



Solidarity!

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

MTI Recertification Election Procedures Set

After ten days of very time consuming, detailed analysis and negotiations with MMSD, the parties have agreed as to who is eligible to vote in each of the five (5) upcoming MTI bargaining unit recertification elections. *All MTI-represented employees who were identified as having actively worked for the District as of October 1, 2014 will be eligible to vote.* The following illustrates the number of eligible voters in each bargaining unit:



Bargaining Unit	Eligible Voters
Teacher	2985
Educational Assistants (EA-MTI)	723
Clerical/Technical (SEE-MTI)	234
Security Assistants (SSA-MTI)	27
Substitute Teachers (USO-MTI)	544

Given the super majority set forth in Governor Walker's Act 10, at least 51% of each unit must vote "YES" in order for that unit to be recertified.

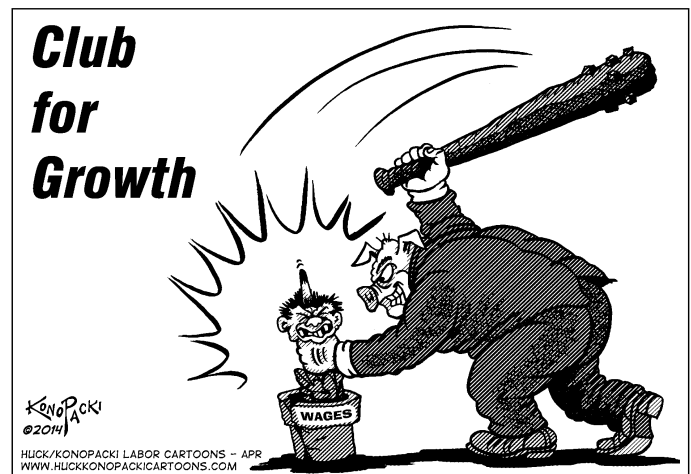
Recertification Election dates and voting procedure: The recertification elections will take place from **noon on November 5 until noon on November 25** via telephone and on-line voting. MTI has distributed posters to all schools/work locations. They provide specific voting procedures, including phone number and web address for voting. The election is administered by the American Arbitration Association. As the election dates get closer, all MTI-represented employees will also receive "palm cards" with the phone number, web address and specific voting procedures.

Getting Organized! Those willing to serve as MTI Member Organizers have grown to over one hundred and forty (140) across (41) schools. Member Organizers are volunteers who have agreed to serve as point persons in their buildings/work locations to help build awareness and support for the MTI recertification elections. Is your school/work site ready? If not, contact Doug Keillor (keillord@madisonteachers.org /257-0491).

Living Wage Rally October 14 – Turn Up the Heat on Governor Walker

On September 24th, *minimum and low-wage workers in Wisconsin filed affidavits with the State claiming that they are unable to cover the basic costs of food, shelter and utilities, even when working full time, as a result of the low wages they receive.* The Wisconsin State Statutes (Chapter 104) allow the governor, through the Department of Workforce Development, to issue an Executive Order to increase the minimum wage in response to verified complaints that the minimum wage does not provide a living wage "sufficient to enable the employee receiving compensation to maintain himself or herself under conditions sufficient with his or her welfare." The governor denied the claims.

On **October 14**, low wage workers, labor allies and community activists will gather at the **State Street side of the Capitol at 5:30 p.m.**, and will stage a rally to hold the governor accountable for failing to address the issue. **Let's have a lot of MTI Red Shirts at this rally to show our support!** Join MTI Staff and allies at this important event in solidarity with minimum wage workers and "Raise Wisconsin" activists.



23 Days until Election Day!

Disciplinary Interviews: Protect Your Rights

What should you do? An administrator or supervisor requires your attendance at a meeting. Follow the advice on the back of your MTI membership card which states, *“If this discussion could in any way lead to my being disciplined or terminated or cause an effect on my personal working conditions, I request that my MTI representative be present at this meeting.*

If an issue arises in any meeting with an administrator or supervisor, or if a meeting “becomes disciplinary”, or even *if you have reason to believe the purpose of the meeting may be disciplinary*, call MTI for representation. Under such circumstances, one has a **right to Union representation** and may refuse to meet, or further meet, until an MTI representative is present. Should one unwittingly attend a meeting with an administrator which becomes a disciplinary interview, **MTI advises that you politely stop the meeting and tell the administrator that you will be happy to continue, but only when your MTI staff representative can be present.**

Voluntary, Unpaid Training Opportunity for Substitute Teachers

As all know by now, MMSD is implementing the new *Behavior Education Plan* this year. The District is offering a voluntary, unpaid training on the Plan to substitute teachers. The session will provide an overview of the *Behavior Education Plan* and opportunity to explore implications for substitute teachers in supporting and responding to a student's behavior. The voluntary session is October 20, 4:30-6:30 p.m. To register online go to: <http://tinyurl.com/SUBBEP>. Location will be announced following registration.

School Security Assistants: Know Your Contract -Uniforms

Under Section VII-D of the MTI/MMSD Collective Bargaining Agreement covering Security Assistants, **whatever clothing the District requires an SSA to wear, as a condition of employment, must be provided, at no cost to the employee,** by the District. In previous years, there have been issues with the timeliness of the District providing uniforms. MTI continues to monitor this matter. New employees should be provided uniforms soon after beginning employment with the District. Anyone who requests new clothing and does not receive it within a reasonable time frame, should contact Eve Degen (degene@madisonteachers.org) at MTI.

EA-MTI: Transporting Students

Section VI-M of the EA-MTI Collective Bargaining Agreement states that, **“Educational Assistants shall not transport pupils in private cars on school business.”** *This clause was negotiated to protect MTI members’ economic and safety interests.* EAs may not be “asked” or directed by their supervisors to transport pupils in their private vehicles during work hours.

Section VII-I of the EA-MTI Collective Bargaining Agreement enables the transportation of pupils, **only IF MTI and the District agree in advance to such an arrangement.** Because of the possible liability issues to which MTI members would be exposed, the Union usually declines any such proposals made by the District.

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

- **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
- **Wednesday, October 15, 4:15 p.m., SCFL**
USO-MTI General Membership Meeting
- **Monday, October 20, 5:00 p.m., Doyle Room 103**
BOE Special Meeting
- **Tuesday, October 21, 4:15 p.m., SCFL**
MTI Faculty Representative Council
- **Monday, October 27, Doyle Room 103**
BOE Special Meeting (5:00 p.m.)
BOE Regular Meeting (6:00 p.m.)



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

See your MTI Faculty Representative, EA-MTI Building Representative, or a member of one of the Board of Directors of MTI’s five bargaining units to **order your shirt.** *There are currently discounts on MTI polo & oxford shirts.*

Our Union Makes Us Strong!

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