



Solidarity!

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

Have You Voted to Recertify Your Union?

MTI's recertification election began last Wednesday (November 5) and continues until Noon, Tuesday, November 25. A **"YES"** vote by **51% of all eligible voters**, in each bargaining unit, is required by Act 10 for MTI to continue as the certified Union for that bargaining unit. **Eligible employees** (*those employed as of October 1*) can cast their ballot either by phone or computer by following the directions below:

- **Call** (toll-free) 1-866-458-9862 or log-on to www.aaaelections.org/WERC. The voting system is in operation 24 hours a day, 7 days a week during the voting period.
- **When prompted**, enter the **first four letters** of your last name
- **When prompted**, enter the **last four digits** of your Social Security number.
- **When prompted**, **VOTE "YES"** for MTI to continue as your Union representative.
- **When prompted**, **CONFIRM YOUR VOTE**. **Do not hang up or log-off until you hear or see a message thanking you or acknowledging your vote.**
- Anyone experiencing a problem with the automated voting system or who needs special assistance when voting, should call MTI at (608) 257-0491 for assistance (Monday through Friday, 8:00 a.m. to 5:00 p.m.). **Technical voting assistance is also available at 1-800-529-5218** (Monday through Friday, 10:00 a.m. to 6:00 p.m.).



After you vote "YES" to recertify MTI, it is important that you complete your recertification palm card, and return it to your MTI Faculty Representative or Member Organizer. You will then receive your **"I Voted"** to recertify button. *This is MTI's means of assuring that all members vote.*

MTI Achievement of Equal Rights for Women

Among the many things MTI has accomplished for its members is the advancement of rights for females.

Early in the Union's history was MTI's achievement of equal pay. *MTI negotiated a salary schedule which recognized that the value of the work of an elementary teacher, where almost all were female in the 1960s & 1970s, is as valuable as that of a high school teacher of advanced placement physics.*

The salary schedule negotiated by MTI recognizes that the task each teacher faces is about the same and the **economic reward should be as well**. Given this, MTI's negotiations did away with the School Board's created "head of household" additive pay - which went to male teachers in those days; and *MTI negotiated a salary schedule which treats all teachers equally.* That salary schedule proposed by MTI in the late 1960s, while periodically improved, remains in the Collective Bargaining Agreement today. The right to equal pay for equal work was extended to those in all MTI bargaining units through negotiations.

Also, in the 1960's and early 1970s, School Board policy stated that a female employee had to *"immediately notify her supervisor upon becoming pregnant"* and *resign when the "pregnancy began showing."* This meant a loss of income until the individual was rehired - which did not always occur - as well as a reduction in Social Security and Wisconsin Retirement System benefits, due to the lost wages.

In the early 1970s, **MTI challenged the Board's policy as discriminatory, based on gender.** *The Union prevailed and leave of absence due to childbirth - at full pay - was created, as was leave of absence for childrearing, for women and men.*

These provisions are now not only contained in the Collective Bargaining Agreements of all five MTI bargaining units, but are available to all Wisconsin public employees, because of MTI's advocacy.

Knowing Our History

The **Wisconsin Labor History Society** has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: **"Unions have been important to my family and community because...."** Submissions must be postmarked on or before February 13, 2015. Cash prizes range from \$100 to \$500. For more information, go to the Wisconsin Labor History Society website at www.wisconsinlaborhistory.org.

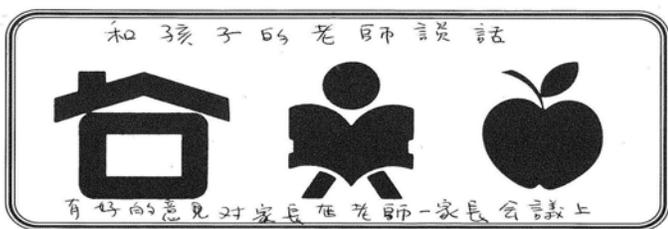
Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org

**Parent-Teacher Conferences:
MTI Brochures in Several Languages**

For parents of all elementary pupils, MTI will be distributing a brochure *“Talking with Your Child’s Teacher.”* This year, it has been sent to MTI Faculty Representatives in schools where there are at least 20 students who speak a given language. Faculty Representatives can also request the brochures in any of the languages in which the family primarily speaks the language. The brochures will be distributed to elementary staff for distribution to all students to take to their parents. Brochures for non-English speaking parents will be distributed via the District’s Bilingual Resource Specialists. The BRS are members of MTI’s teacher bargaining unit.



The terms and conditions of the 2014-15 MTI/MMSD Collective Bargaining Agreement relative to Parent-Teacher Conferences provides the following:

“All teachers are required to attend up to two (2) evenings for parent teacher conferences per contract year as directed by the teacher’s building administrator. Teachers participating in evening parent-teacher conferences will be provided a compensatory day off as designated on the School Calendar in Section V-L. In recognition of 4K, non-SAGE 2nd grade, non-SAGE 3rd grade, 4th grade and 5th grade teachers having more parent-teacher conferences due to increased class size, such teachers shall be released from the early release SIP-aligned activities Monday during the months of November and March. At the elementary level conferences will be held in lieu of the report cards for the reporting periods in which they are held.”

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).

Flexible Spending Account

Now is the time to act. MTI’s various Collective Bargaining Agreements enable one to set wages aside, tax free, to cover employee contributions toward health insurance premiums, policy deductibles, co-pays and uninsured medical, dental and optical expenses, as well as childcare expenses. One can set aside the maximum IRS allowance of \$2,500. Remember, however, that money set aside and not used during the calendar year for such expenses is lost.

Plan now to use the balance of funds set aside for 2014, before December 31. *These can be used for unplanned expenses such as prescription glasses, hearing devices, over-the-counter medications, or mental health therapy; and to adjust your deposit into your flexible spending account for next year (see Employee Benefits Corporation (www.ebcflex.com)). The deadline for changing one’s deduction for 2015 is November 17.*

Bylaw Amendments

MTI’s Bylaws enable proposed amendments to be submitted at the November meeting of the MTI Faculty Representative Council. That meeting is held on the third Tuesday in November (this year November 18). Any proposals received are referred to the Union’s Constitution Committee for study and recommendation. The Committee’s recommendations will be presented at the Council’s February meeting, at which time the Council will act on the proposals. The Constitution Committee requests that any proposed amendments submitted to the Council be in final form and that several copies be presented for distribution at the Council meeting or delivered to the MTI Office prior to the November meeting.

Calendar of Events

- **November 5-25,**
MTI Recertification Election - Vote YES!
- **Wednesday, November 12, 4:15 p.m., MTI**
EA-MTI Building Representatives
(Recertification Phone Bank following meeting)
- **Friday, November 14,** Professional Development Day
- **November 17-21** American Education Week
- **Monday, November 17, 4:30 p.m., MTI**
MTI Board of Directors
- **Tuesday, November 18, 4:15 p.m., SCFL**
MTI Faculty Representative Council
- **Wednesday, November 26,** Schools Closed
Teacher Comp Day



Wear MTI RED on Mondays, MTI LANYARDS everyday, and sport your “I VOTED MTI” pin!