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Solidarity!

Wellness Plan Update: Biometric Screenings Commence This Week

In negotiations for the 2015-16 Collective Bargaining Agreement, MTI and the District agreed to appoint a Joint Committee to create a Wellness Program for all District employees. The appointees to the Joint Committee have created a **Frequently Asked Questions** document to provide answers to many of the questions employees have about the Biometric Screenings and Health Risk Assessment. **These processes will commence this week.** The FAQ has been distributed to all MMSD employees via the MMSD Connect. It is also available via MTI's webpage, www.madisonteachers.org.

MTI recommends that all employees participate in the Biometric Screenings and Health Risk Assessment as they: 1) may provide you with valuable information that could lead to improved health and 2) will result in reduced health insurance costs. Below are some of the highlights from the FAQ (employees are encouraged to read the entire document):

What is a Biometric Screening?

The InHealth BioScreen™ is a biometric test that is used in conjunction with one's Health Risk Assessment to provide a snapshot of one's overall health. Tests include blood pressure, percent body fat, waist circumference, Body Mass Index (BMI), height and weight. A blood sample is also collected to test total cholesterol, HDL, LDL, triglyceride, and glucose levels. Immediately following your screening, you will have the opportunity to review your results with an Interra Health trained and certified Health Screening Specialist.

Who should participate?

The Biometric Screening and Health Risk Assessments are for employees currently covered by a District health plan. Employees only will be tested initially. At a later date it is planned to offer the Biometric Screening and Health Risk Assessment to spouses and possibly retirees.

How do I benefit?

The Biometric screening is sort of a mini-exam, without the \$20 office visit copay. This provides you with confidential results that will alert you to risk factors that could lead to future disease and will enable you to proactively address those risk factors. The Biometric Screening will also give you a baseline assessment against which you can measure in the future to monitor your health over time. Results of the biometric screenings will also be used in summary to help design the Wellness Program so that it is tailored to MMSD employees.

Do I have to participate?

No, the Biometric Screening and Health Risk Assessment are voluntary. However, employees who choose not to participate will pay a 3% premium contribution effective January 1, 2016;

i.e. employees can avoid this 3% contribution by participating in the Biometric Screenings and Health Risk Assessments.

Is the Biometric Screening Confidential?

Yes. Interra is an outside company that will be performing the Biometric Screenings. At the time of the screening your Interra Health Screening Specialist will give you a summary of your results and a summary of your results will be sent to your health plan. The only information the District and the Wellness Committee will receive is an aggregate summary of the results. These results, prepared by Interra, will enable the committee to plan wellness programming that will assist all of us.

When will these be done?

Biometric Screenings will be starting February 24 and will continue at various locations until April. Within the next two weeks, Interra will be sending you an email with more information about Interra, their website, how to sign up for screenings and the times and locations of the screenings.

Again, answers to many other questions, as well as directions on how to sign-up for screenings, are provided in the Biometric Screenings and Health Risks Assessment FAQ info sent to you via MMSD Connect and available on the MTI webpage.

Fourth Circuit Court of Appeals Upholds MTI's Act 21 Victory

Following passage of Act 21 in 2011, MTI challenged the legislation because it took away the State Superintendent's unilateral authority to create Administrative Codes dealing with education. Governor Walker attempted to control education-related Administrative Codes by Act 21 by mandating that all Administrative Rules promulgated by the State Superintendent be subject to review and approval by the Governor. MTI claimed that the Act 21 violated the Wisconsin Constitution, because as Constitutional Officers, the Governor and the State Superintendent are equal. Walker's Act 21 obviously would have made the Governor superior to the State Superintendent, a premise the Court rejected. The Court said that rule-making is included in "supervising authority".

The Court of Appeals opined that indeed, in matters of education, the Superintendent of Public Instruction has "a superior role". In doing so, the Court of Appeals sustained the Dane County Circuit Court ruling that Act 21 violates the Wisconsin Constitution.

Measles! Can You Find Your Vaccination/Immunization Records?

Last week the District sent an e-mail and letter to all employees concerning the potential for a measles outbreak in a Madison school. Measles are a significant concern and an outbreak can have major ramifications for the continuing operation of a school. **In the event that even one case occurs all staff are exposed.** The District is following the general recommendations of The Center for Disease Control, in ordering that **all employees born in 1957 or later** need to do one of the following:

- Provide medical or historical documentation of at least one dose of the MMR vaccination.
- Undergo a blood titer test to prove immunization.
- Obtain a vaccination booster shot from your health care provider.

Costs associated with bullets 2 and 3 above are covered by your MTI/MMSD Contract-provided health insurance plan.

Employees who are unable or choose not to do one of the above will be required to remain off of work for a minimum of two weeks, if there is a case of measles at their school. This is consistent with Board of Education Policy. While there has been no known case of measles in Madison, as of this writing, there is little doubt that one will occur, given the extent of measles in other areas of the U.S. MTI will continue to work with the District on this issue. MTI encourages **anyone born in 1957 or later** to comply with the above District directives to avoid complications related to a measles outbreak.

More Anti-worker Legislation Being Proposed

Assembly Rep. Rob Hutton (R-Brookfield) is pushing a proposal to repeal the Prevailing Wage Law in Wisconsin; a law that has been in effect since 1931. *Prevailing wage laws ensure that workers are paid a fair rate according to the prevailing wage in the industry or trade and are intended to prevent companies bidding on state and locally government funded projects by paying substandard wages to drive down the cost of their bids.*

Studies have shown that **repealing prevailing wage laws actually causes states to lose money due to lost tax revenue related to lower wages, project delays and cost overruns.** After Kansas' prevailing wage law was repealed, **wages fell 11%, training programs declined 38%, job site injuries rose 19%, and employer contributions to pensions fell 17%**, according to the study prepared for the Kansas Senate. Repealing the prevailing wage requirement is bad for workers and bad for the State the Wisconsin.

Killing prevailing wages laws and proposing Right to Work laws be enacted are both proposals of the Koch brothers funded American Legislative Exchange Council. **Right to Work would negatively impact private sector unions similar to what Act 10 did to public sector unions.** Even the Wisconsin Contractors' Coalition opposes these proposals.

Attention EAs: Attend Your General Membership Meeting on March 11

Members of MTI's Educational Assistants bargaining unit (EA-MTI) will meet on **Wednesday, March 11**, commencing at **4:15 p.m.**, at **MTI Headquarters**. There are many issues of importance for EAs, NAs and SEAs to discuss, including the *future of the EA bargaining unit.*

Nominations for positions on the EA-MTI Board of Directors will also be taken at the March 11 meeting. For those who cannot attend the meeting, members may also make nominations via the nomination form that has been sent to all EA-MTI bargaining unit members, or by contacting MTI Assistant Director Eve Degen (degene@madisonteachers.org). Nominations will close at the March 11 meeting. **Get involved in your Union!**

Contract Reduction Deadline March 1

Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time (see Contract Section IV-W). *Full-time teachers who wish to work part-time may do so for one year and have the right to return to full-time regular employment commencing with the subsequent school year.* Requests for participation must be made in writing to the District's office of Human Resources on or before **March 1 for the 2015-16 school year.** **Reducing one's contract without using this Contract provision has major negative implications.** Members considering this are urged to contact MTI Headquarters (257-0491). (*Note: Contract deadlines which occur on weekends are extended to the following Monday.*)

Calendar of Events



- Thursday, February 26, 4:30 p.m., MTI Substitute Organizing Workshop
- Tuesday, March 3, 4:15 p.m., MTI MTI Special Education Sub-Committee
- Monday, March 9, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, March 10, 4:15 p.m., MTI MTI VOTERS Political Action Committee
- Wednesday, March 11, 4:15 p.m., MTI EA-MTI Building Reps. & General Membership
- Friday, March 13 PROFESSIONAL DEVELOPMENT DAY
- Tuesday, March 17, 4:15 p.m., SCFL MTI Faculty Representative Council

Our Union Makes Us Strong!

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