



USO-MTI Newsletter

You have a voice, make it heard!

October 2015

USO-MTI Board of Directors

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Update your Contact Info.

To ensure that you receive information from MTI when necessary, please call 257-0491 or visit MTI's web page to update your contact information.

On MTI's website, there is a link to update your name, address, phone number, and personal e-mail address to receive updates and event information electronically.

Remember to Check your District issued E-mail address regularly to ensure that you receive important announcements and updates sent electronically by MMSD Administration. If you do not know how to access this e-mail system, contact the Department of Human Resources.

Did you know? The MTI Solidarity Newsletter is posted each week on the MTI Website with a complete searchable archive for the full school year!

www.madisonteachers.org

The USO-MTI Newsletter is intended to provide information specific to Substitute and Off-Campus Program Teachers in the Madison Metropolitan School District. If you'd like to see a topic addressed, please let us know! USO stands for United Substitutes Organization!

Calendar and Membership Cards

This mailing is to **all substitute and off-campus program teachers** employed by the Madison Metropolitan School District. Please find enclosed an MTI school year calendar for your use. Additionally, if you are a member of USO-MTI, you will receive your 2015-16 membership card.

*If you did not receive a membership card, you are registered as a Fair Share contributor and pay dues to MTI, and receive all legal representation rights under the Collective Bargaining Agreement; however, you do not have voting rights or access to membership meetings and/or MTI discounts provided by local retailers. USO-MTI is **the certified** representative for all substitute and off campus program teachers in MMSD and is the only Substitute Union in State of Wisconsin whose members are still covered by a Collective Bargaining Agreement. While there is a Collective Bargaining Agreement in force you will continue to receive all benefits and services provided under the Agreement. However, significant changes will occur next school year when all MMSD employees will be covered by an "Employee Handbook" rather than a Contract, as mandated by Act 10, the anti-union legislation which was the subject of the 2011 protests in Madison and across Wisconsin. **To become a full member of USO-MTI, complete the enclosed membership form and help ensure that USO-MTI maintains a solid foundation on which to continue providing representation and advocacy for substitute teachers.***

USO-MTI General Membership Meeting—Officer Elections

There is a **USO-MTI General Membership Meeting** scheduled for October 14, at 4:15 PM at MTI Headquarters (821 Williamson Street). All members are invited to join the USO-MTI Board to discuss ongoing business for the 2015-16 school year and to raise issues or ask questions about USO-MTI and the Employee Handbook. In addition, nominations for the MTI Board of Directors are currently being accepted and will conclude during the General Membership Meeting when *elections for all offices will be held*. Only members are permitted to run for office and vote at the meeting. One can sign a membership form at the meeting if not currently a member. **All officer terms are for two years which will cover the critical transition from Contract to Handbook, as well the changes to membership dictated by Act 10.**

Recertification Election Set for November 4—24

Last year USO-MTI and all five MTI bargaining units had to undergo a recertification vote, which is also mandated by Act 10. Each year, public sector unions must vote in favor of their Union to continue as the *certified bargaining agent* for employees. Winning recertification requires 51% of all "eligible voters" to vote in favor of the Union. **If an eligible voter does not vote, it is recorded as a "no" vote, against the Union.** Last year, thanks to Substitute Member Organizers and the participation of most substitute teachers, USO-MTI successfully recertified with over 73% of all eligible substitute teachers voting "YES" to USO-MTI continuing its representation. **How can you help? If you can help make contact with other substitute teachers, please contact Jeff Knight (knightj@madisonteachers.org / 608.257.0491) or one of your USO-MTI Board Members. The more Member Organizers, the better.** A strong showing in this recertification is critical to MTI's ability to represent substitute teachers in the District.

- More on the back! -

Employee Handbook Update

The USO-MTI Collective Bargaining Agreement expires on June 30, 2016. Act 10 mandates that the school District develop an Employee Handbook to replace all five of MTI's Collective Bargaining Agreements. Over the summer, eight representatives from MTI, AFSCME and the Building Trades were named to an Oversight Group for discussions with District Administration about the Handbook development process. When issues came to the oversight group that needed additional input from specific employee groups, a working committee for those issues was established.

A mailing was sent last week to all member of MTI's five bargaining units and is available online at www.madisonteachers.org. The good news is that most of the provisions in the previous collective bargaining agreement have been transferred into the Employee Handbook, including just cause protections for discipline or termination, a grievance procedure and access to a third party hearing examiner when the parties cannot reach a resolution.

Changes to the Health Insurance eligibility for employer paid premiums are part of the Handbook. Previously, substitutes had to work a minimum of 90 days in the previous school year to be eligible to receive a \$400 board contribution toward the health insurance premium. Currently about 40 substitute teachers take advantage of this benefit. Beginning in 2016-17, the District is implementing the eligibility rules of the Affordable Care Act, aka Obamacare. Under the ACA, eligibility for employer-provided health insurance is based on averaging 30 hours per week over the course of the previous school year, which is already underway. Eligible substitutes who meet this standard will receive the same premium contribution toward a single health insurance plan of their choice from those offered to all employees of MMSD (*currently fully paid at \$512 to \$671 per month depending on the selected provider*). Therefore, substitute teachers will need to work more days in the preceding school year in order to be eligible, but will receive a significantly more valuable benefit. MTI is working with the District to implement this change as there has been a delay in providing proper notice to substitute teachers on how many hours or days of substitute teaching this will require.

Membership Changes under the Employee Handbook

Act 10, in addition to creating significant hardship for public sector workers by mandating pay cuts related to WRS contributions, stripping workers of 50 years of the right to collectively bargain and placing seemingly unnecessary hurdles on maintaining your Union by requiring an annual recertification vote with absurd rules, also makes dues deduction for Union membership from your paycheck illegal, and voluntary, beginning in July 2016. This is a significant change for both the membership and the Union and will result in changes in the way that MTI operates.

Currently, because USO-MTI continues under a Collective Bargaining Agreement, dues are deducted from all substitute teachers during months in which they work; and all substitute and off campus programs teachers receive services from MTI staff and legal counsel, regardless of membership or fair share status. Starting in July 2016, Union dues will need to be paid directly to USO-MTI to be a member and to be eligible to receive any services from MTI under the "Handbook," with the narrow exception of representation on base wages. Information will be forthcoming on how you can insure that MTI continues to represent you in the future in all matters related to your employment with the District.

Aesop Replaces SubFinder

As you are all well aware by now, the Aesop substitute placement system has replaced SubFinder for this school year. If you are having problems accessing the system or getting things set up properly, please contact the substitute placement office. ***If you are unable to get an issue resolved, please contact MTI.***



USO-MTI General Membership Meeting

Wednesday, October 14

4:15 PM

MTI Headquarters

821 Williamson Street

light snacks and refreshments provided

