



# Solidarity!

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## Bargaining to Commence Today

Last Monday's Board of Education meeting brought a pleasant surprise. With nearly every chair and all standing room taken in the McDaniels' Auditorium by **MTI members in red solidarity shirts** or **AFSCME members sporting their traditional green**, those present *erupted in applause when Board of Education member Ed Hughes announced that Board members* (who arrived 40 minutes late because of the length of their prior meeting) *had agreed to bargain with MTI and AFSCME over Contract terms for 2013-14.*

Governor Walker's Act 10, which forbid public sector bargaining (except over limited wage increases) has been set aside by **Circuit Court Judge Juan Colas** who ruled that *Act 10 violated the constitutional guarantee of freedom of speech, freedom of association, and equal protection*, in response to MTI's lawsuit.

Honoring a vote majority of 76% in Madison and 68% in Dane County, **Mayor Soglin** and **County Executive Parisi** have negotiated contracts through June 2015 with City and County employees.

Now the Madison Board of Education has seen the light. **Negotiations in the District are to commence today.** *MTI members should stay in contact with their elected leaders and via MTI's webpage ([www.madisonteachers.org](http://www.madisonteachers.org)) as regards the Contract ratification process.*

## Physicians Plus Update

Given the authority given to them by Governor Walker's Act 10, the Madison Metropolitan School District unilaterally changed health insurance carriers for all District employees effective July 1, 2012. MTI had prevailed in a case, ultimately ruled on by the Wisconsin Supreme Court, that health insurance carriers were a mandatory subject of bargaining. Act 10 enabled MMSD to delete WPS as a carrier and to add Dean Health Plan and Physicians Plus. *Many members selected Physicians Plus to enable continued access to UW physicians which they had with WPS coverage.*

A problem arose when Physicians Plus and UW severed their contract arrangement and Physicians Plus discontinued access to UW physicians. **MTI intervened and Physicians Plus agreed to enable access to UW physicians for their MTI member enrollees through June 30, 2013, under the following terms:**

- If one has established care with a PCP (Primary Care Physician) at UW Health-East, UW Health-West, UW Health-University Station, or UW Health-Oakwood before January 1, 2013, one can continue seeing that doctor through the end of one's benefit plan year, June 30, 2013. Simply call Physicians Plus at 608-417-4701 and let them know. One will still need to select a new PCP by January 1, 2013, but when one calls Physicians Plus will authorize payment of claims to one's current PCP up to June 30.
- One who begins pregnancy care with an OB/GYN provider at a UWHC-owned facility prior to January 1, 2013 will be approved to complete her pregnancy care with that provider, at that site, through postpartum care if one's doctor requests prior authorization.

- For those *in a current course of treatment* with a specialist at a UWHC facility on December 31, prior authorization is required for continued care with the specialist and will be granted for the remainder of the course of treatment or until March 31, 2013, whichever comes first.
- For those who are not in a current course of treatment but may have received care from a specialist at a UWHC facility at least once in the six (6) months prior to January 1, 2013. To facilitate the transition to an in-network specialist, one (1) visit between January 1 and March 31, 2013 will be prior authorized.
- When out-of-network services are needed, one, along with one's doctor and their clinical staff, will determine the best place for one's care. We expect most doctors will keep specialty care in Dane County. Requests for local care will be honored before out-of-area options are considered.



As a show of  
**SOLIDARITY**, wear  
**MTI RED** every  
**MONDAY!**

***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)

## Nominations Finalized

At the September meeting of the MTI Faculty Representative Council, nominations were received for a number of MTI (teacher unit) leadership positions. The Bylaws call for nominations to be finalized at the September meeting of the Council and election at the October meeting, for the positions referenced below.

Nominated for two at-large positions on the MTI Board of Directors were incumbent **Pete Smith** (*Lowell*) and **Lauren Mikol** (*Lincoln*) for one position; and incumbent **Greg Vallee** (*Thoreau*) for the other position. Terms are for two years.

Nominated for two at-large positions on the Cabinet on Personnel were incumbent **Nancy Roth** (*West*) and **Susie Hobart** (*Lake View*). Terms are for two years.

Nominated for three positions on the MTI Finance Committee were incumbent **Bruce Bobb** (*Shabazz/Cluster*), incumbent **Andrew Waity** (*Crestwood*) and **Karen Lee-Wahl** (*Huegel*). Terms are for one year.

Nominated for four positions on the MTI Political Action Committee, MTI VOTERS were **Andy Mayhall** (*Thoreau*), **Karen Vieth** (*Sennett*), **Kathryn Burns** (*Shorewood*) and **Liz Wingert** (*Elvehjem*). All are incumbents. Terms are for two years.

Nominated for MTI Delegate to the South Central Federation of Labor was **David Fawcett** (*Allis*). The term expires in March 2013.

Nominated for four positions on the MTI Bargaining Committee were **Laurie Solchenberger** (*Lincoln*) for the Elementary School; **Gabe Chavez** (*Jefferson*) for the ISS-Middle; **Peggy Ellerkamp** (*La Follette*) for the High School; and **Matt Gray** (*Jefferson*) At-Large. All are for vacant position.

## Courage to Teach 2012-2013

**What is Courage to Teach?** Courage to Teach (CTT) is a professional development series based on the work of renowned educator and author Parker J. Palmer, Ph.D., and is especially designed for classroom teachers, support staff, and administrators. Educators apply to participate in four weekend sessions, beginning Friday evenings and ending Sunday afternoon, at Bethel Horizons, near Dodgeville. Seasonal retreats are scheduled for:

- November 2-4, 2012
- January 18-20, 2013
- March 15-17, 2013
- June 21-23, 2013

For more information and an application form contact Bonnie Trudell ([bktrudell@juno.com](mailto:bktrudell@juno.com)) or Barb Hummel ([bhummel@chorus.net](mailto:bhummel@chorus.net)).

## Summer School Cancellation Dates

Due to the extremely high temperatures last summer, the District cancelled summer school classes on July 5 and 6. Their director of summer school programs sent out a directive to some district management stating, "Hourly employees (e.g., SEA, Clerical, Security, ESY teachers) would not be paid as they are only paid when they work." Upon receiving this information, MTI immediately sought relief for members by requesting that hourly employees would be able to make up their lost time, or use their accrued sick leave to cover for the lost days.

*All of MTI's Collective Bargaining Agreements contain language regarding temporary school closings during the regular school year.* However, since Collective Bargaining Agreements were negotiated based on the 192 days in the regular school year (with few exceptions), there is no applicable language to apply during periods of employment outside of the school year. The matter was further complicated by the District's inability to receive State reimbursement funding for days that it had cancelled summer school.

Before he left town, former MMSD Superintendent Dan Nerad agreed with MTI to work out a solution to the issue; however, that did not occur. *MTI continued to pursue the issue with incoming Interim Superintendent Jane Belmore, who then agreed to sick leave substitution, but not makeup time, based on summer school being over.* **Therefore, all hourly employees may substitute their own accrued sick leave for lost time on July 5 and 6.** Those wishing to do so need to fill out the form that was sent out via email from the District Payroll Office.

Contact MTI Assistant Director Eve Degen ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)) if assistance is needed.

## Calendar of Events



- **Monday, October 1, 4:15 p.m., MTI**  
MTI Bargaining Committee
- **Wednesday, October 3, 4:30 p.m., Labor Temple**  
SEE-MTI General Membership Meeting
- **Monday, October 8, 4:30 p.m., MTI**  
MTI Board of Directors
- **Tuesday, October 9, 4:30 p.m., MTI**  
MTI VOTERS Political Action Committee