



Solidarity!

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

You Are the Union: Your Help is Needed for Recertification Election Campaign

As previously reported, Governor Walker's Act 10 requires public sector unions, except police & fire, to participate in an annual **recertification election** to enable Union members to retain representation by their Union. *The election by all MTI-represented District employees will be conducted between November 5 and November 25*, via telephone or on-line balloting (details forthcoming when received from the Wisconsin Employment Relations Commission).

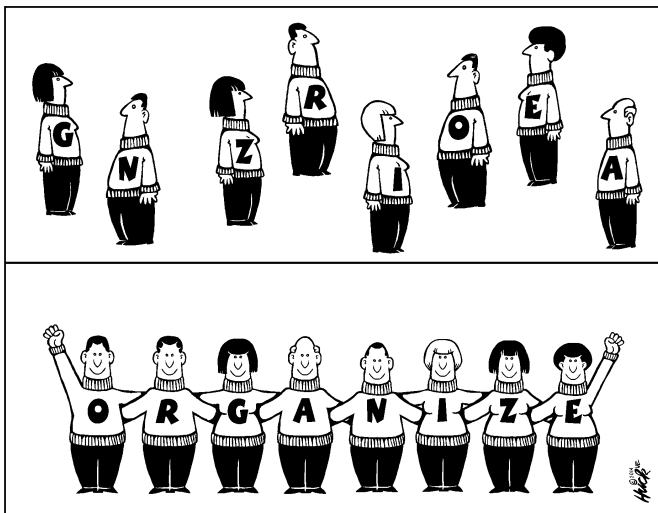


MTI Faculty Representatives and EA Building Representatives at every school/work location have been asked to recruit colleagues to assist in building awareness of the importance of the recertification election, and to make sure that staff at their school/work location **VOTE** in the recertification elections.

These individuals are being referred to as **MTI Member Organizers** and will be essential to successful recertification elections. *The Union needs Member Organizers from every bargaining unit (MTI, SEE-MTI, EA-MTI, SSA-MTI & USO-MTI). Retired union members are also encouraged to assist in organizing. Assuring that each and every person vote is of great importance, because Act 10 requires that to win recertification, the Union must win 51% of all eligible voters.*

If you are willing to support **your** Union by serving as a **Member Organizer**, or have additional questions about what this entails, see your MTI Faculty Representative/EA-MTI Building Representative, or contact MTI Assistant Director Doug Keillor (keillord@madisonteachers.org; 257-0491). Additional information will also be available at a **MTI Member Organizer Q & A Session** on **Saturday, October 4**, from 10:00-11:30 a.m., at MTI Headquarters.

Reasons for Recertification #2: Preserving and Protecting Your Collective Bargaining Agreements - MTI has successfully negotiated Collective Bargaining Agreements which preserve the vast majority of Contract rights and benefits for both the 2014-15 and 2015-16 school years and provide the Union the means to enforce those rights and benefits.



We're ALL in This Together

Legislation and numerous other factors have produced challenges like never before for public education employees. Meeting these challenges successfully requires collaboration to best serve the interests of both students and staff. *Given that many MTI members are now working in instructional, training and non-pupil contact positions such as Teacher Leaders, Instructional Resource Teachers and Dean of Students, it is important to remember that all MTI members are brothers and sisters in the Union.* What kind of Union member one chooses to be is dependent on action, not a job title. *Helping one another address concerns, lending a hand when a colleague is in need and sticking together is the Union way.* Greater strength and more creativity surfaces when people work together, and in these changing times, *we must not allow ourselves to be divided.* Simply because one's fellow MTI member works "downtown" or in an office, rather than in a classroom, does not make them any more or less "Union." *Especially in these challenging times, success is achieved by setting aside differences and working together. It produces better results for Union members and for students.*

Our Union Makes Us Strong!

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

Changes Made to Parent-Teacher Conferences

As a result of a joint MTI-MMSD committee on parent-teacher conferences, several changes were agreed upon. *For the first time, teachers participating in evening parent-teacher conferences will be provided a compensatory day off, which day will be **November 26**, the day before Thanksgiving.* In exchange, teachers must have conferences on two (2) evenings. *For elementary teachers, fall and spring conferences will be held in lieu of report cards, and staff are not required to do additional record-keeping beyond normal data collection and logging parent attendance at conferences. Conferences are recommended to be 15 minutes.*

The joint MTI/MMSD committee agreed that the best use of time is to distribute any forms and information at other times and through other means, so teachers can spend all conference time reviewing student progress. The joint committee also agreed that conferences may occur at other than the scheduled conference times, if so agreed between the parent and teacher. Complete details and language regarding parent-teacher conferences can be found on MTI's website (www.madisonteachers.org).

Teachers who have further questions can call or email Eve Degen (degene@madisonteachers.org) at MTI headquarters.

Health Insurance Annual Choice/Open Enrollment

MTI's various Collective Bargaining Agreements with the District provide that between October 15 and November 15 each year there will be an annual choice to switch health insurance providers, between/among the insurance carriers named in each of the Contracts. Members of MTI have their choice among the three insurers - GHC, Unity and Dean Health Plan.

ANNUAL CHOICE is the period during which MTI represented employees who are already covered under an MTI negotiated District health insurance plan may choose, without having to prove insurability, an alternate plan which is available under the Collective Bargaining Agreement. Implementation of new coverage will be effective **January 1, 2015**.

OPEN ENROLLMENT is available as a result of gains made during MTI's 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (an assignment of 19 hours per week or a teacher contract of at least 50%). Those with health insurance who have an **eligible dependent, who is not now covered, may enroll that dependent during this period.** The effective date for all new coverage is **January 1, 2015**.

37 Days until Election Day!

Beware! It's Not Your Computer

When the District installed its computer system, management told staff, "*Use it as your own!*" Most District employees did so. However, **MTI WARNS, USE IT AS YOUR OWN NO MORE!**

One must assume that District management will review everything one writes or accesses on a District owned computer. The District has **forensic software which enables District management to review every stroke one makes on a District computer, as well as every website visited, no matter how long ago, and no matter the time of day.** This includes *what you access on your home computer*, if you access it using a District computer. As a result of requests by the public, under Wisconsin's Open Records Law, **MMSD archives ALL emails and research (websites accessed) performed on District computers.**

SEE-MTI General Meeting Wednesday, October 1, Labor Temple

Members of MTI's Supportive Educational Employees bargaining unit (SEE-MTI) are urged to attend the General Membership Meeting on **Wednesday, October 1, 4:30 p.m.**, at the **Madison Labor Temple** (1602 S. Park Street). This is an important meeting to discuss the future of your Union, hear about updates on Contract status, the legal status of Act 10, and the pending recertification election. Parking is plentiful, snacks will be provided, and strength comes in numbers. We need to see you there. **Solidarity!**



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

Calendar of Events

- **Monday, September 29, 6:00 p.m.,** McDaniels Aud
BOE Regular Meeting
- **Wednesday, October 1, 4:30 p.m.,** SCFL
SEE-MTI General Membership Meeting
- **Friday-Saturday, October 3-4 -** Yom Kippur
- **Saturday, October 4, 10:00 a.m.,** MTI
MTI Member Organizer Q&A Session
- **Monday, October 6, 5:00 p.m.,** Doyle Room 103
BOE Instruction Work Group
- **Monday, October 13, 4:30 p.m.,** MTI
MTI Board of Directors
- **Monday, October 13, 5:00 p.m.,** Doyle Room 103
BOE Operations Work Group