



# EA-MTI NEGOTIATION UPDATE - #1

September 22, 2010

## STATUS OF NEGOTIATIONS

MTI's 2008-10 Educational Assistants (EA-MTI) Collective Bargaining Agreement, with the Madison Metropolitan School District, expired August 7, 2010. Negotiations over a successor Agreement are underway. On August 16, 2010, MTI and the District exchanged bargaining proposals. A subsequent negotiation session was held on September 15, 2010.

Bargaining for a successor Contract takes place against the backdrop of a Board of Education (Board) directive issued in May and subsequent, significant, financial changes. The Board directed its administration to propose no wage increase for all District employees whose Contracts are subject to negotiations at this time. **The Board's direction is that management balance its Budget on your back.**

However, since the Board directed the wage freeze, **the District has received nearly \$10 million in additional funds to be used during the duration of this Contract.** *\$1.5 million came from a recalculation of State aid.* Additionally, **\$8,377,542 will come from President Obama's Educational Jobs Fund and can only be used to rehire laid-off employees, restore hours cut, retain existing employees or hire new employees.**

An overview of each party's initial bargaining proposals is attached. **The Union proposed various enhancements regarding workplace safety; training and development. Additionally, the Union is seeking paid snow days; increased bereavement leave; additional personal days; and that EAs be provided time to read students' IEPs, behavior plans, etc., when necessary. The Union has proposed a wage increase in line with comparable union represented employees.**

**The District's proposal contains several take backs, including some recycled items from their last three negotiation proposals:** expansion of management rights language in order to reduce the number of issues which management is required to negotiate with the Union; and an increase from fourteen (14) to twenty (20) days of the posting exemption period. The District is also attempting to define a semester as ninety (90) work days; and has proposed that SEAs who are subsequently employed as nurse assistants, be required to serve a three (3) month trial period in the new position. **Thus far, the District has not made a proposal to increase wages.**

Following the next bargaining session, an additional MTI Negotiation Update will be sent to all EA-MTI members.

## YOUR EA-MTI BARGAINING TEAM

In accordance with the Bylaws of EA-MTI, your Bargaining Team consists of your President, the Executive Director or his designee, and members from the Board or Bargaining Committee appointed by the Board of Directors. Your Bargaining Team is: **Anne Hernandez**, EA-MTI President (Hawthorne Elementary); **Judy Ferwerda**, EA-MTI Vice President (Memorial High); **Jaclynn Olson** (West High); **Nanci Tibbetts** (Whitehorse Middle); and MTI Executive Assistants for Labor Relations, **Jesse Reschke**, **Eve Degen** and **Doug Keillor**.

The MMSD Bargaining Team consists of the following: June Glennon, MMSD Employment Manager; Heidi Tepp, MMSD Labor Relations Attorney; Sharon Hennessy, MMSD Benefits Manager; and Sarah Love, MMSD Payroll Manager.

**The following is a summary of the initial proposals presented by both parties:**

CONTRACT SECTION	UNION PROPOSAL	MANAGEMENT PROPOSAL
I-A Management Rights		The District proposes to modify this Section, to explicitly identify and expand rights reserved to management.
II-A Conference and Negotiation	Editorial date change.	Editorial date change.
III-D Work Year Schedule	The Union proposes the addition of two paid floating holiday.	
III-E Payroll Deductions/Fair Share	Editorial changes.	The District proposes to delete specific language regarding sick leave payout at retirement that has been held in abeyance.
III-H Separation from Service	The Union proposes to enable retirees the option to use their Retirement Sick Leave Account, to pay for insurances provided by the Contract or to purchase non-District sponsored group health insurance or medicare supplement.	The District proposes to delete specific language regarding sick leave payout at retirement that has been held in abeyance.
IV-D Posting of Vacancies		The District proposes to expand the posting exemption period from 14 to 20 days.
IV-E Assignment/Involuntary Transfer	The Union proposes that EAs whose hours are involuntarily increased be allowed to transfer to a different position if they do not want the additional hours.	
IV-F Voluntary Transfer of Assignment		The District proposes to require EA or SEA who transfer to NA positions to serve a three month trial period.
V-F Workplace Safety	<p>The Union proposes that in instances of physical or verbal assault upon an EA that the District provide the EA with timely update(s), as to discipline/suspension, etc. of the student.</p> <p>The Union also proposes that employees working with students who have IEPs, behavior plans, etc., be provided time to read the student's IEP, behavior plan, etc.; as well as discussing any concerns with the student's case manager or classroom teacher.</p>	
VI-A Personal Illness Leave		The District proposes language to define a semester as 90 work days.
VI-C Absence for Bereavement	<p>The Union proposes to treat all family members the same for purposes of bereavement and grant up to five days bereavement for each relative listed (current contract limits bereavement for one day for certain relatives).</p> <p>The Union proposes that employees be granted bereavement leave for a close personal friend in excess of the one day currently provided under the Contract.</p>	

<b>CONTRACT SECTION</b>	<b>UNION PROPOSAL</b>	<b>MANAGEMENT PROPOSAL</b>
VI-E Leave of Absence		The District proposes language to define a semester as 90 work days.
VI-I Holidays	The Union proposes to add two paid floating holidays.	
VI-L Temporary School Closings, Delay in Opening, Early Dismissal	The Union proposes that EAs be paid for up to two days per year when school is cancelled due to a snow day or other emergency situation.	
VI-Q Personal Leave	The Union proposes that EAs receive up to four personal leave days per year.	
VIII-G Duration	Editorial date change.	Editorial date change.
Addendum A Limited Term Employees	Editorial date changes.	Editorial date changes.
Addendum C Substitute Special Education Assistant Employees or Substitute Nurse's Assistants	The Union proposes editorial date changes.	The District proposes editorial date changes.