



# Solidarity!

821 Williamson St. \* Madison, Wisconsin 53703-4503 \* Phone (608) 257-0491 \* Fax (608) 257-1168

## What's at Risk Without MTI?

Over the past few weeks, discussions have been occurring throughout the District about MTI's upcoming MTI Recertification Elections. One of the most frequently asked questions by newer staff, those who are not aware of MTI's many accomplishments on behalf of District employees, is "*what is at risk if we lose our Union?*" To answer, one only needs to look around Wisconsin to see what has happened to employees of other public employers where employees no longer have a collective voice in the workplace.



- Act 10 enabled public sector employers to unilaterally establish what employees pay toward health insurance. In many school districts, *employers increased the employee's take-home share to 12% of the premium.* Such decreases an employee's pay up to \$220 per month. **MTI worked with the District last year to keep to ZERO the health insurance contribution for MTI-represented employees.** And, the Union will be working with the District again this year, via the Joint MTI/MMSD Wellness Committee, to collaboratively identify potential sources for health insurance savings rather than implementing a premium co-pay. MTI-represented employees are among the very few public employees in Wisconsin who are not obligated to pay 10-12% toward health insurance premiums. What MTI achieved puts an additional \$50 to \$171 of take-home pay in each MTI member's pocket each month, depending on whether they carry single or family health insurance.
- For long-time teachers, educational assistants, clerical-technical staff and security assistants approaching retirement, MTI's Contracts and the new Employee Handbook provide retiring employees with 100% of the value of their accumulated sick leave for the payment of post-retirement insurances. *Many school districts have capped or reduced such benefits, given the unilateral authority granted them by Act 10, forcing longtime employees to work longer in order to afford post-retirement insurance premiums.*
- **Many other school districts have added classes to the workday (without additional pay); extended the work year (without additional pay); required mandatory evening obligations (without additional pay); reduced benefits for employees with disabilities; eliminated planning time; pro-rated insurance benefits based on part-time status; eliminated just cause and due process protections against unfair discipline or dismissal; and destroyed salary schedules.**

MTI encourages all represented employees to spend a few moments to page through their Collective Bargaining Agreement and the Employee Handbook which will go into effect next July to see the entirety of the benefits that the Union has negotiated for them over the past five decades. **Any or all of those items would be subject to employer discretion or whim, without your Union as your collective voice.** *Standing together*, we can continue to advocate for working conditions/learning conditions that education employees and students need. *Voting to recertify* will maintain your collective voice at work.

## MTI/MMSD Employee Handbook Meetings October 22 and December 9

MTI members interested in learning more about the **Employee Handbook** - *what from the Collective Bargaining Agreements continues, what has changed, and what this process means for the Union and its members going forward* - are invited to **Joint MTI-MMSD Handbook Q & A sessions**. These sessions will be held **October 22 at Memorial High School** and **December 9 at La Follette High School** (4:30-6:00 pm).

## Educators to McDonald's: Stop McTeacher's Nights!

MTI joined the National Education Association and more than 50 affiliates of the American Federation of Teachers and NEA in demanding an end to **McTeacher's Nights**. On McTeacher's Nights, McDonald's recruits teachers to "work" behind the counter and serve their fast food to teachers' students and their students' families. The encouragement is that a small portion of the proceeds is then donated to the teachers' school.

*(continued on reverse)*

## Stop McTeacher's Nights

The events take advantage of poorly funded cash-strapped schools by getting teachers to sell junk food to their students. MTI is proud to be part of this effort - organized by the Campaign for a Commercial-Free Childhood and Corporate Accountability International - to end a predatory marketing practice that exploits teachers and students. *Please join this effort by telling McDonald's to Stop McTeacher's Nights!* [www.edvotes.org/mcteachers](http://www.edvotes.org/mcteachers)

## Seeking Substitute Member Organizers!

Once again, the USO-MTI Board of Directors is in need of **"Member Organizers"** to help with the recertification campaign. *One's role as a Member Organizer will be to make contact with other substitute teachers about the certification election, ensure that all are aware of the dates for voting, the voting process and the importance to recertify their Union.* Information will be provided by MTI staff, but members talking to members about this simple, but critical vote, is essential to the success of this effort.

Members of all MTI units are requested to reach out to substitute teachers who work in their school about *the need to recertify and about the high threshold of 51% of the eligible voters required by Act 10 to prevail.* The dates of the election are **November 4-24, 2015.** Last year, substitute teachers recertified at 73% of all eligible voters, ensuring that USO-MTI maintained its status as one of the few substitute teacher bargaining units in Wisconsin.

## EA-MTI: Transporting Students

Section VI-M of the EA-MTI Collective Bargaining Agreement states that, **"Educational Assistants shall not transport pupils in private cars on school business."** *This clause was negotiated to protect MTI members' economic and safety interests.* EAs may not be "asked" or directed by their supervisors to transport pupils in their private vehicles during work hours.

Section VII-I of the EA-MTI Collective Bargaining Agreement enables the transportation of pupils, **only IF MTI and the District agree in advance to such an arrangement.** Because of the possible liability issues to which MTI members would be exposed, the Union usually declines any such proposals made by the District.

## School Security Assistants: Know Your Contract - Uniforms

Under Section VII-D of the MTI/MMSD Collective Bargaining Agreement covering Security Assistants, **whatever clothing the District requires an SSA to wear, as a condition of employment, must be provided, at no cost to the employee,** by the District. In previous years, there have been issues with the timeliness of the District providing uniforms. MTI continues

to monitor this matter. New employees should be provided uniforms soon after beginning employment with the District. Anyone who requests new clothing and does not receive it within a reasonable time frame should contact Eve Degen ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)) at MTI.

## Thinking Retirement? Plan Ahead: Attend a Retirement Planning Session

MTI will again provide opportunities for those it represents to gain information to enable planning and preparation for retirement. MTI-represented employees have retirement benefits available through multiple sources. **Understanding these benefits is essential to successfully planning for retirement.** For that reason, those considering retirement sometime in the next few years are encouraged to attend one of the joint MTI, MMSD & WRS sessions noted below. Due to high demand, reservations should be made as soon as possible by calling the District's Benefits Department at 663-1697 or email [chills@madison.k12.wi.us](mailto:chills@madison.k12.wi.us).

### Retirement Planning Meetings

October 27 & 28

7:00 -9:00 p.m.

*McDaniels Auditorium, Doyle Building*

## MTI Wear - More Sizes Available

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt (\$10); polo-shirt (\$12); oxford button-down shirt (\$15); and sweatshirt (\$30). Show **SOLIDARITY** with your MTI Sisters & Brothers. Wear **MTI RED** on **MONDAYS** and **MTI lanyards everyday!**

## Calendar of Events

- **Monday, October 19, Doyle Room 103**  
BOE Operations Work Group (5:00 p.m.)
- **Monday, October 19, 6:30 p.m., SCFL**  
Congressman Mark Pocan's Town Hall Meeting
- **Tuesday, October 20, 4:15 p.m., SCFL**  
MTI Faculty Representative Council
- **Monday, October 26, Doyle**  
BOE Special Meeting (5:30 p.m.)  
BOE Operations Work Group (6:00 p.m.)
- **Wednesday, November 4, 4:30 p.m., MTI**  
SEE-MTI Board of Directors

## 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)