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Solidarity!

Nominations Finalized

At last week's MTI Faculty Representative Council meeting, nominations were received for a number of MTI leadership positions. The Bylaws call for nominations, for several positions, in September of each year. **Nominated for At-Large positions on the MTI Board of Directors** were - incumbents **Kira Fobbs** (Falk) and **Maria Cavicchio** (Emerson); for the **Cabinet on Personnel** - incumbents **Barbara Keresty** (Sandburg) and **Barbara Rogers** (Toki); for the **Finance Committee** - incumbents **Alan Ginsberg** (Van Hise), **Bob Arnold** (Lowell), and **Henry Hawkins** (Jefferson); for the **Political Action Committee (MTI VOTERS)** - incumbents **Bob Latchaw** (Cherokee), **David Evans** (Toki), **Bonnie Augusta** (Doyle) and **Jeremiah Cremin-Bringman** (O'Keefe); and **Art Camosy** (Memorial) for High School Representative on the MTI Bargaining Committee. A vacancy exists due to the retirement of David Irwin. In accordance with MTI Bylaws, the election for all positions will be held at the October 20 meeting of the Faculty Representative Council.

Health Insurance Plans to be Improved

As part of the State Budget, all group health insurance plans have been mandated to add coverage for: *cochlear implants, autism, and extending dependent care to the end of the calendar year in which the dependent turns 26.*

These coverages will be amended into all health insurance plans offered through all five MTI Contracts with the District. Pursuant to the legislation, all additional coverages will begin February 1.

H1N1 Flu Pandemic: Common Sense Prevention

Last week, the U.S. Food & Drug Administration (FDA) approved vaccines against the 2009 H1N1 flu virus. *Preliminary FDA testing shows that the vaccines induce a response in most healthy adults within 8-10 days, similar to what occurs with the seasonal flu vaccine.* Within the next 4-5 weeks, 50 million doses of the initial target groups, and millions more will soon follow.

Regardless of when you will be able to be immunized against the H1N1 flu virus, the Center of Disease Control (CDC) has recommended the following strategies to use now:

- **Encourage hand hygiene** of both people who are well and those who have any flu symptoms. Wash hands frequently with soap and water when possible. Note that the District has provided hand cleaning products in all classrooms, and will be installing wall-mounted hand-sanitizer dispensers near school cafeterias.

- **Encourage respiratory etiquette**, including keeping hands away from nose, mouth and eyes. Cover noses and mouths with a tissue when coughing or sneezing; or a shirt sleeve or elbow if no tissue is available.
- **Encourage surface/environmental cleaning as needed.** Note that the District has provided wipes for use in cleaning desk tops and other inanimate objects. Take care when using these products, as some members have reported a sensitivity to the chemicals contained in them. Anyone having a reaction to a product, should let your principal and custodian know. MTI is working with the District to ensure that various products are available. *Note that teachers cannot be directed to wipe down desks and other classroom materials or furniture.*
- **Report ill students to your school nurse**, so that they may be separated from the rest of the class until they can be sent home.

Anyone with questions may contact MTI Assistant Director Eve Degen (degene@madisonteachers.org). Eve is the Union's point person for H1N1.

Health Insurance Annual Choice/Open Enrollment

MTI's various Collective Bargaining Agreements provide that between October 15 and November 15 each year there will be an annual choice to switch health insurance providers, between/among the insurance carriers named in the Contracts.

Members of MTI's teacher and substitute teacher bargaining units continue to have the option of WPS' Statewide Indemnity Plan or GHC. Members of MTI's clerical/technical, educational assistant and security assistant bargaining units have the HMO options - GHC, Physicians Plus and Dean Health Plan.

ANNUAL CHOICE is the period during which MTI represented employees who are already covered under an MTI negotiated District health insurance plan **may choose, without having to prove insurability, an alternate available plan.** **Implementation of coverage under the new plan will be effective January 1, 2010.**

OPEN ENROLLMENT is also available as a result of gains made during MTI's 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (*an assignment of 19 hours per week or a teacher contract of at least 50%*). Those with health insurance who have an eligible dependent, **who is not now covered**, may enroll that dependent during this period. **The effective date for all new coverage is January 1, 2010.**

School Security Assistants: Know Your Contract -Uniforms

Under Section VII-D of the MTI/MMSD Collective Bargaining Agreement covering security assistants, **whatever clothing the District requires an SSA to wear, as a condition of employment, must be provided, at no cost to the employee,** by the District. In previous years, there has been some issue with the timeliness of the District providing the uniform. MTI continues to monitor this matter. New employees should be provided uniforms soon after beginning employment with the District. Anyone who requests new clothing and does not receive it within a reasonable time frame should contact MTI Assistant Director Jesse Reschke (reschkej@madisonteachers.org).

WEAC Member Benefits Financial Planning Services and Financial Planning Schedule

To assist members with their financial planning, WEAC employs a professional certified financial planner, **Bob Moeller**, to conduct free financial planning seminars throughout the state.

Seminars will be offered in Madison on October 1 and April 7. Both seminars are 6:30-9:00 p.m., and are held at WEAC, 33 Nob Hill Road. To register, call MTI at 257-0491 or email mti@madisonteachers.org.

Members may also schedule, at no-cost, individual financial planning appointments. For an appointment, call (608) 276-7711 or 800-362-8034, extension 253. One of the advantages of having a CFP on staff is that the only commitment of Bob is to serve the interests of members. This is in contrast to other planners, whose advice often points clients in the direction of the investment products they sell. **Bob has provided invaluable assistance to many MTI members. Such planning is even more important in today's economic times.**

Political Action Committee (PAC) Rebates

The MTI Faculty Representative Council created MTI VOTERS Political Action Committee with funding to assist in promoting political causes of interest and benefit to MTI members via an assessment of 5% of one's annual Union dues. Deductions are made from each member's monthly wage. **SEE-MTI, EA-MTI and SSA-MTI** have similar Bylaw provisions. If one does not wish to assist in the Union's political efforts, by delivering **WRITTEN NOTICE** to MTI Headquarters by **October 1**, an advance refund of the school year's PAC deductions will be issued. Payment will be made by November 30. **MTI VOTERS** endorses candidates who pledge to support education and educators.

Keep Your Own "Personnel" File

Record keeping is important. *Don't wait for trouble to start before you begin a records file.* Having good records are very important, if you become involved in a grievance over your Contract rights, benefits or in a matter involving discipline or dismissal. To enable the best possible protection and representation, **maintain your own "personnel" file.**

Your file should contain such documents as: college transcripts, evaluations, accumulated sick leave and days used, direct deposit (wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DETF) records, personal leave, documentation of honors and awards, notes on student accidents, notes on confrontations with parents or administrators, copies of all correspondence with supervisor(s) and administrators, and for teachers - individual teacher contracts for each year, licenses, and teaching assignments by year with subjects taught.

EA-MTI General Membership Meeting September 23

Members of MTI's educational assistants' bargaining unit will meet on **Wednesday, September 23, at 4:00 p.m., at MTI headquarters.** EA-MTI members are encouraged to attend the meeting to discuss the new school year and any areas of concern.

Calendar of Events/Deadlines

- **Wednesday, September 23, 4:00 p.m., MTI**
EA-MTI General Meeting
 - **Monday, October 12, 4:30 p.m., MTI**
MTI Board of Directors
 - **Tuesday, October 13, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
 - **Wednesday, October 14, 4:30 p.m., MTI**
SEE-MTI General Membership Meeting
 - **Tuesday, October 20, 4:15 p.m., SCFL**
MTI Faculty Representative Council
 - **Wednesday, October 21, 4:15 p.m., MTI**
USO-MTI General Membership Meeting
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Our Union Makes Us Strong!

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