



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

# Solidarity!

## Bargaining for MTI's Five Units

MTI has filed notice with the Board of Education and the Wisconsin Employment Relations Commission (WERC) to open bargaining for **2014-15 Collective Bargaining Agreements for all five (5) MTI bargaining units**. Bargaining is enabled by Judge Colas' decision that Act 10, which sought to bar public sector bargaining, is unconstitutional. The City of Madison and the County of Dane have contracts with all City and County unions through 2015.

Last week MTI filed an additional petition with Judge Colas because of the failure of the Governor and the WERC Commissioners to implement those parts of Act 10 which Colas found to violate the Wisconsin Constitution. The WERC Commissioners contend that, **because Judge Colas did not issue an injunction, they may ignore his declaratory judgment when considering cases filed at the WERC.** *The WERC Commissioners and the Governor apparently believe that without a specific injunction directing them to abide by the Court's declaration of unconstitutionality, they are free to apply the law as they, not the Court, interprets it.*

**MTI Executive Director John Matthews** said, *"The above-described actions of the WERC Commissioners and the Governor, who are parties to the case, are unprecedented. They argued that the law was constitutional and they lost. They asked for a stay from the Circuit Court and the Court of Appeals and they lost. By implementing and enforcing a law determined to be unconstitutional, they are saying 'We are above the law.' That is intolerable. Consequently, MTI has returned to court to seek an injunction to force the WERC Commissioners, and the Governor who controls them, to respect the Courts and follow the law."*

MTI expects to exchange bargaining proposals with the District within the next few weeks. **MTI represents approximately 5,000 District employees in five different bargaining units.** They are teachers (MTI), educational assistants (EA-MTI), clerical/technical employees (SEE-MTI), substitute teachers (USO-MTI) and school security assistants (SSA-MTI).

In addition to the usual topics, MTI bargaining will include District proposals to amend Contract terms about parent-teacher conferences and possible extension, in some schools, of the school day and school year.

## Academic Leave of Absence Deadline May 1

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

A request for an *academic* leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2013** for the first semester or the entirety of the 2013-14 school year.

## Resignation

**Teachers are reminded that if they plan to resign at the end of the current school year that notice should be submitted to the Director of Human Resources as early as possible.** The following sums may be assessed for late resignation: a) resignation after the last day of the school year - \$200; b) resignation after July 1 - \$250; c) resignation after August 1 through the subsequent school year - \$300; and d) resignation without providing at least 30 days written notice results in an additional \$100.

**Educational Assistants are reminded that if they plan to resign, such must be done in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation.** Any EA who fails to give written notice of at least two (2) weeks prior to the effective date of resignation is required to pay \$50 as liquidated damages for the failure to give such notice. Resignation after July 1 incurs a \$100 penalty.

**Clerical/Technical Employees are reminded that if they plan to resign, such must be done in writing to the Director of Human Resources at least four (4) weeks prior to the effective date of resignation.** SEE employees who fails to give written notice of at least four (4) weeks prior to the effective date of resignation are required to pay \$100 as liquidated damages for the failure to give such notice.

The Director of Human Resources is Robert Nadler ([rnadlerjr@madison.k12.wi.us](mailto:rnadlerjr@madison.k12.wi.us)).

**Packing and Moving - Reminder!**

For many years, MTI's representation assisted teachers in receiving additional compensation when they had to pack, move, and unpack their classrooms due to construction or other physical necessity in their schools. *However, because the District became increasingly intransigent when it came to fairly compensating teachers for doing this work, MTI negotiated specific Contract terms.*

Under Section III-S of MTI's Teacher Collective Bargaining Agreement, *teachers are **NO LONGER REQUIRED** to pack/move, and/or unpack, teaching materials, either during the school year or during a school recess period due to [major] cleaning (defined as cleaning not regularly associated with annual and/or routine classroom cleaning), construction projects, repairs, electrical upgrades, etc.;* due to their classroom being moved at management's request; *OR* when the District deems it necessary to utilize the teacher's classroom for classes or other activities during a school recess period. **The District will arrange for the teachers' materials to be moved to his/her newly assigned location by a person not represented by MTI (i.e. an EA/SEA cannot be required to pack/move materials).** If materials are relocated during a period when school is in recess, they will be returned by the District when school resumes.

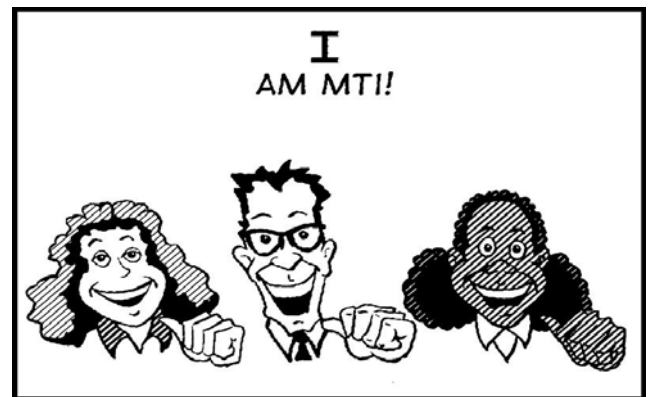
Teachers may, *at their option*, use **Contract** time to complete packing and/or unpacking, related to routine classroom cleaning. *Teachers who are asked by their principal to pack, and/or unpack, teaching materials as set forth in paragraph 2 above, are to complete a form available from the principal to be submitted to and approved by the District Director of Human Resources (or his/her designee) prior to commencing said packing or unpacking.* The District will, upon receipt of such form and verification of said work falling within the parameters of paragraph 2, *inform the teacher that he/she will not be required to perform the work.*

Other than to accommodate employees under the Americans with Disabilities Act as Amended (ADAAA) or Wisconsin Fair Employment Act (WFEA) where their disability prohibits them from packing, unpacking and moving their materials, *teachers who request to move from one classroom to another in the same school may be required move their own teaching materials.*

**Advocate for and advance your rights** by following the procedures in Section III-S of MTI's Teacher Collective Bargaining Agreement.

**SCFL Annual "Picnic" May 22**

The South Central Federation of Labor's Committee on Political Education will hold its **52<sup>nd</sup> annual COPE Bean Feed**, hosting Madison and Dane County elected officials, legislators and union members and their families, on **Wednesday, May 22, at 6:00 p.m. at the Madison Labor Temple, 1602 S. Park Street.** *One may have all the beans, hot dogs and potato salad he/she wishes, plus one free soda or beer.* The meal will be served from 6:00 to 7:15 p.m. **The proceeds pay for SCFL political action activities such as phone banks and mailings to unionists** in Dane, Dodge, Columbia, Jefferson, Sauk & Iowa counties. Any MTI-represented District employee can receive tickets (first come first served) by calling MTI.

**Calendar of Events**

- **Monday, April 29, 4:00 p.m., MTI**  
MTI Elections Committee
- **Monday, April 29, Doyle**  
**McDaniels Auditorium**  
BOE Regular Meeting (6:00 p.m.)
- **Wednesday, May 1, 4:15 p.m., MTI**  
EA-MTI Board of Directors
- **Thursday, May 2, 4:15 p.m., MTI**  
MTI Special Education Sub-committee
- **Wednesday, May 8, 5:30 p.m., MATC Truax**  
MATC Budget - Public Hearing (Room 122)
- **Monday, May 13, 4:30 p.m., MTI**  
MTI Board of Directors
- **Tuesday, May 14, 4:15 p.m., MTI**  
MTI VOTERS Political Action Committee
- **Wednesday, May 15, 4:15 p.m., MTI**  
EA-MTI Building Representatives
- **Thursday, May 16, 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)