor, the Union has received and continues to receive requests for guidance.*

Currently **MTI President Peggy Coyne** (Black Hawk) and **MTI Faculty Representative & Recall Committee member Kathryn Burns** (Shorewood) are in **Osaka, Japan, where they will be presenters at a meeting of 200 to prepare for the Osaka Social Forum** to be held in September. The public employees in Osaka City advise that they are facing the same kind of attacks by the new Mayor of Osaka City, who was formerly the Governor of Osaka Prefecture. The theme of this fall's conference is *how to organize resistance to the harsh attacks on union rights and public education*.

In April, **MTI Board of Directors' Secretary Liz Wingert** (Elvehjem) will travel to **Edmonton, Alberta**, where she will engage in a very similar meeting to that described above in Osaka, Japan. Similar to Wisconsin, Koch Industries registered last spring as lobbyists in Alberta. Their subsidiary, Flint Hills Resources, is among Canada's largest crude oil purchasers, shippers and exporters. Koch Industries' Flint Hills Resources operates a crude oil terminal in Hardisty, and has offices in Calgary. Charles and David Koch are reportedly the 24<sup>th</sup> richest people in the world, with holdings worth \$17.5 billion. It was David Koch who Governor Walker thought he was talking with last spring, only to have the caller being an impersonator. The New York Times reported that the Koch brothers were among Walker's largest contributors. The Capital Times reported last Monday that David Koch said, "*What Scott Walker is doing with public employee unions in Wisconsin is critically important.*" The Koch brothers "**Americans for Prosperity**" has bought about \$700,000 in TV ads in support of Governor Walker.

In Alberta, like Wisconsin, conservative legislators argue that public sector collective bargaining should be curtailed and that alternate means of delivering public services should be enabled. Alberta conservatives call it "privatization" and "managed competition", where the lowest price gets the contract.

**Wingert** will speak to an assembly of the *Alberta Teachers' Association* and will meet with other public sector workers, to advise on how MTI organized in protest of Governor Walker's attacks last spring and for the recall elections which have followed last spring's uprising.

MTI Executive Director **John Matthews** and **President Coyne** have presented to labor leaders at national organizing conferences held by Labor Notes. **Matthews** will be a featured speaker on the Wisconsin Protests at the national Labor Notes Conference in May. He has also been consulted by educators from the State of Oregon, and Coyne has spoken at Labor Notes conferences in Minnesota and Chicago.

Last week, six representatives of the **Egyptian Protest movement** visited with MTI staff about the organizing of last spring's protest and the ongoing dispute over the Walker/Fitzgerald legislation erasing worker rights and the right of public employees to collectively bargain.

**For many years, MTI has been respected nationally as a leader in teacher union representation.** The crisis caused by Governor Walker, while harmful to all public employees, has increased the demand for advice by MTI leaders.

All costs for MTI leaders' participation are borne by those extending the invitation to Japan and Canada.

---

## Calendar of Events

- **Monday, March 5, 4:30 p.m., MTI**  
MTI Member Engagement Committee
- **Tuesday, March 6, 4:15 p.m., MTI**  
MTI Special Education Sub-Committee  
MTI Finance Committee
- **Wednesday, March 7, 4:00 p.m., MTI**  
EA-MTI General Membership Meeting
- **Thursday, March 8, 4:30 p.m., MTI**  
MTI Community Outreach Committee
- **Monday, March 12, 4:30 p.m., MTI**  
MTI Board of Directors
- **Tuesday, March 13, 4:15 p.m., MTI**  
MTI VOTERS Political Action Committee
- **Wednesday, March 14, 6:00 p.m., MTI**  
MTI Movie Night
- **Tuesday, March 20, 4:15 p.m., SCFL**  
MTI Faculty Representative Council

---

## Our Union Makes Us Strong!

MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)