



Solidarity!

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Act 10 Bites Again: MTI Recertification Elections to Commence this Fall

Governor Walker's signature legislation, the 2011 anti-public employee, anti-union Act 10, which took away nearly all the bargaining rights of public employees, is once again on the front burner for those represented by MTI. MTI had initially challenged the legislation and gained a Circuit Court decision from Judge Colas that Act 10 was unconstitutional. This ruling allowed MTI and the MMSD to bargain Agreements for the 2014-15 and 2015-16 school years. Now that the Wisconsin Supreme Court has overturned Judge Colas' decision and upheld Act 10, certain portions of Act 10 are now applicable to MTI, specifically the Act 10 requirement that public sector unions undergo a certification election to determine whether the union will maintain its status as the "certified representative" of the workers covered by the union. Under Act 10, this will have to be done each year.

Given the above, MTI has filed petitions with the Wisconsin Employment Relations Commission (WERC) for recertification elections for each of MTI's five (5) bargaining units (Teachers, Educational Assistants, Supportive Education Employees, Security Assistants and Substitute Teachers). The elections will be conducted in **November, 2014**.

Unlike political elections which require that the prevailing candidate win the majority of votes cast, Act 10's recertification elections require a public sector union to win 51% of all *eligible* votes in order to remain the certified agent. This means that "non-votes" are considered "no" votes. If this standard were applied to any United States political election, with low turnout rate, no candidate would be seated (for example, Governor Walker won only about 30% of all *eligible* votes during the 2012 recall). Fortunately, the experience has been much different for union recertification elections in Wisconsin. During recertification elections held in 2013, over 500 local Unions representing over 56,000 teachers, secretaries, aides, bus drivers, custodial workers and other school employees resulted in a 70% turnout statewide. And an overwhelming 98% of those voting, voted to recertify their *Union*. But even knowing this, MTI needs **every vote possible**.

For example, of the 132 educational assistants in the LaCrosse School District, 64 voted in favor of recertification and 2 voted against. The election was lost, since the Act 10 standard requires 51%, or 67 votes, which was not achieved.

MTI staff and elected leadership are currently developing recertification election campaigns to be implemented this fall and will be providing members and "fair shares" additional information in the near future. We will also be looking for organizers in every school, every work site and every bargaining unit to ensure successful recertification election outcomes. It's time once again to roll up our sleeves, reach out to each other, and confirm our solidarity.

"Back to School" Night

Although District management cannot unilaterally extend work hours for teachers, or direct members of MTI's "teacher" bargaining unit to attend Open House/Back to School Night, MTI suggests attendance. Participation is good public relations and will likely result in good will with your students' parents. Similarly, teachers cannot be directed to attend any other after school functions, such as PTO/PTA.



Attention EA-MTI: Attend your General Membership Meeting on September 17

Members of MTI's Educational Assistants' bargaining unit (EA-MTI) will meet on **Wednesday, September 17**, commencing at 4:15 p.m., at the WEA Member Benefits Building (660 John Nolen Drive, 2nd Floor). There are many issues of importance for EAs, NAs and SEAs to discuss, including the *future of the EA bargaining unit*. **Attend this important meeting! Make your voice heard!**

Note: EA-MTI Building Representatives will also meet on September 17. If you are interested in becoming an EA-MTI Building Representative, please attend this meeting.

Know Your Contract & MMSD Policies: Workplace Bullying

Board of Education Policy 4502 outlines the District's classroom code of conduct for *students and parents*. Under the policy regarding *pupils*, it states in part, "***Schools must be places where effective learning can occur...students are prohibited from engaging in behaviors which are illegal, life or health threatening, or which impede the orderly operation of the classroom or school.***"

The BOE also approved a policy on workplace bullying several years ago, which is found under the section on *personnel*. Policy 8013 states in part, "**The Madison Metropolitan School District is committed to providing a safe and healthful environment for all employees to work. Realizing that workplace bullying can have a detrimental impact on individuals (i.e., mental anguish, physical illness, undue stress) and the organization as a whole (i.e., lost employee time, poor workplace morale, decreased productivity), the DISTRICT is committed to acknowledging and addressing workplace bullying.**"

Section 8013.8 provides that, "*Beginning in the 2011-12 school year, and every other year thereafter, the DIRECTOR or his/her designee shall provide training to all faculty and staff regarding workplace bullying, which shall minimally include information on recognizing workplace bullying and the reporting process set forth in this Policy.*"

Show Solidarity with Substitute Teachers

Support your hard-working colleagues in MTI's substitute teacher bargaining unit (USO-MTI) when they are in your building. They serve a vital role in keeping things functioning during both planned and unexpected absences. One challenge of being a substitute teacher is being the only or one of a few in a given building on a given day. And, given the hustle and bustle of the school day, being a substitute can be a very isolating experience. Given this, MTI asks staff to take time to introduce yourself, say hello and offer assistance. Substitutes are often given little guidance when they arrive at a building and the job is a difficult one, but an essential one to keep consistency in the classroom and allow teachers to use sick time, personal time and other time off of work.

Political Action Committee (PAC) Rebates

MTI VOTERS' Political Action Committee is funded to assist in promoting political causes of interest and benefit to MTI members via an assessment of 5% of one's annual Union dues. Deductions are made from each member's monthly wage. Funds are used exclusively to support Committee approved pro-education candidates and pro-education causes. If one does not wish to assist their Union's political efforts, by delivering **WRITTEN NOTICE** to MTI Headquarters by **October 1**, an advance refund of the school year's PAC deductions will be issued. Payment will be made by November 30. MTI VOTERS endorses candidates who pledge to support education and educators.



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

Calendar of Events



- **Monday, September 15, 4:30 p.m., SCFL**
ALL MTI Boards 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.,**
EA-MTI Building Representatives &
EA-MTI General Membership Meeting at
WEA Member Benefits (660 John Nolen Drive)
- **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