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Solidarity!

THANK YOU! MTI-Represented Employees Vote Overwhelmingly for Recertification

“Love their Union” came through loud and clear as *MTI-represented District employees in all five (5) MTI bargaining units voted overwhelmingly to recertify MTI as their Union*. The teacher unit voted **2,624** to recertify (88% of the eligible voters), while the educational assistant unit (EA-MTI) voted **549** (77%); the clerical/technical unit (SEE-MTI) voted **180** (77%); the substitute teacher unit (USO-MTI) voted **359** (73.5%); and the security assistant unit (SSA-MTI) voted **22** (81.5%). In all, 85.35% of the eligible MTI voters voted in the recertification election. **MTI has not been challenged since it became the bargaining agent for teachers in 1964**. Since its creation, MTI has grown from 900 to 4,700 members, and has gained the reputation as one of the most successful public sector Unions in the country. It is Governor Walker’s Act 10 that forced the vote this year. MTI had to pay fees of \$3,550 to the Wisconsin Employment Relations Commission to conduct the election. Additional costs were experienced for educational and promotional materials related to the election which, under Act 10, must be conducted annually.



The large turnout is a testament to MTI members’ appreciation and support of their Union, and to the hard work of the over 200 MTI Member Organizers who reached out to engage their colleagues in conversations about their Union. MTI members clearly understand that students & staff will be better served if we continue to “*Stand Together.*” Thanks to all who made their voice heard by voting.

In solidarity, we move forward together!

January Paycheck

MTI’s Teacher and Substitute Teacher Collective Bargaining Agreements provide that the **January 1 paycheck is to be deposited on the first banking day in January**. This year that will be **January 2, given that January 1 is a Federal Reserve Bank Holiday**. A deposit on December 31 would cause one to have to pay taxes on those funds for 2014, i.e one would pay income tax on 13 months’ wages in 2014. Confirmation of the deposit for teachers will be distributed at each person’s work location on January 5, the day school resumes. For substitute teachers, verification will be on or about January 5.

Members of MTI’s Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units’ paychecks will be **directly deposited on December 26**. Confirmation of the deposit will be distributed at each person’s work location on January 5.

Important February Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., **February 1**.

Sabbatical Leave applications for either the first semester of the 2014-15 school year or for the entire school year are due in the MTI Office by 5:00 p.m., **February 1**.

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15**.

(*Note: Contract deadlines which occur on weekends will be extended to the following Monday.*)

In Memoriam - Roy Fortune

Roy Fortune was a teacher and MTI leader, serving on the Bargaining Committee and as Faculty Representative at Orchard Ridge (now Toki) Middle School. He passed away on November 17, 2014. *To honor his dedication to his students, his profession and to his Union, his daughter Lisa contacted MTI to establish a memorial contribution in his name to the MTI Solidarity Fund, which is used to assist members with financial hardship.* During her call to MTI, Lisa recalled being in elementary school in 1976, when her father helped organize and lead MTI’s teacher strike in January of that year, an action that is not only memorable to her, but also to the thousands of MTI members who have since benefitted from that brave action.

[Read Roy’s obituary.](#)

<http://www.garfieldcares.com/obituaries/obituary-listings?obId=363766#/obituaryInfo>

One can make a donation to MTI’s Solidarity Fund, in Roy’s name, by sending it to MTI (821 Williamson St., Madison, 53703). Please reference Roy’s name in association with your donation.

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org

MTI’s email - MTI@madisonteachers.org

The Americans With Disabilities Act

The federal **Americans with Disabilities Act (ADA)** prohibits discrimination on the basis of one’s disability. The law requires that *reasonable accommodations be provided by one’s employer to enable a person with a disability to participate as fully as possible in their employment environment(s)*.

In 2008, Congress passed amendments to the ADA Act of 1990. The amended Act became effective on January 1, 2009. The improved Americans with Disabilities Act as Amended (ADAAA) clarifies who is covered under the law. *The changes were made in response to federal appellate court decisions that continually narrowed ADA protections by imposing ever higher, more onerous standards on employees to meet the qualification standards under the original ADA.*

The revised definition of “**disability**,” created with the 2008 amendments, more broadly encompasses disabilities that substantially limit a major life activity. Congress clarified the definition of a disability to state that, “*An impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability*”; and, “*An impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.*” The amended language also provides that mitigating measures, including assistive devices, auxiliary aids, accommodations, medical therapies and supplies, (other than eye glasses and contact lenses) have no bearing in determining whether a disability qualifies under the law.

The purpose of the 2008 amendments is to make it easier for an employee seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADAAA.

MTI staff have assisted many members with ADA issues. Anyone with questions regarding or seeking assistance with such issues, should contact MTI Assistant Director **Eve Degen** (degene@madisonteachers.org) at MTI Headquarters.

Adopt-A-Teen Campaign

MTI member **Liz Donnelly** (Elvehjem) is requesting donations for an **Adopt-A-Teen** program in concert with Briarpatch Youth Services. In addition to her work as a full-time 4K teacher Liz also works as an independent consultant for Arbonne. Donations to this campaign will help provide skin and hair care products for the winter months to a group of Madison-area teenage girls who participate in a peer support group called “Choices,” through Briarpatch. All products will be purchased at cost, which is a 35% discount from regular prices, and provided to the girls free of charge.

To support Liz in this campaign, contact her by phone or e-mail (lizgrad01@hotmail.com / 608-215-7764) and provide her with the following information:

- Name, Phone Number, Email Address
 - How much you’d like to donate.
 - Preferred payment method: Cash, Check or Credit Card
- Checks should be made payable to Liz Donnelly. She will contact you to get credit card info and/or arrange for drop off or pick up of cash/check. **The deadline to contribute is Monday, December 8.** Thank you for supporting Madison-area efforts to bolster the lives of young people facing hardships.

**Click and Shop Union:
Affirm Your Values for the Holidays**

Union-made goods and services are now available online for the public to view and buy. The **Union Label & Service Trades Department of the AFL-CIO web site features all Union-made gifts.** Americans will spend \$1 trillion by December 1. Imagine the impact if just a fraction of those dollars goes towards products made by our Union brothers and sisters. Current offerings include clothes, shoes, computers, greeting cards, housewares, sports equipment, toys and games. Millions of good family-supporting jobs have disappeared from the U.S. economy. You can save money and jobs by looking online for “Union-made Products” or “AFL-CIO Union Products.” **Take a stand and make a difference!** Support good jobs by buying Union-made goods and services when holiday shopping. **Solidarity!**

2014 Combined Campaign a Success

Thank you to everyone who donated to the Combined Campaign this year. Special thanks to all of the wonderful school and work site volunteer coordinators who helped spread the word and collect contributions. So far, **electronic contributions total over \$23,000**, with more pledges still coming in. Although the Campaign officially ended on November 21, donations are still being accepted. Under MTI’s various Collective Bargaining Agreements, one can make a contribution, at any level, through payroll deduction. For more information, contact Eve Degen (degene@madisonteachers.org) at MTI.

December *Calendar of Events*



- **Monday, December 1, 5:00 p.m., Doyle Room 103**
BOE Instruction Work Group
- **Monday, December 8, 5:00 p.m., Doyle Room 103**
BOE Operations Work Group
- **Tuesday, December 9, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Wednesday, December 10**
EA-MTI Building Reps - *CANCELLED*
- **Thursday, December 11, 4:15 p.m., MTI**
MTI Special Education Sub-Committee
- **December 22 - January 2: WINTER BREAK**



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