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# Solidarity!

## Sadlowski to Leave MTI

MTI Assistant Director **Ed Sadlowski** has taken a position with the United Healthcare Workers West-SEIU commencing next summer. He will be working with the 140,000 member local in California. **MTI Executive Director John Matthews** said *Sadlowski has made a major impact in his work for MTI and will be sorely missed. "Ed is a person I could always count on. His commitment is second to none; his dedication to MTI members and the Union's cause is indelible,"* Matthews said. Sadlowski served as an MTI Assistant Director since 1993.

## New Staff Member at MTI

**Jen Nichols** recently joined MTI staff. She will be greeting MTI members as your Union's friendly receptionist. When calling MTI Headquarters for assistance, **please provide your name, position, and the issue with which you are seeking assistance.** With that information, **Jen** will be able to direct your call to the MTI staff member who can most efficiently serve your needs.

## Stand Together in Support of Striking Steelworkers at Goodyear!

Two hundred and fifty members of USW Local 904 in Sun Prairie are standing up against Goodyear's demand for wage and benefit cuts for up to 60% of the workforce. The walkout which began October 5 includes 15,000 members of the United Steelworkers Union (USW) located at sixteen Goodyear plants in ten states and Canada.

MTI members are strongly encouraged to demonstrate your **Solidarity** with the striking workers and their families by participating in the **MASS PICKET at the Goodyear Plant in Sun Prairie on Thursday, December 7, 5 to 6:30 pm.** MTI members will be receiving a **USW Local 904 strike and defense fund ADOPT A GOODYEAR FAMILY** pledge form with an upcoming edition of our weekly union newsletter **Solidarity!** Let's all help the families stay in the fight until the strike is won! For more information visit: [www.GKDSolidarityExpress.org](http://www.GKDSolidarityExpress.org).

## MTI Faculty Representatives Pass Resolution in Solidarity with Teachers of Oaxaca

At its November meeting, the **MTI Faculty Representative Council** unanimously passed a resolution in support of the 70,000 teachers who have been on strike against the State of Oaxaca, Mexico since May 2006. The main issues of the Oaxaca teachers' struggle includes *wage increases and parity with other public sector employees, and that all school children be provided with shoes, breakfast and uniforms to wear to school.*

In June 2006, the government of the State of Oaxaca, unleashed the first brutal attack against the strike encampments set up by teachers and their supporters. According to information presented to the Council, the **government supported death squads worked with state authorities to assassinate striking teachers.**

The resolution passed by the Council calls on the Federal and State governments in Mexico to seek a peaceful resolution to the conflict in Oaxaca.

## Important February Deadlines:

Many dates of importance occur in February. **Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester,** are due in the office of Human Resources by 5:00 p.m., **February 1.**

**Sabbatical Leave** applications for either the first semester of the 2007-08 school year or for the entire school year are due in the MTI Office by 5:00 p.m., **February 1.**

**Teacher Emeritus Retirement Program** enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15.**

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### ***Our Union Makes Us Strong!***

Volume 41, Number 14, December 4, 2006

MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)

MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)

# December



## Upcoming Meetings/Events

Wednesday, December 6, 4:15 p.m.	MTI Safety Committee at MTI
Monday, December 11, 4:15 p.m.	MTI Board of Directors at MTI
Monday, December 11, 4:15 p.m.	MMSD Harassment Inservice Memorial Auditorium
Tuesday, December 19, 4:15 p.m.	MTI Bargaining Committee at MTI
December 25-January 5	Winter Break

## TERP Deadline

For one to be eligible for the *MTI negotiated Teacher Emeritus Retirement Program (TERP)*, he/she must be a full-time teacher, at least 55 years old, with a combined age (as of August 30 in one's retirement year) and years of service in the District totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service to the MMSD would be eligible: 57 + 18 = 75.) Teachers who are less than age 55 are eligible if they have worked for the MMSD at least 30 years. Up to ten (10) part-time teachers are enabled to participate in TERP each year provided they have worked full-time within the last ten (10) years and meet the other eligibility criteria referenced above. **Completed TERP agreements are due in the District's Department of Human Resources no later than February 15.** Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling Sharon Hennessy, MMSD Benefits Manager (663-1795).

MTI was successful in negotiations for the 2005-07 Contract in negotiating a guaranteed continuance of TERP for four years. **Thus, MTI members can be assured that TERP runs through 2009 and not feel pressured into retirement before they are ready.**

MTI Assistant Director Doug Keillor is available to provide guidance and/or to provide estimated benefits for TERP, WRS and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

## January Paycheck

MTI's Teachers and Substitute Teachers Collective Bargaining Agreements provide that the January 1 paycheck is to be deposited on the first banking day in January. **Given that January 1 falls on Monday, the January 1 check will be deposited on January 2.** Funds cannot be deposited December 31, as it would cause one to pay taxes on those funds in 2006. Confirmation of the deposit will be distributed at each person's work location on January 8, the day school resumes for teachers and mailed to substitute teachers on or about January 5.

Members of MTI's clerical/technical (SEE-MTI), educational assistants (EA-MTI) and security assistants (SSA-MTI) bargaining units paychecks will be directly deposited on January 5. Confirmation of the deposit will be distributed at each person's work location on January 8.

## Health Plan Premiums: A Complex Issue

***MTI Solidarity!*** in the November 20 issue, addressed the differences between PPOs and HMOs to help members better understand their health plan options, under the various MTI/MMSD Collective Bargaining Agreements. Everyone agrees that ***health insurance is a critical part of one's compensation package and their financial security.***

While some have focused on the difference in costs between the GHC HMO plan and the WPS PPO plan, and the Board of Education has even pushed the concept of doing away with WPS and installing all HMOs as a means for health care insurance, this oversimplifies a very complex issue. ***In considering whether such a change would be wise, one must understand the primary reason for the premium differential between the HMOs and PPOs and how it relates to plan selection.***

**WPS plan premiums are higher because more senior members of MTI have selected WPS and more members who have serious and costly medical conditions choose the WPS PPO option.** Many who select WPS express that they want the broader provider access and the most comprehensive coverage. *Conversely, the healthier and younger MTI members generally select the lower cost option, which is the GHC HMO.* As a result, costs incurred by the WPS plan are higher for the simple reason that members on the WPS plan use the health care system more often, and when they do use it, it's for more complex and costly medical services.

The insurance industry refers to this as "***adverse selection***"; i.e. *an employee chooses a specific insurer or plan option for reasons advantageous to the employee. This has a detrimental impact on the insurer.* No insurer other than WPS has been willing to offer a plan enabling open-access alongside an HMO for that reason. It causes the PPO to insure those who need the major healthcare.

**Anyone who is fortunate enough to be healthy now should imagine being diagnosed with a serious medical condition in the future. Under these circumstances, ask yourself if you would want the freedom to choose the best doctors and hospital with the right to self-refer to other medical providers, or if you are willing to limit medical care to those whom the HMO employs.**

MTI has fought hard to negotiate health insurance benefits that are among the very best in the country. MTI encourages each and every member to discuss health insurance options to assure the continuance of these excellent benefits.