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Solidarity!

What Does Your MTI Contract Do for You? *The Right to File a Grievance*

When a union member files a grievance it means that the member and his/her union believes **that their employer has failed to live up to its end of a provision which the employer agreed to include in the Collective Bargaining Agreement.** They are called “*agreements*” for a reason: *the union and the employer pledged that what they agreed upon in negotiations is what both will live by, that it is best for the employees and the employer.* A Collective Bargaining Agreement is a legally binding **Contract.**

Filing a grievance sets in motion a process for resolving the employee’s complaint, often a complaint which could have been resolved easily and informally through discussion. Once a grievance is filed, the union and the employer meet in a process set forth in the Collective Bargaining Agreement to discuss the reasons on which the grievance is based. When the issue cannot be resolved through discussions, the union may take the complaint to a neutral third party (an arbitrator) who will decide whether management has violated the Contract. *Wisconsin law assures that union- represented employees cannot be retaliated against because of filing a grievance.*

The Collective Bargaining Agreement is the **Constitution** of the workplace, and *only unionized employees, like members of MTI, are protected by a Collective Bargaining Agreement.*

Teacher Retirement and TERP Deadline February 15

In order for one to be eligible for the *MTI-negotiated Teacher Emeritus Retirement Program (TERP)*, **he/she must be a full-time teacher, at least 55 years old, with a combined age (as of August 30 in one’s retirement year) and years of service in the District totaling at least 75.** (For example, a teacher who is 57 and has eighteen (18) years of service to the MMSD would be eligible: $57 + 18 = 75$.) **Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years.** Up to ten (10) *part-time teachers* may participate in TERP each year *provided* they have worked full-time within the last ten (10) years and meet the eligibility criteria described above.

Retirement notifications, including completed TERP agreements, are due in the District’s Department of Human Resources no later than February 15. Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling the District’s Benefits Manager, **Sharon Hennessy** at 663-1795.

MTI was successful in negotiations for the 2013-14 and 2014-15 Contracts in negotiating a guaranteed continuance of TERP. **Thus, MTI members can be assured that TERP runs through 2015 and not feel pressured into retirement before they are ready.**

MTI Assistant Director **Doug Keillor** is available to provide guidance and/or to provide estimated benefits for TERP, insurance continuation, application of one’s Retirement Insurance Account, WRS and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

EAs/SEAs/NAs Provide an Invaluable Service to Students

Educational Assistants (EAs), Special Education Assistants (SEAs) and Nurse’s Assistants (NAs) provide direct services to children across multiple environments within Madison schools and the community. All are members of MTI’s Educational Assistant bargaining unit (EA-MTI).

MTI asks the members of all MTI bargaining units to assure that EAs, SEAs and NAs maintain the ability to work effectively and efficiently, by recognizing the importance of their roles in the educational process, and collaborating with them. EAs, SEAs and NAs do not receive planning time, so they do not get regularly scheduled time to review programs and daily classroom plans. Developing systems of communication is important. In addition, while an SEA may be primarily responsible for servicing students with IEPs, she/he may not have access to IEPs or the time to become familiar with the information contained in them. Sharing information is essential.

As a member of District staff, EAs, SEAs and NAs deserve respect. Making them feel welcome and a part of the team will help to maintain their dignity.

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org

MTI’s email - MTI@madisonteachers.org

Reminder - January Paycheck

MTI's Teacher and Substitute Teacher Collective Bargaining Agreements provide that the **January 1 paycheck is to be deposited on the first banking day in January. This year that will be January 2, given that January 1 is a Federal Reserve Bank Holiday.** A deposit on December 31 would cause one to have to pay taxes on those funds for 2013, i.e. one would pay income tax on 13 months' wages in 2013. Confirmation of the deposit for teachers will be distributed at each person's work location on January 6, the day school resumes. For substitute teachers, verification will be on or about January 6.

Members of MTI's Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units' paychecks will be **directly deposited on December 27.** Confirmation of the deposit will be distributed at each person's work location on January 6.

Important February Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1.

Sabbatical Leave applications for either the first semester of the 2014-15 school year or for the entire school year are due in the MTI Office by 5:00 p.m., **February 1.**

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15.**

(Note: Contract deadlines which occur on weekends will be extended to the following Monday.)



New Ways to Wear MTI Red

MTI now offers various new styles of *Solidarity!* shirts: a long-sleeved cotton/poly blend button-down shirt and a short-sleeved soft/poly polo shirt. Both items are in MTI red with a white embroidered MTI emblem on the front upper left side. The shirts are full-cut and suitable for men and women. Price: polo - \$25 and button-down - \$40. Members can stop by the MTI office any time to purchase. The traditional MTI t-shirt (\$10) with logo front and back, and the MTI sweatshirt (\$35) are also available. A few

MTI stocking hats for the cold weather are also available (\$5). Show your MTI pride by often wearing your MTI red, but especially on Mondays. *Solidarity!*

Bliss Flow Yoga Discount

Looking for ways to reduce stress and increase strength, flexibility and wellness? Bliss Flow Yoga & Wellness is an award winning yoga studio located at 3527 University Avenue. Highly trained instructors and friendly staff will help find the yoga class that is right for you.

Because Bliss Flow believes MTI members deserve the best, they offer **50% off** class passes and annual memberships to all MTI members. One can register for classes online at www.blissflowyoga.com or email info@blissflowyoga.com using the promo code MTI10209050. One will be asked to show his/her MTI membership card the first time one attends class.

More information on pricing can be found on the MTI Website under Union Info, Discount Brochure.

Winter Break/MTI Office Closed

This will be the last *MTI Solidarity* for 2013. MTI wishes everyone a safe, enjoyable and relaxing winter break. *When you wonder "who cares", rest assured that your Union cares.* The MTI Office will be closed on December 24, 25, 31 and January 1.



Calendar & Events

- **Monday, December 16, 6:00 p.m.,** Doyle Auditorium
BOE Regular Meeting
- **Thursday, December 19, 4:30 p.m.,** SCFL
SEE-MTI Organizing Workshop
- **December 23 - January 3: WINTER BREAK**
- **Monday, January 13, 4:30 p.m.,** MTI
MTI Board of Directors
- **Thursday, January 16, 4:30 p.m.,** SCFL
SEE-MTI Organizing Workshop
- **Monday, January 20, Martin Luther King Jr. Day**
- **Tuesday, January 21, 4:15 p.m.,** MTI
MTI VOTERS Political Action Committee