



# Solidarity!

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## MTI Perseveres, Gains Contracts Through June, 2015

In a very strong turnout - the most in many years - members of MTI's five (5) bargaining units met last Wednesday and ratified Collective Bargaining Agreements covering the 2014-15 school year. While MTI President **Peg Coyne** chaired the meeting, the Presidents of each MTI bargaining unit made comments from the podium and conducted the vote by their respective bargaining units. They are: **Erin Proctor** (EA-MTI), **Kristopher Schiltz** (SEE-MTI), **David Mandehr** (USO-MTI) and **Jeff Kriese** (SSA-MTI).

For the current school year, **MTI is fortunate to be one of four unions of school district employees** which is able to continue to assure members of the rights, wages and benefits which they have available through MTI's Collective Bargaining Agreements. Prior to Governor Walker's Act 10, which he verbalized as designed to destroy negotiated contracts for public employees, all 423 school districts had Contracts with their employees' unions. Those guarantees in MTI members' employment are now assured through June, 2015.

MTI's legal challenge of Act 10 continues to provide the right of all public employee unions (except State employees) to bargain. That right is because Judge Juan Colas found that Act 10, in large part, violated the Constitutional rights of employees and their unions. Unfortunately, most Wisconsin school boards refuse to honor Colas' ruling. While the Governor has appealed Colas' decision, the Wisconsin Supreme Court has yet to schedule oral arguments in the case. In a related case, the Commissioners of the Wisconsin Employment Relations Commission are charged with contempt of court for not abiding by Colas' Order.

## Disciplinary Interviews: Protect Your Rights

**What should you do?** An administrator or supervisor requires your attendance at a meeting. Follow the advice on the back of your MTI membership card which states, "***If this discussion could in any way lead to my being disciplined or terminated or cause an effect on my personal working conditions, I request that my MTI representative be present at this meeting.***

If an issue arises in any meeting with an administrator or supervisor, or if a meeting "becomes disciplinary", or even ***if you have reason to believe the purpose of the meeting may be disciplinary***, call MTI for representation. Under such circumstances, one has a **right to Union representation** and may refuse to meet, or further meet, until an MTI representative is present. Should one unwittingly attend a meeting with an administrator which becomes a disciplinary interview, **MTI advises that you politely stop the meeting and tell the administrator that you will be happy to continue, but only when your MTI staff representative can be present.**

## Health Insurance Annual Choice/Open Enrollment

MTI's various Collective Bargaining Agreements with the District **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 each of the Contracts.** Members of MTI have their choice among the three insurers - GHC, Unity 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 plan which is available under the Collective Bargaining Agreement.*** Implementation of new coverage will be effective **January 1, 2014.**

**OPEN ENROLLMENT** is 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, 2014.**

## Documentary of Act 10 Protests

Although the fight continues daily, this Wednesday, October 9, one can relive the 2011 protests over Act 10. Sam Mayfield's "Wisconsin Rising" will be shown at the Barrymore, beginning at 7:00 p.m. Mayfield, a videographer from Vermont, spent much of the spring 2011 in Madison from which she created the documentary. Although she proudly displayed her press credentials, she was arrested in the Capitol rotunda while filming the abuse of legitimate protestors. Donations for viewing the 56 minute documentary will be accepted at the door. Bring your friends. Here is the link to the event on Facebook <http://tiny.cc/WIRising>.



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

## Leave of Absence Deadlines

Pursuant to Section VI-B (Leaves of Absences) of MTI's "Teacher" Collective Bargaining Agreement, all *non-medical leaves except academic, adoption and childrearing leaves, must be for a minimum of one full school year* and must commence at the beginning of the first semester. Academic or childrearing leaves must be for a minimum of one semester. Leaves and leave extensions are granted to teachers as follows:

**Initial Request:** One semester (academic or childrearing). **Extension:** One extension will be allowed for the semester following the semester of the initial leave, unless the initial request is for the second semester or the school year, then the extension must be for the entire school year.

**Initial Request:** One full school year. **Extension:** One extension consisting of the following school year.

Requests for an academic or childrearing leave of absence for the second semester of the 2013-14 school year are due by **DECEMBER 1, 2013**.

Other than for academic leaves of absence or extension of same, leave of absence requests for the first semester or the full school year for 2014-15, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by **March 1, 2014**. A request for an academic leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2014** for the first semester or the ensuing school year.

*Given that one remains represented by MTI and has benefits available while on leave, partial dues for the period one is on leave can be paid either during the leave or upon return.*

## MMSD/MTI Combined Campaign What Your Dollars Can Provide

- **Community Health Charities** - \$5 per month pays for a blood pressure cuff.
- **Community Shares of Wisconsin** - \$5 per month helps pay for hydro-geologists and environmental health specialists to assess the quality, and the need for safety, of our drinking water.
- **Access to Community Services** - \$5 per month can buy footballs and flags for one Special Olympics flag football team.
- **United Way of Dane County** - \$5 per month provides **two and a half weeks** of school lunches for a child - so a family doesn't have to choose between paying for rent and providing healthy food for their child.

- **Earth Share** - \$4 per month will adopt an acre in the Northern Rockies and create a network of wildlife corridors connecting large tracts of land.
- **Global Impact** - \$26 per year can provide a school uniform, socks, and shoes for a child in Kenya.
- **America's Charities** - \$26 per year will buy 5 swim goggles for an adaptive water-ski program.
- **Foundation for Madison's Public Schools** - Any amount can be donated to FMPS or towards your own school's individual school endowment to provide grants for creative projects that cannot otherwise be funded through the district's core budget.

## EA-MTI Building Representatives Meeting Wednesday, October 9

EA-MTI Building Representatives will meet again on Wednesday, October 9, at 4:15 p.m., at MTI Headquarters. See your Building Representative to find out more. If you are not yet a member of EA-MTI, see your Building Representative to join. If you would like to be an EA-MTI Building Representative, contact Eve Degen ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)) at MTI headquarters. It is more important than ever for EAs to stick together and protect the many rights and benefits they have under collective bargaining. **Solidarity!**

## Calendar of Events



- **Monday, October 7, 5:00 p.m., Doyle Room 103**  
BOE Instruction Work Group
- **Wednesday, October 9, 4:15 p.m., MTI**  
EA-MTI Building Representatives
- **Monday, October 14, 4:30 p.m., MTI**  
MTI Board of Directors
- **Monday, October 14, 5:00 p.m., Doyle Room 103**  
BOE Operations Work Group
- **Tuesday, October 15, 4:15 p.m., SCFL**  
MTI Faculty Representative Council
- **Wednesday, October 16, 4:15 p.m., SCFL**  
USO-MTI General Membership Meeting

## 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)