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Solidarity!

Judge Denies Attorney General's Motion: Bargaining Rights Restored

In ruling on *MTI's lawsuit*, Dane County Circuit Court Judge Juan Colas struck down, for the most part, Governor Walker's Act 10. Colas said Act 10, as passed in a very controversial manner skipping several steps mandated by legislative rules and Wisconsin law, violates public workers' Constitutional guarantees of freedom of speech and freedom of assembly, as well as the Constitutional guaranteed Equal Protection Clause.

The Attorney General then asked Judge Colas to Stay his decision while the State appealed it. Colas refused. *Colas' latest ruling re-affirms his earlier ruling regarding the right of City, County, School District and Technical Colleges to enter into bargaining with their unions of employees and to reduce the product of those negotiations into a Collective Bargaining Agreement. MTI's lawsuit named the Wisconsin Employment Relations Commission as a defendant.* Thus, the WERC must now enforce Colas' ruling throughout Wisconsin. *MTI's action has enabled the unions of all of the aforementioned employers to negotiate successor contracts.*

Wisconsin, in 1959, was the first State to enable collective bargaining for public employees. That right has now been restored by Colas' ruling, except for State employees because they are not under the same Statute as school district and municipal employees.

MTI was represented in the case by MTI legal counsel Lester Pines, Tamara Packard and Susan Crawford.

Mikol Elected to MTI Board

The election of one of the at-large positions on the MTI Board of Directors resulted in a tie vote between **Lauren Mikol** (Lincoln) and **Pete Smith** (Lowell). The tie was broken by MTI Election Committee Chair Peggy Coyne by drawing a name. **Mikol's** name was drawn. **Smith** had served on the MTI Board for 17 years.

MTI's Board of Directors consists of six officers elected in April by the general membership and four at-large members, 2 elected each October by the MTI Faculty Representative Council.

Disciplinary Interviews: Protect Your Rights

What should you do? An administrator or supervisor requires your attendance at a meeting. Follow the advice on the back of your MTI membership card which states, *"If this discussion could in any way lead to my being disciplined or terminated or cause an effect on my personal working conditions, I request that my MTI representative be present at this meeting."*

If an issue arises in any meeting with an administrator or supervisor, or if a meeting "becomes disciplinary", or even *if you have reason to believe the purpose of the meeting may be disciplinary*, call MTI for representation. Under such circumstances, one has a **right to Union representation** and may refuse to meet, or further meet, until an MTI representative is present. Should one unwittingly attend a meeting with an administrator which becomes a disciplinary interview, **MTI advises that you politely stop the meeting and tell the administrator that you will be happy to continue, but only when your MTI staff representative can be present.**

Leave of Absence Deadlines

Pursuant to Section VI-B (Leaves of Absences) of MTI's "Teacher" Collective Bargaining Agreement, 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.

Requests for an academic or childrearing leave of absence for the second semester of the 2012-13 school year are due by **DECEMBER 1, 2012.**

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, 2013.** A request for an academic leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2013** for the first semester or the ensuing school year.

Given that one remains represented by MTI and has benefits available while on leave, partial dues for the period one is on leave can be paid either during the leave or upon return.

Our Union Makes Us Strong!

MTI's web page -
www.madisonteachers.org

MTI's email -
MTI@madisonteachers.org



Know an 18-year-old?
Be sure they know how and where to vote.

MMSD/MTI Combined Campaign What Your Dollars Can Provide

- **Community Health Charities** - \$5 per month pays for a blood pressure cuff.
- **Community Shares of Wisconsin** - \$5 per month helps pay for hydro-geologists and environmental health specialists to assess the quality, and the need for safety, of our drinking water.
- **Access to Community Services** - \$5 per month can buy footballs and flags for one Special Olympics flag football team.
- **United Way of Dane County** - \$5 per month provides **two and a half weeks** of school lunches for a child - so a family doesn't have to choose between paying for rent and providing healthy food for their child.
- **Earth Share** - \$4 per month will adopt an acre in the Northern Rockies and create a network of wildlife corridors connecting large tracts of land.
- **Global Impact** - \$26 per year can provide a school uniform, socks, and shoes for a child in Kenya.
- **America's Charities** - \$26 per year will buy 5 swim goggles for an adaptive water-ski program.
- **Foundation for Madison's Public Schools** - Any amount can be donated to FMPS or towards your own school's individual school endowment to provide grants for creative projects that cannot otherwise be funded through the district's core budget.

Bylaw Amendments

MTI's Bylaws enable proposed amendments to be submitted at the November meeting of the MTI Faculty Representative Council. That meeting is held on the third Tuesday in November (this year November 20). Any proposals received are referred to the Union's Constitution Committee for study and recommendation. The Committee's recommendations will be presented at the Council's February meeting, at which time the Council will act on the proposals. The Constitution Committee requests that any proposed amendments submitted to the Council be in final form and that several copies be presented for distribution at the Council meeting or delivered to the MTI Office prior to the November meeting.

Sabbatical Leave *Not* Granted for Second Semester

The MTI/MMSD Joint Sabbatical Leave Committee concluded that there will not be a recommendation for sabbatical leave for the **second semester of the 2012-13 school year**. The MTI/MMSD Joint Committee consists of MTI appointees Co-Chair **Jane Allen-Jauch** (Muir), **Betsy Barnard** (West) and **Matt Mulligan** (Black Hawk), and MMSD appointees Lisa Wachtel, Mike Hertting and Joe Gothard.

Under the terms of MTI's Collective Bargaining Agreement, the Board of Education budgets **\$45,000** for

sabbatical leaves for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to the Madison District for at least two full years of service following the sabbatical leave or repay the compensation received for the sabbatical leave. The Contract guarantees that one who receives a sabbatical leave returns to the position held at the time the leave was granted.

Applications for the first semester or full school year for 2013-14 are due **February 1, 2013**.

Keep Your Own "Personnel" Records

Record keeping by an employee is important. *Don't wait for trouble to start before you begin to compile your own personnel records.* Having good records are very important, if you become involved in a grievance over your Contract rights or benefits, or in a matter involving discipline or dismissal. To enable the Union to provide the best possible protection and representation, every employee should **maintain his/her own "personnel" records.**

One's file should contain such documents as: college transcripts, evaluations, accumulated sick leave and days used, direct deposit (wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DETF) records, personal leave, documentation of honors and awards, notes on student accidents and confrontations with parents or administrators, copies of all correspondence with supervisor(s) and administrators, and for teachers - individual teacher contracts for each year, licenses, and teaching assignments by year with subjects taught.

Calendar of Events



- **Tuesday, November 6, ELECTION DAY**
- **Wednesday, November 7, 4:30 p.m., MTI SEE-MTI Board of Directors**
- **Thursday, November 8, 4:15 p.m., MTI Special Education Sub-Committee**
- **Monday, November 12, 4:30 p.m., MTI MTI Board of Directors**
- **Tuesday, November 13, 4:15 p.m., MTI MTI VOTERS Political Action Committee**
- **Tuesday, November 20, 4:30 p.m., SCFL MTI Faculty Representative Council**
- **November 22/23, THANKSGIVING BREAK**



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