



Solidarity!

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

MTI Recertification Election Procedures Set

After many days of detailed analysis with MMSD, the parties have agreed as to whom is eligible to vote in each of the five (5) upcoming MTI bargaining unit recertification elections. *All MTI-represented employees who were identified as having actively worked for the District as of October 1, 2015 will be eligible to vote. Act 10 requires that to win recertification, the union must win 51% of all eligible voters.* The following illustrates the number of eligible voters in each bargaining unit:



Bargaining Unit	Eligible Voters
Teacher	2,843
Educational Assistants (EA-MTI)	751
Clerical/Technical (SEE-MTI)	231
Security Assistants (SSA-MTI)	27
Substitute Teachers (USO-MTI)	585

Recertification Election dates and voting procedure: The recertification elections will take place from **noon on November 4 until noon on November 24** via telephone and on-line voting. MTI will be distributing posters to all schools/work locations. They provide specific voting procedures, including phone number and web address for voting. The election is administered by the American Arbitration Association. As the election dates get closer, all MTI-represented employees will also receive “*palm cards*” with the phone number, web address and specific voting procedures.

Getting Organized! Those willing to serve as MTI Member Organizers has grown, but we still need Organizers! Member Organizers are volunteers who have agreed to serve as point persons in their buildings/work locations to help build awareness and support for the MTI recertification elections. Is your school/work site ready? If not, contact Doug Keillor (keillord@madisonteachers.org) or Eve Degen (degene@madisonteachers.org).

MTI Employee Handbook Meeting October 15

All MTI members interested in finding out more about the MMSD Employee Handbook- *what has changed, what from the Union’s Collective Bargaining Agreements continue, and what this process means for the Union and its members going forward* - are invited to an **MTI Employee Handbook Membership meeting**, on **Thursday, October 15**, at the **Madison Labor Temple** (1602 South Park Street), from **4:30-6:00 p.m.** The meeting is open to **all MTI members** (Teachers, EA, SEE, USO and SSA). The success of our collective efforts in developing the Employee Handbook is evidence of the continued and essential relevance of our Union, even though bargaining rights were stripped away by Act 10. **And, MTI would not have had a seat at the table had it not been for members’ continued solidarity and support.**

MTI will also be participating with the MMSD Human Resources Department in a couple of **Joint MTI-MMSD Handbook Q & A Sessions**. These sessions have been tentatively scheduled for **October 22 at LaFollette High School** and **December 9 at Memorial High School** (both from 4:30 to 6:00 pm). More information on these will be forthcoming.

Professional Development Days November 13, February 5 & April 15

The days formerly designated in the MTI **Collective Bargaining Agreement as WEAC and SWEIO Convention Days are now District Professional Development (PD) Days**. The District’s plans for professional development on these days vary depending upon which MTI bargaining unit one is in and whether one works at the elementary or secondary level.

There is no school for District students on Professional Development Days. **All teachers are required to attend PD in the morning** on these days, *unless approved by District management to attend license-related conferences*. **Elementary teachers will then have the remainder of each of those days for individual planning time. High school and middle school teachers will participate in whatever PD activities have been planned for their respective schools in the afternoon.**

Secondary teachers who want to attend conferences in their area of licensure on any of these three days should submit requests to their principals in writing, as soon as possible, while elementary teachers should submit the request to Marggie Banker, the District’s director of PD. (continued on reverse)

PD Days (continued)

Educational Assistants are required to attend PD only if the District provides notice at least three (3) weeks prior to *each PD day*. If the PD is not mandatory, the EA Contract provides that an Educational Assistant may: 1) with the approval of his/her principal, work; 2) with the approval of his/her principal, attend staff training; or 3) take the day off without pay. (*Note: the District has advised that the professional development on Friday, November 13, will be optional for EAs.*)

School Security Assistants are required to attend PD days only if the Security Coordinator provides notice no later than five (5) weeks prior to the PD day. If the PD is not mandatory, each SSA needs to notify the Security Coordinator no later than four (4) weeks prior to the PD whether she/he will be attending. (*Note: the District has advised that the professional development on November 13 will be mandatory for SSAs.*)

Health Insurance Annual Choice/Open Enrollment

MTI's various Collective Bargaining Agreements with the District provide that between October 15 and November 15 each year there is a choice to switch health insurance providers, among the insurance carriers named in each of MTI's Contracts. MTI members have their choice among the three insurers - GHC, Unity (UW) and Dean Health Plan.

ANNUAL CHOICE is the period during which MTI-represented employees who are already covered under an MTI-negotiated District health insurance plan may choose, *without having to prove insurability, an alternate plan among those available under MTI's Collective Bargaining Agreements*. Implementation of coverage is effective **January 1, 2016**.

OPEN ENROLLMENT is available as a result of gains made during MTI's 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (*an assignment of 19 hours per week or a teacher contract of at least 50%*). Those with health insurance who have *an eligible dependent, who is not now covered, may enroll that dependent during this period*. The effective date for coverage under this right is **January 1, 2016**.

Reminder: USO-MTI General Membership Meeting, Wednesday, October 14! Officer Elections

Substitute and Off-Campus Program Teachers, make plans to attend the **USO-MTI General Membership Meeting on Wednesday, October 14, at 4:15 p.m., at MTI Headquarters (821 Williamson Street)**. 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 Recertification Election and Membership Renewal Campaign for 2016-17.

Keep Your Own "Personnel" Records

Record keeping by an employee is important. *Don't wait for trouble to start before you begin to compile your own personnel records*. Having good records is also very important, should you become involved in a grievance over your Contract rights or benefits, or in a matter involving discipline or dismissal. To enable the Union to provide the best possible protection and representation, every employee should **maintain his/her own "personnel" records**.

One's file should contain such documents as: college transcripts, evaluations, accumulated sick leave and days used, direct deposit (wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DEF) records, personal leave, documentation of honors and awards, notes on student accidents and confrontations with parents or administrators, copies of all correspondence with supervisor(s) and administrators, and for teachers - individual teacher contracts for each year, licenses, and teaching assignments by year with subjects taught.

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!**

Calendar of Events

- **Monday, October 12, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, October 12, 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
- **Thursday, October 15, 4:30 p.m., SCFL**
MTI Membership Handbook Q&A
- **Monday, October 19, Doyle Room 103**
BOE Operations Work Group (5:00 p.m.)
- **Tuesday, October 20, 4:15 p.m., SCFL**
MTI Faculty Representative Council
- **Monday, October 26, Doyle**
BOE Special Meeting (5:30 p.m.)
BOE Operations Work Group (6:00 p.m.)

Our Union Makes Us Strong!

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