



Solidarity!

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

Momentum Building: Voter Turn-out Needed for MTI Recertification Elections

Getting Organized! MTI now has over two hundred (200) Member Organizers including teachers, educational assistants, clerical-technical employees, substitute teachers, security assistants, and retired MTI members who are committed to helping the next generation maintain their Union. Member Organizers are volunteers who have agreed to serve as point people in their building/work location to help build awareness and support for MTI's recertification elections.

Get-out-the-vote! In political elections, voter turnout is critical. **In Union recertification elections, it is even more critical.** The experiences of other Wisconsin public sector Unions show that when employees vote, they overwhelmingly vote Union **YES!** Where recertification elections have lost, it is because less than 51% of the eligible voters cast a ballot. Unlike political elections, **in recertification elections a non-vote counts as a "no vote"**.

In MTI's recertification election, ballots can be cast 24 hours per day, seven days per week, via phone or computer, beginning at Noon on November 5 and continuing through Noon on November 25. *The process is quick and efficient and should take no more than a couple minutes.* That said, others have reported difficulties where votes were not counted, when they failed to accurately complete *each step* in the balloting process. **It is for that reason that MTI is providing all MTI-represented employees with detailed voting instructions on posters, flyers and palm cards.**

The MTI Recertification Election palm cards provide MTI-represented staff the phone number, web address and voting instructions. On the reverse side of the palm card, voters are asked to **complete their name, work location & bargaining unit and give the completed card to their MTI Faculty Representative or Member Organizer.** After doing so, one will receive an "I Voted" button. Some work locations will hold raffles using the completed palm cards. By collecting completed palm cards, your Union organizing team will be able to try to assure that the 51% threshold is met, as mandated by Walker's Act 10, during the 20-day election period. Additional information on MTI's recertification elections is available at www.madisonteachers.org.



MTI Together - We Are One!

MTI Election Results

At its October 21 meeting, the MTI **Faculty Representative Council** re-elected **Lauren Mikol** (Lincoln) and **Andrew Waity** (Crestwood) to two at-large positions on the **MTI Board of Directors.** The Board consists of the MTI President, President-Elect, Vice-President, Past-President, Secretary, Treasurer and four at-large positions. Officers are elected by the general membership each April, and two at-large positions by the **MTI Faculty Representative Council** each October.

In other elections, the Council elected **Peg Coyne** (Black Hawk) and **Holly Hansen** (Lapham) to the **MTI Cabinet on Personnel.** The Cabinet, which oversees MTI's employment relationship with its staff, consists of four at-large positions elected by the Council, the MTI President and Treasurer, and the Presidents (or his/her designee) from MTI's educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

For the **MTI Finance Committee,** the Council re-elected **Bruce Bobb** (Hoyt), **Andrew Waity** (Crestwood) and **Karen Lee-Wahl** (Huegel). The Finance Committee oversees the development of the Union's budget for presentation to and action

by the MTI Joint Fiscal Group. The Committee consists of the MTI President and Treasurer, three at-large positions elected annually by the Council, and the Presidents (or his/her designee) from MTI's educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

The Council also re-elected to **MTI's Political Action Committee** (MTI-VOTERS) **Andy Mayhall** (Thoreau), **Karen Vieth** (Sherman), **Kathryn Burns** (Shorewood) and **Liz Donnelly** (Elvehjem). The Committee consists of the MTI President, Treasurer, the Presidents (or his/her designee) from MTI's educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units, and nine members elected by the MTI Faculty Representative Council, one of whom is a member of MTI's retired teacher organization.

In addition, due to vacancies created by retirements, elected to the MTI Bargaining Committee were **Emily Pease-Clem** (Schenk), **Michael Hay-Chapman** (Spring Harbor) and **Cindy Ball** (Jefferson).

9 Days until Election Day!

Early Voting is now available at your City Hall.

Joint MTI-MMSD Question and Answer Sheet on Monday Early Release Time

As most members are aware, the 2014-15 Collective Bargaining Agreement included changes to Monday early release time at both the elementary and secondary levels, including the scheduling of “*structured team planning time*”. Since the start of the school year MTI has received reports from a number of schools relative to confusion over the new Contract language as it relates to “structured team planning”, with some schools reporting that no team planning was occurring and that the specific agenda for “structured team planning” was being directed by persons outside the team.

In an effort to address some of these questions for both teachers and principals, MTI has worked with the District to produce a **Q & A sheet on Monday early release time**. This is a document created *jointly* by MTI and the MMSD, intended for both principals and teachers, to elaborate on the 2014-15 Contract changes in this area. The District has shared this document with building principals and MTI has shared the document with all MTI Faculty Representatives. Any teaching staff can locate this document on the MTI website: www.madisonteachers.org.

Both the SBLT and teacher teams have a role to play in determining the use of Monday Early Release time. Therefore, both of these are areas where teachers need to have a voice. We strongly encourage teachers within their buildings to continue to advocate for their planning needs both within the SBLT and within their teacher team.

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**.

Thinking Retirement? Plan Ahead: Attend a Retirement Planning Session

There will again be opportunities for employees to gather information to enable planning and preparation for retirement. MTI-represented employees have retirement benefits available through multiple sources. **Understanding these benefits is essential to successfully planning for retirement**. For that reason, MTI encourages those considering retirement in the next few years to attend one of the sessions noted below. Due to high demand, reservations should be made as soon as possible by calling the District’s Benefits Department at 663-1697 or email chills@madison.k12.wi.us.

Retirement Planning Meetings

October 29 & 30

7:00 -9:00 p.m.

McDaniels Auditorium, Doyle Building

Calendar of Events

- **Monday, October 27, Doyle Room 103**
BOE Special Meeting (5:00 p.m.)
BOE Regular Meeting (6:00 p.m.)
- **Monday, November 4, ELECTION DAY - VOTE!**
- **Wednesday, November 5, 4:30 p.m., MTI**
SEE-MTI Board of Directors
- **November 5-25, MTI Recertification Election - Vote YES!**
- **Tuesday, November 11, 4:15 p.m., MTI**
MTI VOTERS
- **Wednesday, November 12, 4:15 p.m.**
EA-MTI Building Representatives at
WEA Member Benefits (660 John Nolen Dr.)
- **Friday, November 14, Professional Development Day**
- **Monday, November 17, 4:30 p.m., MTI**
MTI Board of Directors

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



Our Union Makes Us Strong!

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