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Solidarity!

Union? YES!

School district employees received some encouraging news prior to winter break. **Wisconsin school employees chose "UNION" by large margins.** Between November 29 and December 19, 2013 the Wisconsin Employment Relations Commission (WERC) conducted recertification elections for over 500 local unions representing over 56,000 classroom teachers, clerical/technical workers, educational assistants, bus drivers, custodial workers and other school district employees. **Over 98% of those voting, voted Union YES!**

Of the **39,872** total votes cast, **39,107** voted to recertify their union, with only **765** (less than 2%) voting against recertification. Annual union recertification elections are mandated by Governor Walker's Act 10. In his ruling in MTI's lawsuit, Judge Colas found requiring such elections to be unconstitutional. That decision was reversed by the Supreme Court, with Chief Justice Abrahamson and Justice Walsh Bradley expressing strong dissent, in a 26 page opinion. *Not surprisingly, Dane County school districts had a particularly strong showing; Monona Grove teachers had nearly 90% of all eligible voters cast ballots and, of those, nearly 96% voted Union YES.* But it wasn't only the Dane County districts that voted Union. Even those school districts in largely conservative counties voted affirmatively. Waukesha teachers voted 648-14 to maintain their Union as their certified bargaining agent; Wauwatosa teachers 367-7; and West Allis Educational Assistants voted 47-1. The largest school districts in the state also enthusiastically voted **Union YES**. Appleton Substitute teachers voted 159-2; La Crosse Secretaries voted 40-0; Milwaukee teachers voted 3,728-35 and Milwaukee Ed Assistants voted 875-10.

Even with the resounding **Union YES** vote statewide, not all results were positive. **In addition to requiring annual recertification elections, Walker's Act 10 also mandates that the union needs to win over 50% of all eligible votes (as opposed to over 50% of votes cast) in order to recertify.** Under Act 10, non-votes are considered "no" votes. The results from the Athens School District teacher unit show the ridiculousness of this requirement. Teachers in Athens voted 17 to 0 to recertify. However, the initial results show that the union will lose that certification election since there are 34 teachers in Athens and, given the provisions of Act 10, the 17 who failed to vote are counted with the "no" votes. Had one more

teacher voted (18 instead of 17), the Union would have been recertified.

In the 2012 recall election, Governor Walker received 53% of all votes cast but **less than 31% of all who were eligible to vote.** Applying the Act 10 Union Certification standards to his election, **he would have failed "recertification"**. In contrast and illustrative of the importance of their Union to school district employees, **71% of those eligible to vote did so.** That number soared to 85% for Racine teachers.

Overall, the elections results were astonishing. Even with the bargaining restrictions imposed by Act 10, as well as the political hurdles created by the recertification process, **school district employees have responded loud and clearly. They still say Union YES!**

MTI members were not subject to the Act 10 recertification election requirements given that MTI was able to negotiate Contracts covering members of its five bargaining units, as a result of Judge Colas' ruling. The Wisconsin Supreme Court decision on the state's appeal of Colas' ruling is pending.

Important February Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., **February 1.**

Sabbatical Leave applications for either the first semester of the 2014-15 school year or for the entire school year are due in the MTI Office by 5:00 p.m., **February 1.**

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15.**

(Note: Contract deadlines which occur on weekends will be extended to the following Monday.)

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org

Inclement Weather & Closing School

All five MTI Collective Bargaining Agreements with the District contain provisions which deal with the impact on members should schools be closed due to inclement weather. Given the closing of schools on January 6 & 7, the following Contract provisions will be implemented.

The pivotal Contract is that governing members of MTI's **teacher bargaining unit**. Section V-K provides that *should schools be closed or the opening of school delayed, that notice will be on local radio stations by 6:30 a.m.* When schools are closed because of weather, **teachers will be compensated for the day(s) on their regular monthly payroll check**. Section V-K of MTI's Teacher Contract also covers therapy assistants, interpreters, science materials specialists, special needs nurses, etc.

Bilingual Resources Specialists: BRS are governed by Addendum F of MTI's Teacher Contract. Under this Addendum, BRS who are tardy or absent due to inclement weather may to receive compensation by using personal illness leave or electing to makeup the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

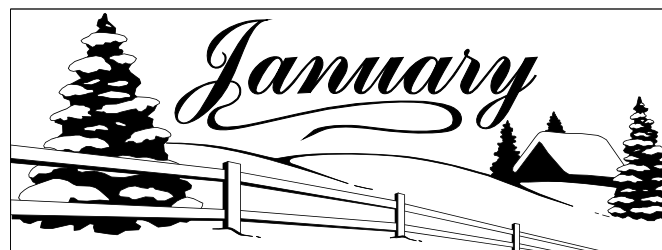
EA-MTI: The EA-MTI Contract provides that EAs are enabled **the option of using personal illness leave** to receive payment for time missed due to school closings, *along with being able to be paid up-front provided one makes up the missed time* by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

SEE-MTI: The SEE-MTI Contract provides that when a member of the SEE-MTI bargaining unit is absent from work for more than one hour on a "snow day", or other emergency school closing, in addition to using vacation time and compensatory time, the employee shall have the option to use **floating holidays** or **personal illness leave** to receive compensation for such days. In addition, said individuals are provided the option of receiving pay for the snow day **during the payroll period in which the snow day occurs** (without utilizing any accrued time) provided the employee makes up the time by attending District-offered **staff development/training** opportunities by the end of the school year. Said individuals also have the option to make up the time by performing their regular duties provided they have their supervisor's approval.

SSA-MTI: The SSA-MTI Contract provides the options of using **personal illness or floating holiday time** to receive **payment for time missed**, *along with being able to be paid up-front, provided one makes up the missed time* by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

Retiree Health Insurance

In MTI's 2009-11 Contract negotiations, **a significant gain was made for retirees, including future retirees**. It was agreed that one's MTI-negotiated Retirement Insurance Account can be used to pay the premiums for group health insurance plans other than the group health insurance plans which are part of the MTI/MMSD Collective Bargaining Agreement. This means that one can use their RIA to pay for coverage they have under their spouse's/partner's employer or other group or Medicare supplement plans. *Caution: HMOs do not provide other than emergency coverage outside their service area.* See Contract Section VII-G-6-f for details.



Calendar & Events

- **Monday, January 13, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, January 13, 5:30 p.m., Doyle, Room 103**
BOE Operations Work Group
- **Thursday, January 16, 4:30 p.m., SCFL**
SEE-MTI Organizing Workshop
- **Thursday, January 16, 5:30 p.m., Doyle, Room 103**
BOE Student Conduct & Discipline Plan
- **Monday, January 20, Martin Luther King, Jr. Day**
- **Tuesday, January 21, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Tuesday, January 21, 5:00 p.m., Doyle, Room 103**
Special BOE Meeting - Open
- **Wednesday, January 22, 4:15 p.m., MTI**
USO-MTI Board of Directors
- **Monday, January 27, 6:00 p.m., McDaniels Auditorium**
BOE Regular Meeting



Show **SOLIDARITY**
with your **MTI**
Sisters & Brothers.
Wear **MTI RED** on
MONDAYS!