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Solidarity!

Angry Your Economic Security is in Jeopardy?

Only in Walker's World Could a "Cost-of-living" Increase Equal a Substantial Pay Cut

Chicken Little wasn't kidding. While Governor Walker's Act 10 stripped public employees of the right to bargain over virtually all wages, benefits and working conditions, the remaining "token" item, which unions theoretically had the continuing right to bargain, was the "total base wages". Walker's Act 10, however, limited said increase to no more than the consumer price index (CPI) over the prior 12 months (a higher amount would be subject to referendum). Now that the Walker-appointed Wisconsin Employment Relations Commission (WERC) has issued Administrative Rules as to the implementation of Walker's Act 10 calculation of "base wages", rather than providing a cost-of-living increase for teachers, it *COULD ACTUALLY RESULT IN A SUBSTANTIAL DECREASE IN PAY*. The following helps explain this apparently ludicrous rule.

For example, a Madison teacher with a Master's degree is at Track 4, Level 16 (approximately 12 year's experience) of the current salary schedule is paid \$54,985 per year. Assuming a 3% increase in the CPI, *this teacher would need a salary increase to \$56,635 to maintain the same standard of living.* However, the new WERC rule defines the "base pay" not as the current salary (\$54,985), but the salary *this teacher would have received without the pay additive recognizing the achievement of additional educational credits* (Walker's Law would calculate this teacher's CPI increase pay at Track 1 [BA], Level 16, or \$51,497). The WERC's defined "Base Pay" for this teacher is \$3,488 *LESS* than the teacher's current pay. Applying a 3% CPI increase to the Walker's Law base of \$51,497 yields a salary of only \$53,042. Therefore, *under the WERC's new rules, this teacher's "cost-of-living increase" could actually result in a pay cut of \$1,943 per year.* Rather than a 3% increase in pay, Walker's Law could produce a 3.5% decrease in pay. **The greater the educational attainment (e.g. PhD at Track 8), the greater the potential cut.** One publicized example from Monticello School District shows a scenario where a teacher there could take a \$14,000 pay cut.

The impact of the WERC Administrative Rule is beyond belief. Calculations illustrate that using this means to calculate wage increases for Madison's teachers will actually produce only about 90% of the revenue to fund the wages now on the salary schedule - *that's right! Chicken Little wasn't kidding!* This does not necessarily mean that teachers will receive a pay cut after bargaining Walker's "cost-of-living" increase. School districts could, and should, continue to provide salary schedules which encourage teachers' continued education and reward them for same. Doing so will be to the advantage of each child enrolled in the district. *But, as with all other wages, hours and working conditions under Walker's Law, such is entirely at the district's discretion.* Walker's Law even makes it a violation of law for school districts to negotiate over wages, other than the increase in the CPI. Should the employer utilize such discretion, salaries would not have to be cut and increases could occur. But, it's a fallacy to think that Walker's Law allows Unions to truly bargain cost-of-living increases for all of their members. While that may be true for employee groups without compensation plans connected to educational credits, such as MTI's EA, SEE, SSA and USO units, under Walker's WERC rules, it is certainly not the case for teachers. **JUST ONE MORE REASON TO RECALL!**



What Are You Doing to Help with the Recall? Increasing Voter Turnout; What Can You Do?

The only way to ensure the Recall of Scott Walker is to get people to the polls. There are a number of ways to participate in this effort listed on the MTI Website (www.madisonteachers.org). One easy and personal way to increase turnout is the *MTI Relational Voter Program*. List 10 eligible voters in your family or extended social network with whom you will discuss the importance of this election and then be sure the same people vote. *This program has been proven*

to increase voter turnout by as much as 16%! There is additional information available about this program, including a template to use, on the MTI website or you can discuss this program with an MTI Faculty Representative.

The other effective program is to *contact by phone or in person those who signed a recall petition, but are not registered or did not vote in the 2010 election.* See the MTI Website or contact knightj@madisonteachers.org for more information.

If we can close the drop-off of 812,086 in Wisconsin's vote between 2008 to 2010 elections, Walker will feel the warm embrace of the private sector. Stay involved in this historical election. **As is illustrated above, it will have a great impact on your livelihood and on Wisconsin's future.**

Numbers That Mean A Lot

812,086
61,494
124,638
105,041

These numbers have impacted your **economic security** (wages, health insurance and other fringe benefits) and your **employment security**. *These numbers gave us Governor Walker's Act 10 and many more laws detrimental to public employees.* Know these numbers and their impact. Help correct the problems they have caused. **VOTE!**

- **812,086** is the number of people who voted in Wisconsin in 2008, but did not in 2010.
- **61,494** is Dane County's share of the 812,086.
- **124,638** was Governor Walker's margin of victory over Tom Barrett.
- **105,041** was Ron Johnson's margin of victory over Sen. Feingold.

The Recall Primary Election is in 8 days.

Do your share. Get involved. **Help reverse Act 10.** Be sure your family, friends and neighbors vote. *And, if you work in a high school, encourage students 18 and over to vote.* **On Tuesday, May 8, be sure 10 people you know voted.**
Early voting is now available.

Reminder: MTI Faculty Representatives & EA-MTI Building Representatives

Bylaws provide that the *MTI teacher bargaining unit members for each school/work site are entitled to one representative to the MTI Faculty Representative Council for each fifteen members or major fraction thereof.* The Council is MTI's legislative body and is charged with developing MTI policy. **Faculty Representatives for the 2012-13 school year are to be elected at the time of MTI's general election which is held during the last week in April.**

Bylaws for *MTI's educational assistant bargaining unit provide that EA-MTI members at each school/work site are entitled to one building representative.* **EA-MTI Building Representatives are also elected during the last week in April.**

MTI Faculty Representatives and EA-MTI Building Representatives have been provided election information to complete and return to MTI Headquarters advising of the individuals who have been elected to serve for the 2012-13 school year.

Resignation

Teachers are reminded that if they plan to resign at the end of the current school year that notice should be submitted to the Director of Human Resources as early as possible. The following sums may be assessed for late resignation: a) resignation after the last day of the school year - \$200; b) resignation after July 1 - \$250; c) resignation after August 1 through the subsequent school year - \$300; and d) any teacher

who resigns without providing at least 30 days written notice is assessed an additional \$100.

Educational Assistants are reminded that if they are going to resign that such must be made in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any employee who fails to give written notice of at least two (2) weeks prior to the effective date of resignation is required to pay \$100 as liquidated damages for the failure to give such notice.

Clerical/Technical Employees are reminded that if they are going to resign that such must be made in writing to the Director of Human Resources at least four (4) weeks prior to the effective date of resignation. Any employee who fails to give written notice of at least four (4) weeks prior to the effective date of resignation is required to pay \$100 as liquidated damages for the failure to give such notice.

SCFL Annual "Bean Feed" May 23

The South Central Federation of Labor's Committee on Political Education will hold its **51st annual COPE Bean Feed**, hosting Madison and Dane County elected officials, legislators and union members and their families, on **Wednesday, May 23, at 6:00 p.m. at the Madison Labor Temple, 1602 S. Park Street.** *One may have all the beans, hot dogs and potato salad he/she wishes, plus one free soda or beer.* The meal will be served from 6:00 to 7:15 p.m. **The proceeds pay for SCFL political action activities such as phone banks and mailings to unionists in Dane, Dodge, Columbia, Jefferson, Sauk & Iowa counties.** All represented by MTI can receive tickets (first come first served) by calling MTI.

Calendar of Events



- **Monday, April 30, 4:00 p.m., MTI**
 MTI Nominations & Election Committee
- **Tuesday, May 1, 4:15 p.m., MTI**
 MTI Special Education Sub-Committee
- **Wednesday, May 2, 4:00 p.m., MTI**
 EA-MTI Board of Directors
- **Thursday, May 3, 4:15 p.m., MTI**
 MTI Member Engagement Committee
- **Tuesday, May 8, 4:15 p.m., MTI**
 MTI VOTERS Political Action Committee
- **Wednesday, May 9, 4:30 p.m., MTI**
 SEE-MTI Board of Directors
- **Wednesday, May 9, 4:30 p.m., MTI**
 USO-MTI Board of Directors

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org
 MTI's email - MTI@madisonteachers.org