



Solidarity!

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WELCOME BACK!



To each and every one of the nearly 5,000 District employees who are represented by **MTI**, welcome, as the 2014-15 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) should you have a question or need assistance with *any Contract or work-related matter.*

This school year will be yet another one of challenge as MTI continues to fight 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. While MTI prevailed in Circuit Court that Act 10 was in violation of the Constitution, the Wisconsin Supreme Court reversed that ruling. In her dissenting opinion, in which she was joined by Chief Justice Shirley Abrahamson, Justice Ann Walsh Bradley said the majority simply did not address the issue in MTI's complaint, but rather the majority "reframes", "dodges" and "twisted the issues to enable their own desired outcome." The Court's decision, Justice Bradley's dissent and MTI Executive Director John Matthews' press release may be found on MTI's webpage www.madison.teachers.org.

MTI Leaders Greet New Hires

Members of MTI's Board of Directors, Bargaining Committee and Union staff greeted the District's 200+ newly hired teachers at New Teacher Orientation last Monday. Sixty-five have already joined the union.

MTI Executive Director **John Matthews** addressed the District's new teachers during Monday's gathering. 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.*

Matthews acquainted the new hires with some of what MTI has accomplished in negotiations or through litigation. He spoke of such things as leave for religious holidays, childbearing and childrearing; the advancement of sick leave to new hires; the sick leave bank and the retirement insurance account; fringe benefits to cover one's designated partner; and planning time.

Matthews challenged the new hires to become involved in the Union, telling them that as of their first day of work they are MTI; that it is only with each doing their part that MTI can continue to be the outstanding Union it is. MTI has Contracts for each of its five bargaining units through June 30, 2016.

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.**

MTI has various styles and sizes of *Solidarity!* shirts: a long-sleeved cotton/poly blend button-down shirt (\$40); a short-sleeved soft/poly polo shirt (\$25); the traditional MTI t-shirt with logo front and back (\$10); and the MTI sweatshirt (\$35). Members can stop by the MTI office any time to purchase MTI gear, order through an MTI Faculty Representative or call/email MTI.

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

Know Your Rights: Laptops and Additional Compensation

Over the summer, teachers were reminded several times by the District’s Department of Information Services to pick up their new laptops and to participate in orientation relative to them. In addition, the District offered several Mini Technology Conference sessions in July and early August. *Involvement in any of these activities is considered work, and as such, is compensable via MTI’s Teacher Collective Bargaining Agreement.*

Teachers can receive Extended Employment compensation or Professional Advancement Credits (PAC) for such work done before August 25. Teachers who picked up their laptop or participated in orientation after that date are not entitled to additional compensation. In addition, MTI has been advised that at least one principal directed teachers to attend meetings during the voluntary days (August 25 & 26). Per the Collective Bargaining Agreement, no teacher can be assigned specific work on these days. Any teacher who was so assigned or has questions and/or concerns should contact Eve Degen at MTI Headquarters (degene@madisonteachers.org).

**MTI at the Willy Street Fair
September 14**

MTI is participating in the **2014 Willy Street Fair!** MTI will host an information table in front of the MTI building and is seeking members to help with face painting for kids, a “cupcake walk”, and who will march together in the famous Willy Street Fair parade. This event takes place on **Sunday, September 14**, 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. **Remember to wear MTI Red.**

MTI is also looking for volunteers to staff the information table, make cupcakes (or brownies/cookies) for an old-fashioned “cupcake walk”, among other things.

To review a list of volunteer needs see MTI’s website, www.madisonteachers.org/MTI_Cares.

Why Einstein Joined the Union

“I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field.”

Albert Einstein joined the American Federation of Teachers, Local 522, at Princeton University, in 1938.

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 24-26 and Yom Kippur is October 3-4.

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.

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
of Events**



- **September 2 - Semester Begins**
- **Monday, September 8, 5:00 p.m., Doyle Room 103**
BOE Instruction Work Group
- **Monday, September 15, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, September 15, 5:00 p.m., Doyle Room 103**
BOE Operations Work Group
- **Tuesday, September 16, 4:15 p.m., SCFL**
MTI Faculty Representative Council
- **Wednesday, September 17, 4:15 p.m.,**
WEA Member Benefits (660 John Nolen Drive)
EA-MTI Building Representatives &
EA-MTI General Membership Meeting
- **Tuesday, September 23, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Monday, September 29, 6:00 p.m., McDaniels Aud**
BOE Regular Meeting

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org