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Solidarity!

Nominations Finalized for MTI Officers & Bargaining Committee

At the March 15 meeting of the MTI Faculty Representative Council, nominations were finalized for MTI Officers, as well as for the MTI Bargaining Committee relative to vacancies which occur in May, 2011. Nominated for President-Elect was **Kerry Motoviloff** (Elvehjem); **Art Camosy** (incumbent -Memorial) for Vice-President; **Liz Wingert** (Elvehjem) for Secretary; and **Fred Rosevear** (incumbent - East) for Treasurer. Because MTI's Bylaws provide that a President Elect is elected the year prior to he/she assuming office, **Peggy Coyne** (Black Hawk), who was elected last spring, will serve as President for the 2011-12 school year.

Nominated for the **MTI Bargaining Committee** were for High School Representative - **Art Camosy** (incumbent-Memorial); for Middle School Representative - **Lori Hamann** (incumbent-Cherokee); for Elementary School Representative - **Bob Arnold** (incumbent-Lowell); **Kent Wells** (incumbent-Chavez) and **Steve Pike** (West) for At-Large Representative; and for Educational Services Representative **Mary Larson** (incumbent - Schenk). The Bargaining Committee, from which the Bargaining Team is selected, and which is the body responsible for MTI's Teacher Contract negotiations, consists of 15 members, five are elected each year. MTI's general election will be held April 25-27.

Deadline to Clarify Protest Day Actions with Human Resources April 15

The District has advised that for those employees absent on any of the **Political Action Days** (February 16, 17, 18 and/or 21), the following policy will be applied:

- For those absent who have a **"valid" doctors excuse**, such days will be excused and paid via available sick leave;
- For those absent **without** a valid doctors excuse, such days will be unpaid. For teachers, **pay docks will occur on the tenth (10th) paycheck, June 10.** Hourly employees have already suffered pay docks. Also, the District will issue such employees **"letters of expectation"** (non-disciplinary);
- For those who submitted what the *District alleges* to be a **"fraudulent doctors excuse"**, such days will be unpaid. The District claims those who received medical excuses from physicians while engaging in political action at the Capitol, do not have **"valid"** excuses. For teachers, pay docks will occur on the tenth (10th) paycheck, June 10. Hourly employees have already suffered pay docks. Additionally, the District will issue such employees **disciplinary letters of suspension** (with time already served);

- **Hourly employees** whose workday conforms with the student day will make-up time with the increased instructional time;
- *Under District policy*, employees have until **April 15** to clarify their absence status on the protest days as falling into one of the three categories above and should do so via e-mail or letter to Director of Human Resources Robert Nadler (rnadlerjr@madison.k12.wi.us) with a copy to MTI (nicholsj@madisonteachers.org). Said letter should include the employee's name and home mailing address. Employees who had previously submitted a doctor's note to the District have the opportunity to rescind such notes during this time period.

Contact MTI with questions about these options.

TERP Deadline April 15

Applications for the MTI negotiated **Teacher Emeritus Retirement Program**, and for **regular teacher retirement**, are due in the District's Office of Human Resources by 5:00 p.m., **April 15**. The original deadline of February 15 has been extended twice by an agreement between MTI and the District, given the negative impact on retirement which could be caused if Governor Walker's proposed legislation passes.

MTI negotiated TERP is available through 2013. MTI held group retirement meetings on February 24, March 3 and 10 for those interested in a general discussion of retirement in light of Governor Walker's proposed legislation. Approximately 350 attended.

For those *considering retirement* at the end of the school year, MTI strongly encourages contact with MMSD Benefits Manager, Sharon Hennessy (663-1795), to schedule an appointment to discuss that potential. One should also **contact WRS** (266-3285) to request a benefit estimate. **Teachers who plan to retire at the end of the school year must meet with Ms. Hennessy on or before April 15, 2011.**

All others represented by MTI should make an appointment with Ms. Hennessy to accommodate your contractual notification deadlines.

MTI would appreciate hearing from anyone who retired earlier than planned because of the Walker legislation.

Our Union Makes Us Strong!

Volume 45, Number 28, March 21, 2011

MTI's web page - www.madisonteachers.org

MTI's e-mail - MTI@madisonteachers.org

SEE-MTI General Membership Meeting March 23

SEE-MTI President **Travis Grover** has received requests to schedule a SEE-MTI General Membership meeting to discuss the recently ratified SEE-MTI Contract extension and action plan from here. This meeting is scheduled for **Wednesday, March 23**, commencing at **4:30 p.m.**, at the **Madison Labor Temple** (Room 201A, 1602 S. Park St.).

Recall Organizers Gathering Signatures and Recruiting Volunteers

The Democratic Party of Wisconsin is coordinating the gathering of recall signatures for eight of the Republican senators who voted on March 9 to eliminate collective bargaining rights for public employees. Governor Scott Walker and the other 10 senators who voted to eliminate collective bargaining rights will be eligible for recall in January 2012.

The website for Recall The Republican 8, www.recalltherepublican8.com, has information about where each recall effort is headquartered and links that allow you to volunteer or contribute online.

If you have questions, call the Democratic Party of Wisconsin offices (608-255-5172).

Visitation Day

MTI's Teacher Collective Bargaining Agreement grants **each teacher one visitation day** per school year to observe instructional practices in other schools. The visitation day must be **utilized by April 23**. The teacher's request for a visitation day is to be submitted to the principal of their school for approval. A visitation day can also be recommended by a principal. Teachers using the negotiated visitation day are reimbursed for expenses if the visitation day for the teacher is at the request of a principal. **NOTE: GIVEN THE NEGATIVE IMPACT OF GOVERNOR WALKER'S BUDGET REPAIR BILL, THIS CONTRACT PROVISION WILL BE DELETED AFTER THIS SCHOOL YEAR.**

Errata Teacher Contracts

Last week's *MTI Solidarity!* newsletter contained an article which is run annually advising that teachers should remember to turn in their individual contracts to the District Office of Human Resources by April 15. **That article should have contained revised data.** Because of the impact of the Governor's Budget Repair Proposal, MTI and the District entered into a memorandum of understanding which moves the *date of issuance of individual contracts, for 2011 only, to May 1. Teachers will then have until June 15 to turn in their signed contracts.*

Big Thanks to Crisis Coordinating Committee

Given Governor Walker's attack on public employees and his plan to strip from their Collective Bargaining Agreements their economic and employment security, as well as their Union's right of employee representation and right to collectively bargain, **members at MTI's February 20 general membership meeting were infuriated.** So many had ideas as to how to protest and challenge that MTI President Mike Lipp asked for volunteers to serve on a *Union Crisis Coordinating Committee.* Almost 200 MTI members from across MTI's five bargaining units volunteered.

The Committee has met frequently, sometimes twice weekly. The Committee served, with MTI's Faculty Representatives, as the **primary source of information for MTI members about legislation, bargaining and the political action rallies.** They developed improved Union communication to MTI members via text blast and other electronic social media means. **The Committee's enthusiasm and dedication played a major role in successfully involving MTI members in recent activities.**

The Committee is now turning its attention to the **April 5 Supreme Court election** and the **Recall The Republican 8.** Members interested should contact MTI Assistant Director Eve Degen (degene@madisonteachers.org).

The Committee is co-chaired by MTI Vice President **Art Camosy** (Memorial) and MTI Faculty Representative **Kathryn Burns** (Shorewood).



Calendar of Events

- **Tuesday, April 5, ELECTION DAY**
Remember to Vote
- **Tuesday, April 5, 4:15 p.m., Harmony Grill**
Special Education Sub-Committee
- **Wednesday, April 6, 4:30 p.m., MTI**
SSA-MTI General Membership Meeting
- **Monday, April 11, 4:30 p.m., MTI**
MTI Board of Directors
- **Tuesday, April 12, 4:15 p.m., MTI**
MTI-VOTERS
- **Tuesday, April 12, 4:15 p.m., SCFL**
MTI Faculty Representative Council and MTI Joint Fiscal Group
- **April 18-22 SPRING BREAK**
Reminder: Easter Monday (April 25) is a workday.