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Solidarity!

What Does Your MTI Contract Do for You? *SENIORITY*

Rights granted to an employee by the Union's Contract are among the most important conditions of one's employment. Those represented by MTI, in each of MTI's five bargaining units, have a limited number of important SENIORITY protections in critical areas. Contrary to popular opinion, seniority has little relevance in issues such as voluntary transfer where the Union Contract allows the employer to select the most qualified candidate for any vacancy. However, when determining who should be declared "surplus" (above staff requirements in a school or department) or who should be subject to "layoff" (above staff requirements in the District), SENIORITY is the objective factor that limits and controls management's subjective actions. Because of SENIORITY rights provided by the Union's Contract, for example, the employer cannot layoff the more senior employee simply because she/he is paid more or may be outspoken.

As Contracts Come to an End, Membership Steering Committee Activated

When the Collective Bargaining Agreements expire on June 30, 2016, additional Act 10 prohibitions will apply to MTI, including the **elimination of fair-share payments** and the **prohibition of payroll deduction for Union dues**. These changes will impact MTI once the 2016-17 school year commences. To prepare for these changes, MTI will be engaging in a membership campaign this spring to transition from "**payroll deduction**" of Union dues to "**direct dues**" payment (i.e., payment via electronic funds transfer/automatic bank draft).

An enthusiastic contingent of MTI member organizers and retirees have agreed to serve on **MTI's Membership Steering Committee** to help design and implement the membership campaign to guide the Union in its transition to this new world. The Steering Committee is scheduled to commence this work on **February 9 and February 23, 4:30-6:30 p.m.** *MTI members from all bargaining units are invited to participate in this effort.* If you are interested in joining the **Steering Committee** to help design a membership campaign, please contact MTI at 257-0491 or mti@madisonteachers.org.

Last summer, in response to the Act 10 prohibitions on collective bargaining, MTI successfully collaborated with an oversight group of District and employee representatives to recommend to the Board of Education a **MMSD Employee Handbook**, which will take the place of the Collective Bargaining Agreements once they expire. Through that collaborative work, and the BOE's approval of the recommendations, we were able to continue the vast majority of the working conditions, pay and benefits important to District employees. We also made some changes, creating uniform provisions for all employees whenever possible, and modifying previous benefits due to compelling needs. This summer, the parties will reconvene the oversight group to explore possible modifications to the Employee Handbook for the 2017-18 school year.

Sabbatical Leave Deadline Extended to February 15

Sabbatical Leave applications for either the first semester of the 2016-17 school year or for the entire 2016-17 school year are due in the MTI office by 5:00 p.m., **February 15**. *This deadline has been extended from February 1 to February 15 due to changes in the application form.* See MTI's website www.madisonteachers.org for the sabbatical leave procedures and application form.

February & March Deadlines

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**.

Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time (see Contract Section IV-W). Full-time teachers who wish to work part-time may do so for one year and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District's office of Human Resources on or before **March 1 for the 2016-17 school year**. *Reducing one's contract without doing so by using this provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).*

Important - Save the Date

- John Matthews Retirement Party - March 12
- MTI Cares Bowl-a-thon - April 24
- MTI 50th /Strike 40th /2011 Protest 5th - May 7

Our Union Makes Us Strong!

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



Be a Voter, Vote Early in the Supreme Court Primary February 16

The primary election is scheduled for Tuesday, February 16. In Madison, the Wisconsin State Supreme Court primary is the only thing on the ballot.

Every vote will matter in this typically low-turnout election. Polling places will be open from 7 a.m. to 8 p.m. See MTI's website under *Elections and Political Action 2016* for the MTI-endorsed candidate in the Supreme Court election.

Early, in-person voting is available NOW at your municipal clerk's office through Friday, February 12. Early, in-person voting hours in *Madison* run 8 a.m. to 7 p.m. each weekday through Friday, February 12. The Madison City Clerk's Office is located in Room 103, City-County Building (210 Martin Luther King Jr. Blvd.). Go to "My Vote Wisconsin" (<https://myvote.wi.gov>), to find out who your Clerk is, where you vote, and what's on your ballot.

Photo ID is Required for this Election

The following IDs are acceptable for voting purposes, and the IDs can be unexpired or expired after the date of the most recent general election (currently, the November 4, 2014 election):

- A Wisconsin DOT-issued driver license, even if driving privileges are revoked or suspended
- A Wisconsin DOT-issued identification card
- A Wisconsin DOT-issued identification card or driver license without a photo issued under the religious exemption
- A Military ID card issued by a U.S. uniformed service
- A U.S. passport

The website "*Bring It to the Ballot*" (bringit.wisconsin.gov) provides information about the new photo ID requirements. Please tell your friends, family and colleagues about how important this election is and encourage them to take the time to be a voter in every election!

Don't sit it out, the stakes are too high!

Volunteer to help Voter Registration Campaigns with the League of Women Voters

The best contact right now for those in Dane County who wish to volunteer would be the League of Women Voters of Dane County (LWVDC lwvdc@chorus.net or 232-9447). This organization sponsors events and volunteers to register voters and do voter education in the area. They are running a great "Adopt a Senior Center" program that works to help seniors comply with the new Voter ID law. LWVDC is a member of the Dane County Voter ID Coalition which includes NAACP, Urban League, and other groups on the ground doing voter registration and education. Contact them to volunteer.

EA-MTI Board & Building Reps Meeting - February 17

The EA-MTI Board of Directors will meet on Wednesday, February 17, at 4:15 p.m., at MTI. Following the Board meeting, all EA-MTI Building Representatives are invited to meet at 4:30 p.m., at MTI. Come to hear new **MTI Executive Director Doug Keillor's** updates and exchange ideas for the future of the EA-MTI bargaining unit. If you are not currently an EA-MTI Building Representative, but are interested in becoming one, you are invited to attend this meeting. We will also discuss the spring elections of the EA-MTI Board of Directors and Building Representatives, as well as MTI's upcoming membership drive. *It's YOUR union; be involved!*

Ballots Distributed for NEA Annual Meeting & Representative Assembly

Ballots have been distributed to members of MTI's teacher bargaining unit for the election of state delegates to the National Education Association (NEA) Representative Assembly to be held July 2-7, 2016 in Washington, D.C. Ballots are to be returned to your MTI Faculty Representative to forward to MTI by Friday, February 26. MTI member and Badger Rock teacher **Cari Hauge** is on the ballot to be a state delegate.

The Representative Assembly (RA) takes place during the final four days of the annual meeting. It is the primary legislative and policymaking body of the Association and derives its powers from, and is responsible to, the membership. The Representative Assembly adopts the strategic plan and budget, resolutions, Legislative program, and other policies of the Association. Delegates vote by secret ballot on proposed amendments to the Constitution and Bylaws. Those delegates with full voting rights elect the executive officers, Executive Committee members, and At-Large members of the NEA Board of Directors. The RA consists of some 8,000 delegates representing state and local affiliates, student members, retired members, and other segments of the united education profession.

February Calendar

- Monday, February 8, 4:30 p.m., MTI
MTI Board of Directors
- Monday, February 8, Doyle Room 103
BOE Instruction Work Group (5:30 p.m.)
- Wednesday, February 10, 4:00 p.m., MTI
MTI Cares Board of Directors
- Tuesday, February 16 PRIMARY ELECTION DAY
 - Tuesday, February 16, 4:15 p.m., SCFL
MTI Faculty Representative Council
 - Wednesday, February 17, MTI
EA-MTI Board of Directors (4:15 p.m.)
 - EA-MTI Building Representatives (4:30 p.m.)
 - Monday, February 29, Doyle Auditorium
BOE Regular Meeting (6:00 p.m.)