



Solidarity!

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What Does Your MTI Contract Do for You? *Worker's Compensation*

Among the many excellent benefits available to MTI members, guaranteed by MTI's various **Collective Bargaining Agreements**, is the **additional worker's compensation benefit, i.e., benefits greater than those provided by Wisconsin Statutes.**

Wisconsin Statutes provide a worker's compensation benefit for absence caused by a work-related injury or illness, *but the benefit does not begin until the 4th day of absence, and has a maximum weekly financial benefit.*

MTI's Collective Bargaining Agreements provide that one absent from work because of a work-related injury or illness will receive his/her full wage, and that it begins on day one of the absence. Further, MTI's negotiated benefits for worker's compensation are not limited by Wisconsin Statutes, i.e., there is no maximum. MTI's Contracts also provide that one's earned sick leave is not consumed by absence caused by a work-related illness or injury.

Although MTI is working to preserve this benefit, it is at risk due to Governor Walker's Act 10.



MTI Endorses Mary Burke For Governor

Following an extensive interview with Mary Burke, MTI's Political Action Committee recommended that members endorse her candidacy for Governor. MTI members overwhelmingly concurred.

Burke's responses to MTI's Questionnaire were superb, according to MTI Executive Director John Matthews. Simply put, he said, **Mary Burke is a very strong supporter of public education, as well as the needs and rights of the employees who work in education. During her interview, Burke emphasized the value of employers working cooperatively with their employees; that all are better off when they jointly develop working conditions; that working together creates not only a better work environment, but a more productive one. That is why Burke is not afraid of collective bargaining, an activity she says benefits both employers and employees.**

Matthews said MTI also sees great merit in **Mary Burke's plan to increase by nearly 50% a parent's state college tuition tax credit. Under Burke's plan, students will graduate from college without the huge student loan debt which so many now have. That will be a big boost to Wisconsin's economy, because students will be able to pay rent, buy homes and cars rather than paying banks for student loans. Burke's proposal illustrates her belief in the value of education and that this program will benefit Wisconsin's families, its economy and its businesses.**

Joining MTI in endorsing Mary Burke's candidacy are WEAC and AFL-CIO Wisconsin.

Costco Educator Appreciation April 7-13

The Sun Prairie & Middleton Costco stores invite all

Members of all MTI units to participate in **Education Appreciation Days April 7th through April 13th.** This promotion recognizes the hard work and dedication of teachers and support staff. One can go to either location, **show your MTI Membership Card** and you will be able to shop as a Costco member for the day. Costco will provide refreshments, door prizes as well as membership information and assistance. With a Costco membership you can enjoy low warehouse prices on groceries, gas, electronics, office supplies, prescriptions and much more! Anyone joining during the event, will also receive a Costco Cash Card.

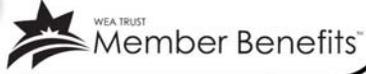
MTI and WEA Trust Member Benefits invites you to a night of

FOOD, FUN, AND FINANCIAL EDUCATION.

Play *Don't Be Jack™*—the award-winning financial game—with your colleagues to learn the advantages and consequences of certain financial decisions and how to become more financially savvy.

Save the date!
Tuesday, May 6, Labor Temple
5-5:30 pm: Beer, soda, and pizza
5:30-7 pm: Play the game!

Look for registration details online and in a future newsletter.



Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org

Acknowledge Substitute Teachers

Substitute teachers have always been a critical part of the functioning of a school when teachers are absent. Due to a variety of reasons, including huge numbers of teacher retirements and resignations since the passage of Act 10, there is a continuing shortage of substitute teachers in the available substitute pool. In addition to the chaos when no substitutes are available, this shortage has made for greater demands on the substitutes who are working to serve the students. Often re-prioritizing on the fly, building and District administrators are reassigning substitutes when they arrive at a building, and substitutes often end up in roles they did not anticipate when they left home that day. This, coupled with the increasing demands on staff in the schools, frequently leads to frustration for the often overlooked substitute.

MTI asks that others welcome and acknowledge the efforts of substitute teachers. They often have to adjust to a new environment every day. A simple greeting and introduction followed by an offer of assistance can go a long way toward making a substitute feel welcomed and supported. We're all in this together, and substitute teachers are a critical part of ensuring that our students are able to obtain a consistent and high quality educational experience.

EA-MTI: Know Your Rights: Assignment to and Transfer from the Surplus Pool; Layoff

As school years have ended over the last several years, the District has declared as surplus at least one educational assistant in nearly every school. The MTI-MMSD Collective Bargaining Agreement Section IV-I-4, governing educational assistants, provides that any EAs who have had part or all of their hours reduced at their school are placed in the EA surplus pool. Said EAs are then reassigned, in order of seniority and in accordance with their preference, to vacant positions for which they are qualified and/or certified.

In accordance with a Union victory in a grievance arbitration case, the District is also obligated to make every reasonable effort to reassign EAs to positions of at least the same number of hours they currently work. The District is not obligated to create hours in the school from which the EA was surplussed. Given this, EAs need to assert their right to retain their same number of hours, even if it results in their being moved to a different school. All too often, EAs give up their hard-earned right to the economic security which comes from working the same number of hours when they accept an assignment for fewer hours in order to remain at their current school.

Educational Assistants also have Contract-enabled transfer rights. When transfer opportunities become available, the District is obligated to consult the list of EAs declared surplus, which provides that a more senior EA in the surplus pool has rights to a posted position over a less senior EA who has also applied for the same position, so long as the EA in surplus is qualified and/or certified for the position. ***Vacancies are exempt from posting and transfer from August 1 through the first four weeks of school.***

Finally, if a reduction in staff (layoff) is determined by the District to be necessary, EAs are laid off in inverse order of seniority, pursuant to Section IV-K of the Collective Bargaining Agreement. A layoff could include EAs who were not previously declared surplus from their schools, as layoffs are done District-wide, rather than on a school-by-school basis. If layoffs occur, MTI will provide assistance to EAs regarding their unemployment insurance benefits rights. Contact Eve Degen at MTI for clarification of your rights, or for assistance.

Sign-Up Now for MTI's Milwaukee Brewers Outing - June 25

Believe it or not, spring is coming and shortly thereafter summer, and the annual MTI outing to Miller Park. This year's ***MTI Day at Miller Park*** will take place on **Wednesday, June 25**, with the Milwaukee Brewers taking on the Washington Nationals at 1:10 p.m.

Cost is \$50 per person and includes charter bus, pre-game tailgate party and game ticket. Space is limited so call MTI (257-0491) to reserve your spot now.

Calendar & Events

- **Monday, April 7, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, April 7, 5:00 p.m., Doyle, Room 103**
Special BOE Meeting
- **Monday, April 7, 5:15 p.m., Doyle, Room 103**
BOE Instruction Work Group
- **Tuesday, April 8, 4:15 p.m., Labor Temple**
MTI Faculty Representative Council
- **Tuesday, April 8, 4:45 p.m., Labor Temple**
MTI Joint Fiscal Group
- **Wednesday, April 9, 4:15 p.m., MTI**
EA-MTI Building Representatives
- **April 14-21 - SPRING BREAK**
- **Monday, April 21, 5:00 p.m., Doyle, Room 103**
Special BOE Meeting
- **Monday, April 21, 6:00 p.m., Doyle, Room 103**
BOE Operations Work Group
- **Wednesday, April 23, 4:15 p.m., Labor Temple**
USO-MTI Organizing Mixer