



821 Williamson St. \* Madison, Wisconsin 53703-4503 \* Phone (608) 257-0491 \* Fax (608) 257-1168

# Solidarity!

## What Does Your MTI Contract Do for You? *SENIORITY*

*Rights granted to an employee by the Union's Contract are among the most important conditions of one's employment. Those represented by MTI, in each of MTI's five bargaining units, have numerous protections based on SENIORITY. Whether it is protection from involuntary transfer, being declared "surplus" or above staff requirements, or layoff, SENIORITY is the factor that limits and controls management's action. Because of SENIORITY rights guaranteed by the Union's Contract, the employer cannot pick the junior employee simply because he/she is paid less.*

*Making such judgments based on one's SENIORITY may seem like common sense and basic human decency, but it is MTI's Contract that assures it. Governor Walker's Act 10 destroys these protections. MTI is working to preserve them.*

### February & March Deadlines

**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.**

**Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time** (see Contract Section IV-W). Full-time teachers who wish to work part-time may do so for one year and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District's office of Human Resources on or before **March 1 for the 2014-15 school year.** *Reducing one's contract without doing so by using this contract provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).*

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

### MTI Delegates to SCFL

Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. Terms expire in March for **Norma Furger** (Elvehjem) and **Susan Stern** (Lapham). Stern is seeking re-election, while Furger is not. Terms are for two years. **Laurie Solchenberger** (Lincoln) has been nominated. Other nominations can be called into MTI (257-0491), emailed to MTI Executive Director John Matthews ([matthewsj@madisonteachers.org](mailto:matthewsj@madisonteachers.org)), or made at the February 18 meeting of the MTI Faculty Representative Council. The election will be held at the March meeting of the Council.

### Attention EAs: Attend Your General Membership Meeting on March 12!

Members of MTI's Educational Assistants' bargaining unit (EA-MTI) will meet on **Wednesday, March 12**, commencing at **4:15 p.m.** There are many issues of importance for EAs, NAs and SEAs to discuss, including the *future of the EA bargaining unit.* **Attend this meeting! Make your voice heard!**

Nominations for positions on the EA-MTI Board of Directors will also be taken at the March 12 meeting. EAs may also make nominations via the nomination form that has been sent out to all EA-MTI bargaining unit members. **Get involved in your Union!**

Note: EA-MTI Building Representatives will meet this Wednesday, February 12, at 4:15 p.m., at MTI. If you are interested in becoming an EA Building Rep, please attend the February 12 meeting.

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

### ***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)

## **SEE-MTI Monthly Organizing Workshop February 20**

The next monthly SEE-MTI Organizing Workshop will take place on **Thursday, February 20, at 4:30 p.m., in Room 109 of the Madison Labor Temple** (1602 S. Park Street). The meeting will continue the discussion on “*what a clerical career ladder could look like.*” There will also be a review of various Sections of the SEE-MTI Collective Bargaining Agreement to help members gain a better understanding of their MTI-negotiated rights and benefits. And, as always, the workshops provide a great opportunity for co-workers to gather together pro-actively to discuss their work and how to make it work better.

All members are invited to attend these monthly meetings which regularly occur on the third Thursday of the month. Parking is plentiful, snacks will be provided, and strength comes in numbers. We hope to see you there. **Solidarity!**

## **Bowl-A-Thon Update - Looking for Volunteers and Bowlers!**

The MTI Public Relations Committee is hard at work recruiting sponsors for the **April 6 Bowl-A-Thon**, which is a benefit for the Briarpatch Youth Shelter. The Committee is seeking sponsors among local businesses. MTI members who know of someone who owns a small business or who works for a large one, is asked to seek their support for this event. They will be listed as sponsors at the event and in publications associated with the Bowl-A-Thon. Sponsorship information can be found on MTI’s website or by contacting MTI member Lora Schmid-Dolan ([lucydarua@yahoo.com](mailto:lucydarua@yahoo.com)). We are also seeking door prizes to give away at the event!

Information about participating in this event as a bowler, volunteer or donor is available on the MTI website. Organize a team of up to five individuals (family and friends are welcome). One does not have to be on a team to bowl; individuals who sign up will be paired with others for the day of the event. A full three games of bowling, including shoes is \$9 and each bowler is asked to obtain a donation totaling \$20, or (\$100 / team). Any bowler who donates \$50 or more will be entered into a drawing for door prizes. Teams raising the most in donations will be awarded prizes and showered with praise.

Anyone who does not want to bowl, but would like to help organize the event and/or volunteer on the day of the Bowl-A-Thon, may contact MTI Assistant Director Jeff Knight ([knightj@madisonteachers.org](mailto:knightj@madisonteachers.org)) or sign up online at the MTI website, Bowl-A-Thon link.

## **Mixing Work and Social Media**

The District recently adopted a **social media policy** for all employees. It is important for all members to review this policy before using electronic media to interact with families, students, colleagues and/or the general public. The District policy allows for communication with parents and students via District-sanctioned electronic media and accounts, and cautions against interacting on your personal social media accounts or cell phones. Comments you make on Facebook, Twitter or other social media accounts that can be tracked to your work as a teacher or educational support staff can become problematic if they reflect poorly on the District or use unauthorized copies of students’ work, pictures or comments.

The policy contains the following phrase: **Be advised that failure to adhere to these guidelines may result in disciplinary action.**

*MTI strongly encourages members to review the policy and contact MTI with any questions or concerns.*

<https://www.madison.k12.wi.us/social-media-guidelines>

## **Keep MTI Updated on Changes**

Please call, write or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

---

## **Calendar & Events**



- **Monday, February 10, 4:30 p.m., MTI**  
MTI Board of Directors
- **Monday, February 10, 5:00 p.m., Doyle, Room 103**  
BOE Operations Work Group
- **Wednesday, February 12, 4:15 p.m., MTI**  
EA-MTI Building Representatives
- **Wednesday, February 12, 4:30 p.m., MTI**  
SEE-MTI Board of Directors
- **Friday, February 14**  
Wisconsin Labor History Essay Contest Deadline
- **Tuesday, February 18, 4:15 p.m., SCFL**  
MTI Faculty Representative Council
- **Friday, February 21**  
AM - Professional Development  
PM - Individual Teacher Planning Time