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Solidarity!

WHAT DOES YOUR UNION DO FOR YOU?

Assistance with Workers' Compensation

Workers' Compensation is a statutory benefit intended to provide compensation for workers who suffer a work-related injury or illness. However, the process does not always work as intended and claims are often delayed and/or denied. Fortunately in such instances, MTI-represented employees can turn to their Union for assistance.

Slips, trips and falls are some of the most common causes of work-related injuries to District employees. If an employee is injured at work, they need to complete an **Injury Report** form as soon as possible and, if necessary, visit a doctor to determine what, if any, work restrictions are recommended. If an injury or illness restricts an employee from work, the injured employee needs to submit a **Work Status Report** form (signed by the medical provider) identifying those restrictions to the District. (**Union Advantage #1: members injured on the job can contact MTI staff for assistance with the process. MTI has produced a Workers' Compensation Fact Sheet for members advising of the process and of their rights.**)

Once approved, Workers' Compensation is supposed to compensate the employee at two-thirds (2/3) of the employee's wage rate up to certain maximum during a period of temporary disability. (**Union Advantage #2: MTI's Contracts, and next school year's Employee Handbook, require that injured employees eligible for workers' compensation receive 100% of wages for the first 180 days of injury.**) *Continued on reverse.*



Vote in the Supreme Court Primary Tuesday

The primary election is Tuesday, February 16. In Madison, the Wisconsin State Supreme Court primary is the only election 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.

Photo ID is Required for this Election.

EA-MTI Board & Building Reps Meeting - February 17

The EA-MTI Board of Directors will meet this Wednesday, February 17, at 4:15 p.m., at MTI. Following the Board meeting, all EA-MTI Building Representatives will 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!***

Retirement, TERP & Sabbatical Leave Deadlines Today (February 15)

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

Sabbatical Leave applications for either the first semester of the 2016-17 school year or for the entire 2016-17 school year are due TODAY (February 15) in the MTI office by 5:00 p.m. ***This deadline was extended from February 1 to February 15 due to changes in the application form.***

Contract Reduction Deadline March 1

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 using this provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).***

**Teacher Leave of Absence Request
Deadlines March 1 and May 1**

Section VI-B (Leaves of Absences) of **MTI's Teacher Collective Bargaining Agreement** provides that all *non-medical leaves except academic and childrearing leaves, must be for a minimum of one full school year* and must commence at the beginning of the first semester. Academic and 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 (academic or childrearing). **Extension:** One extension consisting of the following school year.

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 2016-17, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by **March 1, 2016**. A request for an *academic* leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2016** for the first semester or the ensuing school year.

In discussions with MMSD Human Resources staff, MTI was able to gain clarification that the District will continue to honor the current Contract leave of absence language cited above for teachers who request leaves of absence this semester for the 2016-17 school year.

After the Collective Bargaining Agreement expires on June 30, 2016, requests for leaves of absence will be governed by the provisions of the Employee Handbook which are substantively different and, in certain cases, more restrictive.

If you have questions on leave of absence options, MTI staff are available to assist at 257-0491.

Assistance with Workers' Compensation (continued)

If a claim is denied, the injured worker can appeal the denial by requesting a hearing before an Administrative Law Judge at the Department of Workforce Development. At such a hearing, the Workers' Compensation insurer will be represented by an attorney. Therefore, the injured employee will most likely want an attorney of their own. Attorneys who practice Workers' Compensation law typically are compensated by retaining 20% of any award or settlement. **(Union Advantage #3: MTI members have highly qualified MTI staff available to assist with Workers' Compensation claims. MTI will also provide members with legal representation when necessary, at no additional cost to the injured employee. Therefore, the member receives high quality representation and 100% of any award or settlement.)**

Recently, MTI settled a Workers' Compensation claim for an injured teacher that provided the injured employee \$16,087 for out-of-pocket medical expenses and disability benefits; \$8,750 for outstanding chiropractic bills; and further released the teacher from any additional responsibilities related to

subrogation of benefits paid by the health insurer. MTI staff are currently assisting sixteen (16) MTI members with Workers' Compensation issues.

**The East High Community
Opens a Food Pantry**

Once again, we are reminded of the difference that a few inspired individuals can make. Students at East High School have established a club called *Food for Thought*, which focuses on the issue of food insecurity and other barriers that affect struggling students and their families. The *Club* opened an *in-school food pantry* at East High on February 8. **Helena White**, MTI member and Speech & Language teacher at East, serves as the faculty advisor.

Students who are food insecure are more likely to have trouble staying on task in school. Every day, teachers provide educational opportunities to students who may be struggling with such barriers to achievement. Fifty-six percent of East High Students qualify for free and reduced lunch, and approximately 7% of its students suffer homelessness (over 100 students at any given time). With the help of community donations, the *Food for Thought Club* hopes to eliminate hunger as a barrier to success.

The *Club* is asking for help to stock the shelves with non-perishable food items for East High School families. The East High *Food for Thought* website has a list of requested items (<https://east.madison.k12.wi.us/east-high-food-pantry>).

MTI encourages members to make a donation to this food pantry. Items can be delivered to the welcome center at East High School, located by the small parking lot off of 4th street. Collectively, our small, individual contributions can make a big difference to our students.

February Calendar

- 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.)

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

