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# Solidarity!

## WELCOME BACK!

To each and every one of the nearly 5,000 District employees who are represented by MTI, welcome, as the 2013-14 school year begins! MTI is the collective bargaining agent for all teachers and non-supervisory professional staff, educational assistants (*EA-MTI*), clerical/technical personnel (*SEE-MTI*), substitute teachers (*USO-MTI*), and school security assistants (*SSA-MTI*) who are employed by the Madison Metropolitan School District. ***It is the Union's mission to negotiate the best possible Collective Bargaining Agreements, and to provide the best representation and service possible, when assisting members with any Contract or work-related matter.*** Contact your Union staff at MTI Headquarters (257-0491 or [www.madisonteachers.org](http://www.madisonteachers.org)) should you have a question or need assistance with **any Contract or work-related matter.**

This school year will be one of challenge as MTI moves to preserve members' wages, benefits and rights. MTI is one of the few public employee unions with contracts in place, given the devastating impact of Walker's Act 10.

## MTI Greet New Hires

Members of MTI's Board of Directors, Bargaining Committee and Union staff greeted the District's newly hired teachers at New Teacher Orientation last Monday. On Tuesday MTI hosted a luncheon for the **250 new members of MTI's teacher bargaining unit.**

MTI President **Peg Coyne** and MTI Executive Director **John Matthews** addressed the District's new teachers during Tuesday's luncheon. In doing so, *Matthews provided a brief history of the Union, its reputation of negotiating outstanding Collective Bargaining Agreements which provide both employment security and economic security, and in explaining the threat to both, given Act 10, said all MTI members would need to pull together to preserve the Madison Metropolitan School District as a quality place to teach.*

**President Coyne** gave a warm MTI welcome to those present, *discussed MTI's structure and stressed the need for member participation in political action, if public employees are to regain the right to collectively bargain and if schools are to be adequately funded.*

District retiree **Jan Silvers** lighted up the room when discussing *how her life and career was much more enjoyable and rewarding having MTI as her advocate, especially when it came to the ability to experience religious freedom and work during pregnancy. She was awarded 16 years of back pay plus interest as a result of MTI's litigation.* Teachers, through the early 1970's, had to advise their principal "immediately upon becoming pregnant" and were obligated to resign when the pregnancy "began showing". **As a result of MTI's accomplishments, such antiquated and degrading policies are history.**

## Continue the Awareness, Continue the Protest, Wear Your MTI Red on Mondays

**Since February, 2011, MTI members have been tirelessly protesting and working to end the horrendous impact on public sector workers as a result of Governor Scott Walker's union busting.** The most important reasons for resistance vary from one union member to another but include: *the Legislation jeopardizes children's future and the viability of public education and other public services; its provisions are dishonest and immoral; they constitute an attack on Wisconsin's working-class and middle-class values; they ask for no shared sacrifice from the wealthy or profitable corporations.*

Payroll checks for **all** public employees have been substantially lessened because of Act 10, causing financial hardship for many families. **Walker's Law forces all public employees to pay 50% of retirement contributions, even though MTI and the Madison Metropolitan School District had agreed that as part of one's total compensation, dating to the early 1970's, that the District would pay 100% of the contribution. Having to pay 50% of the WRS deposit causes a loss in pay of 7% for MMSD employees.**

Show **SOLIDARITY** with your  
MTI Sisters & Brothers.  
Wear **MTI RED** on **MONDAYS!**

## MTI to Participate in Willy Street Fair September 22

MTI will be an active participant in the 2013 Willy Street Fair. MTI will host an information table in front of the MTI building and is seeking members to help develop activities for kids, as well as to participate in the famous Willy Street Fair parade. This event takes place on Sunday, September 22, from 11:00 a.m. to 7:00 p.m. The parade begins at 11:00 a.m. Members willing to march in the parade should be at MTI by 10:30 a.m. to gather with their MTI brothers & sisters. Wear MTI Red.

MTI is also looking for volunteers to staff the information table, provide baked goods (cupcakes or brownies) for an old-fashioned "cake walk", among other things. To review a list of volunteer needs see MTI's website, [www.madisonteachers.org](http://www.madisonteachers.org).

## Our Union Makes Us Strong!

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

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

**VOL-UN-TAR-Y**

(adj. done freely, not under constraint or compulsion, an act of one's own free will)

In the early 1970's, MMSD (then Madison Public Schools) proposed to MTI in negotiations that the school calendar be expanded. *The creative resolution included the addition of three (3) days, for teachers beyond their first year of employment, on which work is optional.* They are designated in MTI's Teacher Collective Bargaining Agreement as "**Voluntary Days**".

Given the greater power given to employers by Walker's Act 10, the District reduced the voluntary days to two (2) days, in last year's negotiations. They are noted in the Contract as August 26 and 27.

*Problems arose this fall when IRTs, members of MTI's teacher bargaining unit, were directed to provide professional development to new hires on days which are supposed to be voluntary for IRTs.*

A similar notice was sent to "Curriculum & Assessment Staff" and to "Educational Services Staff & PSTs. The latter were directed to attend an "Educational Services Institute" on August 26 and 27, "unless excused by a supervisor".

While IRTs were notified on Friday, August 23, that attendance on August 26 & 27 was voluntary, they could hardly have opted out, given they were to provide professional development for new hires. *Even worse was the "voluntary notice" to Educational Services Staff & PSTs, which was not provided until the session began Monday morning, August 26.*

Management like this - a great morale builder!

**MTI Hosts Two Groups From Japan**

Progressive and labor leaders in Japan formed the *Osaka Social Forum*, as a means of *coordinating efforts to resist attacks on the rights of public workers and to preserve peace.* **Leaders of this movement reached out to MTI leaders knowing MTI led the resistance against Act 10 in 2011.** MTI President **Peg Coyne** and MTI activist **Kathryn Burns** spoke at the Osaka Social Forum in 2012. MTI Executive Director **John Matthews** met with the Osaka Social Forum leaders in December 2012. This has led two delegations from Japan to visit MTI in recent months.

*A delegation of 13 labor and progressive leaders from Osaka and Tokyo visited in July and another group of 7 is expected September 5.* Visits were arranged with Wisconsin labor leaders, including Madison Firefighters & Police Unions, AFL-CIO Wisconsin, AFSCME, SCFL, and Madison area Arbitrators and the Solidarity Singers. In addition, the group had a visit to the Capitol arranged through **Rep. Melissa Sargent** and a review of MTI's Act 10 litigation with MTI legal counsel **Lester Pines, Tamara Packard** and **Susan Crawford**. The group enjoyed the Concert on the Square on July 31. Finally, the group met with Chicago Teachers Union President **Karen Lewis** and toured the site of the Chicago Haymarket Riot.

Similar arrangements are included for the forthcoming group which will also feature **Neo Yamashita speaking at Fighting Bob Fest on September 7 at the Dane County Coliseum.** *Yamashita represents the Osaka Education Workers Union.*

**Sabbatical Leave Applications Due September 3**

Under the terms of MTI's **Collective Bargaining Agreement**, the Board of Education budgets **\$45,000 for sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to the Madison District for at least two full years of service following the sabbatical leave or repay the compensation received for the sabbatical leave. MTI's Contract guarantees that one who receives a sabbatical leave returns to the position held at the time the leave was granted.

Applications for the second semester of the **2013-14 school year** are due at MTI Headquarters by **September 3, 2013.** An application and the MTI/MMSD agreed-upon policy can be obtained by calling MTI or by visiting MTI's web page. MTI's appointees to the Sabbatical Leave Selection Committee are **Jane Allen-Jauch** (Muir), **Betsy Barnard** (West) and **Matt Mulligan** (Black Hawk).

**Jewish Holidays**

In cooperation with the Madison Jewish community, MTI encourages District employees not to *schedule school events on the evening before Jewish holidays.* Similarly, teachers are requested not to *schedule major exams or field trips on Jewish holidays* inasmuch as Jewish students may not be able to attend school on that day. Rosh Hashanah is September 4-6 and Yom Kippur is September 13-14. Under the Teacher Collective Bargaining Agreement (Section VI-F), leave for religious holidays will be with pay, if one elects to be paid from his/her earned sick leave or one can take the day without pay. One is no longer required to make-up work time.

**Calendar of Events**



- **September 3 - Semester Begins**
- **Monday, September 9, 4:30 p.m., MTI**  
MTI Board of Directors
- **Monday, September 9, 6:00 p.m., Doyle Room 103**  
BOE Instruction Work Group
- **Tuesday, September 11, 4:15 p.m., MTI**  
EA-MTI Building Representatives
- **Monday, September 16, 5:00 p.m., Doyle Room 103**  
BOE Operation Work Group
- **Tuesday, September 17, 4:15 p.m., SCFL**  
MTI Faculty Representative Council
- **Wednesday, September 18, 4:15 p.m., MTI**  
EA-MTI General Membership Meeting