



Solidarity!

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Member Organizers Still Needed

As of today, about 50 MTI Member Organizers have stepped forward to help build awareness and support for MTI's upcoming recertification election. These Member Organizers work in about half of the current MMSD work sites, *meaning the Union still needs Organizers in the other half of the work sites and schools.*

What is at risk if we lose the recertification elections? The answer is simple: **members would lose MTI as their advocate.** Act 10 mandates annual recertification elections. This year, MTI's recertification election is November 4-24. Where locals have lost the right to represent workers at their schools, there has been increased employee health insurance premiums; decreased planning time; stricter leave of absence provisions; no right for retiring employees to use accumulated sick leave to pay insurance premiums; additional classes to a teacher's workload; an extended work year; reduced benefits for disabled employees; and the elimination of just cause standards and the right to representation in meetings that could result in discipline, dismissal or non-renewal; and due process protection. MTI worked with the District to preserve these rights and benefits for its members. They are now in the District's Act 10-mandated Handbook. ***Without MTI's vigilance and hard work, many things members now take for granted will likely disappear.***



Let's get organized! Please contact Eve Degen or Doug Keillor if you are willing to be a point person in your school or work site. If members stick together, the Union will be successful again this year. But more volunteers are needed.

Win a Free Science Trip to the Aldo Leopold Nature Center

The Aldo Leopold Nature Center (ALNC) is a non-profit educational organization with the mission to provide innovative hands-on programs that "...teaches students to see the land, to understand what they see, and enjoy what they understand" in the spirit of famed Wisconsin ecologist Aldo Leopold.

Enhanced by state-of-the-art multimedia experiences and indoor climate and earth science exhibits, these high-tech high-touch programs create exciting educational experiences for all ages, learning styles, and abilities. ALNC programs are updated frequently to address educational standards and integrate math and literacy with cutting-edge technology to meet student needs. Interaction with science, technology, engineering, and math through ALNC's programs and exhibits **help build students' problem-solving and critical thinking skills.**

ALNC aims to serve Madison teachers and students. MTI members are urged to take a five minute survey to help ALNC improve access and relevancy. The survey is just 9 questions and responses are anonymous. **Survey respondents can enter to win a FREE field trip to the Nature Center!** Thanks for participating – and for all you do!

<https://www.surveymonkey.com/r/39NNF22>.

Disciplinary Interviews: Protect Your Rights

What should you do? An administrator or supervisor requires your attendance at a meeting. Follow the advice on the back of your MTI membership card which states, ***"If this discussion could in any way lead to my being disciplined or terminated or cause an effect on my personal working conditions, I request that my MTI representative be present at this meeting."***

If an issue arises in any meeting with an administrator or supervisor, or if a meeting "becomes disciplinary", or even ***if you have reason to believe the purpose of the meeting may be disciplinary***, call MTI for representation. Under such circumstances, one has a **right to Union representation** and may refuse to meet, or further meet, until an MTI staff representative is present.

Should one unwittingly attend a meeting with an administrator which becomes disciplinary in nature, **MTI advises that you politely stop the meeting and tell the administrator that you will be happy to continue, but only when your MTI staff representative can be present.** That is your legal right!

2015 MMSD-MTI Combined Campaign

The **2015 Combined Campaign** will begin on **October 19** and run through **November 20**. This is the annual workplace fundraising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. Donors can choose which agencies will receive their donations. Under MTI's various Collective Bargaining Agreements, one can make a contribution, at any level, through payroll deduction. This year, donations can also be made online. Everyone is encouraged to give to a cause of their choice. *All of us, working together, can make our local, national and global community a better place in which to live.*

MTI Wear - More Sizes Available

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt (\$10); polo-shirt (\$12); oxford button-down shirt (\$15); and sweatshirt (\$30). Show **SOLIDARITY** with your **MTI Sisters & Brothers**. Wear **MTI RED** on **MONDAYS** and **MTI lanyards everyday!**

USO-MTI General Membership Meeting – Officer Elections and the Future of USO-MTI

Substitute and Off-Campus Program Teachers are urged to attend the **USO-MTI General Membership Meeting on Wednesday, October 14, at MTI Headquarters** (821 Williamson Street). The meeting begins at 4:15 p.m.

Nominations and Elections will be held for all USO-MTI Offices: President, Vice President (K-6), Vice President (7-12), Vice President (At-Large), and Secretary. *Now is the time to get involved in your Union* as the *two year term* will overlap the transition of USO-MTI from a Collective Bargaining Agreement to the Employee Handbook, as well as the Union's Recertification Election and Membership Renewal Campaign for 2016-17.

USO-MTI is the only Union in Wisconsin representing and advocating for the interests of substitute teachers. USO-MTI also provides representation at disciplinary meetings in addition to bargaining base wages and access to benefits. Officers and Union staff will be available to answer questions regarding the Employee Handbook and to hear concerns related to the new Aesop substitute placement system.

One must be a member to attend this meeting. Anyone not currently a member but wishes to join, can do so prior to the start of the meeting. **You have a voice, make it heard!**

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org

Fragrances Can Cause or Trigger Asthma

Recent articles from *Occupational Health Watch* and *Reuters Health* advise that *perfumes and fragrances used in personal care products, cleaning products, and air fresheners in the workplace can cause or trigger asthma*. Such manufactured products are made up of many different chemicals, including those known to cause asthma or other breathing difficulties, even in people who have not previously had these health conditions.

Glass cleaner and air fresheners have been shown to exacerbate asthma and asthma-related symptoms in some people who have repeated exposures, reducing lung function for hours after an exposure, and in some cases, worsening over time. Test results support the importance of developing workplace health and safety practices designed to limit exposures. *They also suggest that employees should take care to avoid using perfumes, sprays, air fresheners and the like in classrooms and other common areas in schools and work sites.* With cooler weather coming, there will be less fresh air coming in through open windows, so be aware that people around you may have not just an aversion to various chemicals and chemical scents, *they may have health-related concerns.*

Beware! It's Not Your Computer

When the District installed its computer system, management told staff, *"Use it as your own!"* Most District employees did so. However, **MTI WARNS, USE IT AS YOUR OWN NO MORE!** One must assume that District management will review everything one writes or accesses on a District owned computer. The District has **forensic software which enables District management to review every stroke one makes on a District computer, as well as every website visited, no matter how long ago, and no matter the time of day.** This includes *what you access on your home computer*, if you access it using a District computer. As a result of requests by the public, under Wisconsin's Open Records Law, **MMSD archives ALL emails and research (websites accessed) performed on District computers.**

Calendar of Events

- **Monday, October 5, Doyle Room 103**
BOE Instruction Work Group (5:00 p.m.)
- **Tuesday, October 6, 4:15 p.m., MTI**
MTI Cares
- **Thursday, October 8, 4:15 p.m., MTI**
MTI Special Education Sub-Committee
- **Monday, October 12, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, October 11, Doyle Room 103**
BOE Special Meeting (5:00 p.m.)
BOE Operations Work Group (5:30 p.m.)
- **Wednesday, October 14, 4:15 p.m., MTI**
USO-MTI General Membership Meeting