



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

Solidarity!

Divide and Conquer Part II: “Right to Work” is Dead Wrong

Buoyed by the election which provided Republican majorities in both the Assembly (+27 majority) and the Senate (+5 majority), conservative anti-worker/anti-union legislators have announced that they will introduce **Right to Work** legislation when the January session begins. **Right to Work** laws limit collective bargaining, make it easier to outsource jobs and cut wages and benefits. Their plan was to do this in 2012, but legislators were worried that it was too soon after the 2011 protests against Act 10, and would cause public backlash. On average, workers in **Right to Work** states earn **\$7,030 a year less**, according to the Congressional Research Service (6/20/12), and the **rate of workplace deaths is 52.9% higher**. Workers in **Right to Work** states are even more likely to be uninsured (16.8%, compared with 13.1% overall).

Governor Walker's Act 10 has already done great damage to Wisconsin's public sector workers and the economy. **Act 10 has been described as “Right to Work on Steroids.”** But now, the far-right is coming after the 13% of Wisconsin's private sector workers who have the benefit of union representation. And it is because CEOs and company owners care more about big business and profits than they do about workers who create them. And, middle class families become struggling families. **Right to Work** will surely shrink the middle class.

Despite its misleading name, such a law does not guarantee anyone a job and it does not protect against unfair firing, i.e. it provides **NO “right to work”**. Rather, a **Right to Work** law prohibits employers and employees from negotiating an agreement – also known as a union security clause – that requires all workers who receive the benefits of a collective bargaining agreement to pay their share of the costs of the Union in representing them. A **Right to Work** law mandates that unions represent every employee, whether or not he or she pays Union dues. In other words, such laws enable workers to pay nothing and still get the benefits of union membership. **Imagine if a Madison resident, who sends their children to MMSD schools, but can opt out of paying property taxes to finance the schools.**

A **Right to Work** law compels dues-paying members to subsidize the cost of representation for those who opt not to pay. If a worker who is represented by a union and doesn't pay dues is fired illegally, the Union must use resources from dues-paying members to defend the non-member even if that requires going through a costly, time-consuming litigation.

Right to Work laws don't benefit workers. *By weakening unions, the law weakens workers' ability to bargain. Worker*

rights, such as the ability to take time off to take one's children or even one's parents to receive medical care.

To color their anti-worker proposed legislation, Republican lawmakers call it “**Workplace Freedom**.” As Governor Walker said in 2011, Act 10 would pass because their strategy enabled them to “**divide and conquer**” union members. **Right to Work** is more of the same. It weakens working people. **Real workplace freedom would enable workers to organize into unions if the majority wish to do so.** State Representative Andy Jorgensen says a Union is “...run just like America, where the majority rules ... and if the majority of the workers don't want to have a union anymore, you can take a vote to decertify. It's a democracy. It's a freedom we now enjoy.” Jorgensen added that the proposed **Right to Work** legislation is just “*another attempt by the Republicans to break unions.*”

A decade after **Right to Work** passed in Oklahoma, bitterness remains and there is animosity between workers. And unemployment in Oklahoma has increased from 3.7% to 5.1% since the passage of **Right to Work**. Such legislation is being promoted by Americans for Prosperity, a Koch Brothers (www.kochexposed.org) organization, which recently opened an office in Madison. The Koch Brothers own several Wisconsin businesses, including Quilted Northern tissue, a division of Koch Brothers' Georgia Pacific. *They gave Governor Walker \$8 million during the recall election.*

School Privatization Exposed

MTI has sent *The Progressive Magazine* to each MTI Faculty Representative, as well as to the Board members of all five MTI bargaining units and MTI Bargaining Committee, to enable easy access by any interested member. *The Progressive* has published in the December-January issue a **broad and detailed analysis of the attempts by numerous monied people/corporations to privatize public education to pad their own wallets.**

The referenced issue of *The Progressive* was promoted by an animated video “**Profitship Learning**.” It is a takeoff on the for-profit Charter Schools, *Rocketship*, which are springing up across the country; this fall in Milwaukee, causing significant loss in revenue to Milwaukee schools.

A video link is also available from any MTI Faculty Representative, or on MTI's webpage www.madisonteachers.org.

Our Union Makes Us Strong!

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

Behavior Education Plan: Opportunity for Feedback

The opportunity to provide one's opinion to the District's Behavior Education Plan (BEP) is possible online, as well as the opportunity to offer suggestions, successes and promising practices. One can also submit questions regarding the Plan. Individuals can complete this form anonymously, or include contact information if they would like a response by the District to their submission. It is important to note that:

- **If staff are logged in to the MMSD website, the submission will *not* be anonymous**, as it automatically includes the staff member's B-number. For it to be anonymous, one must be logged out.
- Keep in mind also that this is a **District feedback form with the information one provides being shared with the District representatives.**

This information will be reviewed weekly by members of the MMSD Behavior Education Leadership Team, which includes Mike Hertting, John Harper, Leia Esser, Luis Yudice, Joseph Hill, and Mara McGlynn. It will inform communication, professional learning, and considerations for annual policy revision.

This feedback will also be shared with members of the **Joint MTI-MMSD Safety/Discipline Committee** which will be meeting regularly to discuss issues of school safety as well as the implementation of and compliance with the BEP.

The form can be found via a link on MTI's webpage at www.madisonteachers.org.

Martin Luther King, Jr. Holiday January 19

As a result of MTI's successful negotiations several years ago, all District employees now have a paid holiday, a day off, in recognition of the accomplished civil rights leader **Martin Luther King, Jr.** Given the terms of MTI's various Contracts with the District, members of MTI's teacher, educational assistant, clerical/technical and school security assistant bargaining units will be paid for the day. MTI encourages members' observance of this important holiday which signifies the importance of Dr. King's legacy.

"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief to the destitute, and above all new wage levels that meant not mere survival, but a tolerable life."

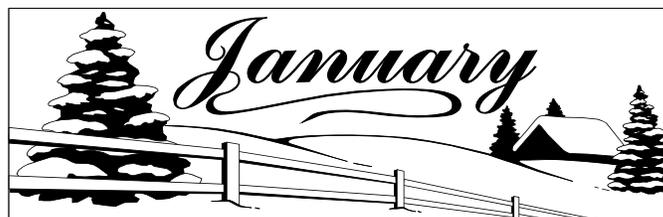
Dr. Martin Luther King, Jr.

Position Postings for Teacher & SEE Unit Online Only Beginning January 12

The District has determined to stop posting printed versions of vacancy postings for TEACHER and SEE-MTI bargaining unit positions effective January 12, 2015. The last printed vacancy postings will be January 9, 2015. ***After that date, vacancy postings will only be available online.*** Directions on how to access the postings will be printed and placed in buildings where the printed postings currently appear.

Instructions on how to access the postings for INTERNAL (current staff) CANDIDATES is available on the MTI website http://www.madisonteachers.org/vacancy_postings/

EA-MTI and SSA-MTI vacancies will continue to be printed and posted per each unit's Collective Bargaining Agreement. MTI's Teacher and SEE unit Contracts do not expressly require postings to be "printed," only that they be posted.



Calendar of Events

- **Monday, January 6, 5:30 p.m., Doyle, Room 103**
BOE Instruction Work Group
- **Monday, January 12, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, January 12, Doyle, Room 103**
BOE Special Meeting, 5:00 p.m.
BOE Operations Work Group, 6:30 p.m.
- **Tuesday, January 13, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Wednesday, January 14, 4:15 p.m., MTI**
EA-MTI Building Representatives
- **Monday, January 19, Martin Luther King Jr. Day**



Wear **MTI RED** on Mondays,
MTI LANYARDS every day,
and sport your
"I VOTED MTI" pin!