



Solidarity!

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

What Does Your MTI Contract Do for You? *School Calendar*

Does it matter to you when school begins in the fall? How about when and how long winter or spring break is? When school ends for the year? Or, does it matter to you how many days you work for your annual salary, or how many hours make up the school day? In members' responses to MTI's Bargaining Survey, *all of these factors are "very important"* to those in MTI's teacher bargaining unit.



It was MTI's case in 1966 which gave teacher unions an equal voice on all of the above topics. Ruling for MTI, the Wisconsin Supreme Court ruled that the school calendar is a mandatory subject of bargaining, meaning that a school district in Wisconsin must negotiate with the Union to determine each of the factors described above. Governor Walker's Act 10 in effect overturned the Supreme Court's ruling because Act 10 removed workers' rights to collectively bargain.

Impact? Act 10 enables a school board without a good conscience, to engage in mischief or abuse of all MTI represented staff especially teachers because they are paid an annual salary not on an hourly basis.

MTI is fighting to overturn Act 10 and to restore the Union's right to negotiate over the school calendar.

Vote by Absentee before Spring Break in the Board of Education Election

The election for Board of Education occurs on **Tuesday, April 3. This is during Spring Break.** Ensure that your vote counts in this critical election by voting absentee. *Absentee ballots are available two weeks before election day.* One can obtain an absentee ballot in one of two ways:

- In person: Go to the *Clerk's Office at the City-County Building, 210 Martin Luther King, Jr. Blvd, Room 103, between 8:00 a.m. and 4:30 p.m., Monday thru Friday.* State law requires in-person absentee voting to cease when the Clerk's Office closes for business the Friday before the election.
- By mail: Absentee ballots are mailed to registered voters by the Madison City Clerk's office **if a written request** is made. An application is available from the Madison City Clerk's Office at: <http://www.cityofmadison.com/clerk/> or the clerk in the city or village in which one lives.

Additional information is available on MTI's Website, under **Elections and Political Action.**

Important Reminder Teacher Contracts Due April 16

The District has issued individual teacher contracts for the 2012-13 school year. MTI strongly recommends that teachers return their signed contracts, **AS SOON AS POSSIBLE**, to the District Office of Human Resources in person to assure that it is received on time. Take your copy with you and ask that it be stamped "received". **Failure to return a signed contract by April 16 may result in the District accepting such as one's resignation.**

EA-MTI Election Results

At its March 7 general membership meeting, members of MTI's educational assistants (EA-MTI) collective bargaining unit re-elected President **Anne Hernandez** (Hawthorne); Vice-President **Judy Ferwerda** (Memorial); Secretary **Nancee Killoran** (Hawthorne); Memorial Area Representative **Kelli Lawler** (Memorial); and elected **Angela Lalley** (Gompers) as East Area Representative.

EA-MTI: Know Your Rights: Assignment to and Transfer from the Surplus Pool; Layoff

As nearly every school year has ended for the last several years, the District has declared as surplus at least one educational assistant in nearly every school. The MTI-MMSD Collective Bargaining Agreement governing educational assistants at Section IV-I-4 provides that any EA who has had part or all of their hours reduced at their school are placed in the EA surplus pool. Said EAs are then reassigned, in order of seniority and in accordance with their preference to vacant positions for which they are qualified and/or certified.

In accordance with a Union victory in a grievance arbitration case, *the District is also obligated to make every reasonable effort to reassign EAs to positions of at least the same number of hours they currently work; however, they are not obligated to create hours in the school from which the EA was surplused.* Therefore, EAs need to assert their right to their same number of hours, even if it results in their being moved to a different school. *All too often, EAs give up their hard-earned right to their same hours when they accept an assignment for fewer hours in order to remain in their current school.*

Educational Assistants also have transfer rights. When transfer opportunities become available, the District is obligated to consult the list of EAs declared surplus, such that a more senior EA in the surplus pool has rights to a posted position over a less senior EA who has not been declared surplus, but has also applied for the same position, so long as the EA in surplus is qualified and/or certified for the position.

Finally, if a reduction in staff (layoff) is determined by the District to be necessary, EAs are laid off in inverse order of seniority, pursuant to Section IV-K of the Collective Bargaining Agreement. A layoff could include EAs who were not previously declared surplus from their schools, as layoffs are done District-wide, rather than on a school-by-school basis. If layoffs occur, MTI will provide assistance to EAs regarding their unemployment insurance benefits rights.

Nominations & Election for MTI Delegates to the WEAC & NEA Representative Assemblies

Nominations for those interested in attending the WEAC Representative Assembly will be received at the March 20 meeting of the MTI Faculty Representative Council. Nominations will also be received for MTI delegates to the NEA Representative Assembly. The WEAC Representative Assembly will be held April 20-22, in Wisconsin Dells, and the NEA Representative Assembly will be held June 30-July 5, in Washington, D.C. MTI does not fund delegates to the NEA RA. *By virtue of the MTI Bylaws, the MTI Board of Directors serve as delegates to the WEAC RA.* Nominations and the election will be held at the March 20 Council meeting.

Preserve the Wisconsin Retirement System Meetings in the Madison Area

In February, MTI held an informational meeting at the Labor Temple regarding the WRS study mandated by Governor Walker and the legislature last spring. The study requires that the WRS analyze the possibility of: 1) *creating a defined contribution, 401K type retirement plan;* and 2) *allowing employees to opt to pay less than the required WRS contribution.* Both of these changes, if implemented, **would dramatically alter the current structure and stability of the WRS.** Additional informational meetings are being conducted in the Madison area by a coalition of public sector unions and retiree groups. MTI members are welcome to attend any of these meetings to find out more information. The dates and locations are:

Tuesday, March 20, 5:15-6:30 p.m., MATC,
211 N. Carroll Street, Room 240

Sunday, March 25, 2-3:30 p.m., Madison Labor Temple,
1602 S. Park Street, Room 201

Wednesday, March 28, 1-2:30 p.m. and 4-5:30 p.m., UW
Hospital, 600 Highland Ave., Room G5/113

Solidarity Sing Along with the Substitute Teachers!

United Substitutes Organization, please join the MTI Solidarity Singers, your USO-MTI Board of Directors and fellow USO-MTI Members at the **Solidarity Sing Along on Thursday, March 22, 2012.** This event takes place in the **Capitol Rotunda from 4:30 to 5:30 PM.** Following this event, interested members are welcome to join us at the Great Dane Brew Pub on King Street for some social time and discussion about the future of USO-MTI and what you can do to help.

Calendar of Events

- **Monday, March 19, 4:30 p.m., MTI**
SEE-MTI Elementary Secretaries
- **Tuesday, March 20, 4:15 p.m., SCFL**
MTI Faculty Representative Council
- **April 2-9 SPRING BREAK**

Tuesday, April 3 Spring Election



Our Union Makes Us Strong!

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