



# Solidarity!

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## High Voter Turn-out Necessary for MTI Recertification Elections

**Getting Organized!** MTI now has over seventy-five (75) Member Organizers including teachers, educational assistants, clerical-technical employees, substitute teachers, and retired MTI members who are committed to helping the next generation maintain their Union. Member Organizers are volunteers who serve as point persons in their building/work location to help build awareness of and support for the recertification election of MTI's five bargaining units.

**Get-out-the-vote!** In political elections, voter turnout is critical. *Act 10 requires 51% "YES" votes to prevail, not just a simple majority like most elections.* Thus, in Union recertification elections, *the number voting is even more critical than in any other election.* The experiences of other Wisconsin public sector Unions show that when employees vote, they overwhelmingly vote Union **YES!** Where recertification elections have been lost, it is frequently because less than 51% of the eligible voters cast a ballot. Unlike political elections, *in recertification elections a non-vote counts as a "NO vote."*



In MTI's recertification election, ballots can be cast 24 hours per day, seven days per week, via phone, computer, or iPad. Voting begins at Noon, November 4, and continues through Noon, November 24. **The process is quick and efficient and should take no more than a couple minutes.** That said, others have reported difficulties where votes were not counted, when they failed to accurately complete *each step* in the balloting process. *It is for that reason that MTI is providing all MTI-represented employees with detailed voting instructions on posters, flyers and palm cards.*

The **MTI Recertification Election palm cards** provide MTI-represented staff the phone number, web address and voting instructions. On the reverse of the palm card, *voters are asked to complete their name, work location & bargaining unit and give the completed card to their MTI Faculty Representative or Member Organizer.* Some work locations will hold raffles using the completed palm cards. By collecting completed palm cards, your Union organizing team will be able to try to assure that the 51% threshold is met during the 20-day election period. **Additional information on MTI's recertification elections is available at [www.madisonteachers.org](http://www.madisonteachers.org).**

## MTI Election Results

At its October 20 meeting, the **MTI Faculty Representative Council** re-elected **Karen Vieth** (Sherman) and **Kira Fobbs** (Falk) to two at-large positions on the **MTI Board of Directors**. In addition, **Kerry Motoviloff** (Doyle) was elected to complete the remainder of Andy Waity's at-large position on the Board. In April, Andy was elected to the position of President-Elect, and assumed the Presidency when then President Peg Coyne retired at the end of last school year. The Board consists of the MTI President, President-Elect, Vice-President, Past-President, Secretary, Treasurer and four at-large positions. Officers are elected by the general membership each April, and two at-large positions by the **MTI Faculty Representative Council** each October.

In other elections, the Council re-elected **Amy Noble** (Doyle), and elected **Kerry Motoviloff** (Doyle) and **Cindy Ball** (Jefferson) to the **MTI Cabinet on Personnel**. The Cabinet, which oversees MTI's employment relationship with its staff, consists of four at-large positions elected by the Council, the MTI President and Treasurer, and the Presidents (or his/her designee) from MTI's educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

For the **MTI Finance Committee**, the Council re-elected **Bruce Bobb** (Hoyt), and elected **Holly Hansen** (Lapham) and **Nichole Von Haden** (Doyle). The Finance Committee oversees the development of the Union's budget for presentation to and action by the MTI Joint Fiscal Group. The Committee consists of the MTI President and Treasurer, three at-large positions elected annually by the Council, and the Presidents (or his/her designee) from MTI's educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

The Council also re-elected to **MTI's Political Action Committee** (MTI-VOTERS) **Lauren Mikol** (Lincoln), **Cindy Barbera** (Hamilton) and **Kati Walsh** (Randall), and elected **Carlene Bechen** (Toki). The Committee consists of the MTI President, Treasurer, the Presidents (or his/her designee) from MTI's educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units, and nine members elected by the MTI Faculty Representative Council, one of whom is a member of MTI's retired teacher organization.

In addition, due to vacancies created by retirements, elected to the MTI Bargaining Committee were **Jessica Wahl** (Whitehorse) and **Amy Turkowski** (Franklin).

**Michele Ritt** (Leopold) was elected as an MTI Delegate to the South Central Federation of Labor.

## **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.**

## **Unfilled Substitute Assignments & Class Covering Compensation**

The District is again experiencing a shortage of substitute teachers, which has led to a high number of unfilled assignments for teacher and SEA absences. As a result of the ongoing shortage, many principals are asking teachers and other professional staff to cover for an absent teacher. When an assignment goes unfilled, **MTI's Contract requires the principal is to first solicit volunteers to cover the classes. If no volunteers come forward, the Contract enables teachers to be assigned to cover the classes.**

When this occurs, members of the teacher bargaining unit may be entitled to receive "**class coverage compensation**". Depending on the circumstances, **the Contract provides \$22 for each hour of covering another teacher's students,** instead of accomplishing tasks or planning for their regular position. Class coverage compensation is addressed in Section III-R of the Teacher Collective Bargaining Agreement and is paid under the following conditions:

- Special Education teachers can be assigned to cover students when an SEA assignment is unfilled. If this coverage results in the Special Education teacher losing planning time, he/she is entitled to class coverage compensation.
- For teacher absences, class coverage pay is due for each hour of class coverage regardless of whether the teacher loses planning time.
- If the District splits up a teacher's class and assigns students to two or three teachers, Contract class coverage pay is prorated and each teacher is paid one-half or one-third of the class coverage rate respectively. However, if the District splits up a teacher's class and assigns those students to four or more teachers, no additional compensation is provided.

- Class coverage compensation is not provided when students remain in their regular class with other students rather than leaving class to attend instruction elsewhere (e.g. reading recovery, TAG, speech and language, OT/PT). Finally, no additional compensation is paid when a teacher teaches his/her regular class and the team teacher is absent, unless the teacher loses planning time.
- All "teachers" as defined in Section I-B of the Collective Bargaining Agreement are eligible for class coverage pay when covering the class of another teacher as set forth herein except individuals in the following positions: learning coordinator, instructional resource teacher, PBS coaches, literacy coaches or dean of students.

**The District's Human Resources staff is working to hire additional substitute teachers to fill the gap;** however, it is important that you claim class coverage pay, if you provide this service. Feel free to contact MTI for assistance.

## **Flexible Spending Account**

**Now is the time to act.** MTI's various Collective Bargaining Agreements enable one to set wages aside, tax free, to cover employee contributions toward health insurance premiums, policy deductibles, co-pays and uninsured medical, dental and optical expenses, as well as childcare expenses. One can set aside **the maximum IRS allowance of \$2,500.** Remember, however, that money set aside and not used during the calendar year for such expenses is lost.

**Plan now to use the balance of funds set aside for 2015, before December 31.** *These can be used for unplanned expenses such as prescription glasses, hearing devices, over-the-counter medications, or mental health therapy; and to adjust your deposit into your flexible spending account for next year* (see Employee Benefits Corporation ([www.ebcflex.com](http://www.ebcflex.com))). **The deadline for changing one's deduction for 2015 is November 16.**

## **Calendar of Events**

- **Monday, October 26, Doyle**  
BOE Special Meeting (5:30 p.m.)
- **Monday, November 2, Doyle**  
BOE Instruction Work Group (5:00 p.m.)
- **Wednesday, November 4-24**  
MTI Recertification Election
- **Wednesday, November 4, 4:30 p.m., MTI**  
SEE-MTI Board of Directors
- **Monday, November 9, 4:30 p.m., MTI**  
MTI Board of Directors
- **Monday, November 9, Doyle**  
BOE Operations Work Group (5:00 p.m.)
- **Tuesday, November 10, 4:15 p.m., SCFL**  
MTI Faculty Representative Council

## **Our Union Makes Us Strong!**

MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)