



SEE-MTI Negotiation Update

September, 2010

The following is a *summary of the initial proposals exchanged August 3 by your Union and those presented by the Madison Metropolitan School District in negotiations, over the terms and conditions of the 2010-12 Supportive Educational Employees (SEE-MTI) Collective Bargaining Agreement.* Bargaining continued on August 26, and additional negotiation sessions are scheduled for September 20 and 27. ***New this year:*** At the request of MTI, the District has agreed to commence bargaining at 3:00 pm, providing some paid release time for the SEE-MTI negotiating team members.

You are represented in bargaining by the following **SEE-MTI Bargaining Team:**

Travis Grover, Research and Evaluation
 Carol Land, Crestwood Elementary
 Julie Arend, Cherokee Middle
 Sadie Larkin, Memorial High School

Jeanie Hadden, Payroll
 Sherry Barnsley, Alternative Programs
 Bill Thompson, Research and Evaluation
 Doug Keillor, MTI Staff

SEE-MTI members interested in receiving more frequent e-mail bargaining updates should forward their personal e-mail address (non-MMSD e-mail) to MTI at nicholsj@madisonteachers.org.

Contract Section	Initial Union Proposal	Initial District Proposal
I-A Management Rights	The Union proposes no changes.	The District proposes to re-write this Section, <i>explicitly identifying and expanding the management rights.</i>
II-A Conference and Negotiation	Editorial date change for new two year contract.	Editorial date change for new two year contract.
III-A Salary	The Union will present a compensation proposal at a later date.	The District made no economic proposal.
III-E Separation From Service	The Union proposes language identical to that recently agreed to in the Teacher Contract which allows retiring employees the option to utilize their accrued sick leave for the payment of non-District group insurance plans, in addition to the District group insurance plans currently available.	The District proposes that the sick leave cash payout option, currently suspended due to District concerns with IRS, be deleted from the Contract. The District proposes to eliminate the right of designated family partners to continue to receive benefits, after the death of a retired employee. The District asserts such is no longer allowed under tax laws.

IV-D Seniority	The Union proposes no change.	The District proposes to eliminate the three month trial period for SEE represented employees who accept supervisory positions. Current Contract language allows such employees to maintain bargaining unit seniority during the three month trial period as a supervisor.
IV-E Transfer of Assignment	<p>The Union proposes to remove managements right to administratively (involuntarily) transfer employees.</p> <p>The Union proposes to delete outdated language relative to demotions for cause.</p>	The District proposes to delete outdated language regarding “testing” for those who apply for transfer.
IV-F Job Positing	Consistent with the proposals in IV-E, the Union proposes to remove managements ability to involuntarily transfer employees.	Given the District’s move to an on-line transfer process, the District proposes changing posting language to no longer require minimum qualifications on the paper posting (rather, minimum qualifications for positions will be provided on-line).
IV-M Resignation	The Union proposes no change.	The District proposes to increase the penalty for not providing “timely” resignation notice from \$100 to \$250.
V-A Hours of Work	The Union proposes no change.	<p>The District proposes to delete the requirement that overtime be paid beyond 7 3/4 hours per day (overtime would only be paid if one’s weekly hours exceed 40).</p> <p>The District proposes to delete the provision of “clean-up” time.</p> <p>The District proposes to delete the requirement that employees asked to work at home receive a minimum of 30 minutes of work time and would require Kronos log-in.</p>
V-C Snow Days	The Union proposes that employees be paid for up to two (2) days when school is cancelled due to a snow day or other emergency situation. This money is already budgeted for, creating no additional costs to the District.	The District proposes no change.

V-D Annual Paid Vacation	The Union proposes to allow for more than five (5) vacation days to be carried over into the next year and to allow the employee discretion in how many carryover days could be deposited in sick leave. This would allow employees the option to build more days in their sick leave account for post-retirement insurance payments.	The District proposes no change.
VI-B Leave For Death	The Union proposes to modify bereavement language to be consistent with that in the Teacher Contract by treating all designated 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).	The District proposes no change.
VI-D Leave of Absence without Pay	The Union proposes no change.	<p>Currently, employees can receive unpaid leaves of absence (with supervisor approval) for up to six months with the right to return to the former position. The District proposes reducing such time to 90 work days.</p> <p>After the initial six month leave, current language allows for the possibility of an additional six months of leave (again requiring supervisor approval) but with the right to return to a vacant position as opposed to their former position. The District proposes reducing the 12 months possible to 180 work days.</p>
VI-E Maternity/Disability Leave	The Union proposes no change.	<p>Similar to their proposal in VI-D, the District proposes to reduce the maternity/disability leave period with right to return to former position from six months to 90 work days.</p> <p>The District further proposes a two year maximum period of medical leave and language relative to the calculation of the two year period.</p>

VI-H Use of Telephone	The Union proposes no change.	The District proposes to delete language requiring “employees shall be called to the phone whenever practical, for urgent matters” given that most employees have phones at their work stations or cell phones.
VII- A Health Insurance	The Union proposes no change.	The District proposes no specific changes but indicates: <i>“The District desires to discuss the following items as a means to achieve cost savings: Proration of Benefits, Contribution to Health Insurance Premiums, Service Bonus and Sick Leave Payout.”</i> Each of the District’s proposals would have a negative impact on employees.
VIII-A Contract Printing	The Union proposes no change.	The District proposes that they no longer be obligated to print and distribute the Collective Bargaining Agreement, and instead make the Contract available via the Districts internet website.
VIII-H Effective Dates	The Union proposes that the Contract run through August 11, 2012.	The District proposes that the Contract run through August 4, 2012.
Addendum C Substitute Secretaries	The Union proposes editorial date changes.	The District proposes editorial date changes.
Addendum E Family/Community Liaison	The Union proposes editorial date changes.	The District proposes deleting F/C Liaisons from the Contract due to the MMSD no longer employing any.
Addendum F LTEs	The Union proposes editorial date changes.	The District proposes editorial date changes.

MOU: SEE-MTI Voluntary Retirement Incentive

The Union proposes a Voluntary Retirement Incentive Plan for SEE-MTI members similar to the TERP plan for teachers. The plan would provide an incentive for retirement by providing eligible retirees 25% of the employees last 12 months of earnings, paid out over 24 monthly installments. In exchange, the District would realize salary savings (turnover savings) by replacing experienced higher paid employees with new hires. *Based on an analysis of SEE unit turnover over the past three years, the Union estimates such a program could SAVE the District over \$11,000 per year.*

**Want more information?
Make plans to attend the
2010 SEE-MTI General Membership Meeting
Wednesday, October 6, 4:30 p.m.
Madison Labor Temple, Room 109**

