MTI
MADISON TEACHERS INC.
WE TEACH THE CHILDREN
COLLECTIVELY WE DECIDE • UNITED WE ACT

Solidarity!

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

It's Time to Vote "YES" for MTI Recertification!

Balloting by all District staff who are represented by MTI begins this Wednesday, November 4, at Noon. MTI sent all represented staff a recertification "fish" flyer and a palm card with specific voting instructions. Information has also been posted in your workplace with directions for voting. All represented by MTI are eligible to vote. This includes:

- **Union members and fair-share contributors;**
- **Employees on leave of absence;**
- **Employees in two bargaining units (vote in elections for both units);**
- **Teachers (and all non-supervisory professionals), BRS, Interpreters; Educational Assistants, Special Educational Assistants, Nurse's Assistants; Clerical/Technical Employees; School Security Assistants; Substitute Teachers; Substitute SEAs; Substitute Clerical Employees; and Coaches and Non-Faculty Coaches; and anyone else represented by MTI.**

Voting is very important and takes only a few minutes. Vote "YES" for recertification, and be sure your co-workers do the same. Remember to confirm your vote. After voting, complete the reverse side of your recertification palm card and return it to your MTI Faculty Representative or Member Organizer, so we know you voted and can concentrate on others. Your leadership needs to carry out its get-out-the-vote campaign. ***Stand together, vote to recertify your Union!***

MTI/MMSD Employee Handbook Meeting December 9, LaFollette

MTI members interested in learning more about the Employee Handbook - *what from the Collective Bargaining Agreements continues, what has changed, and what this process means for the Union and its members going forward* - are invited to a Joint MTI-MMSD Handbook Q & A session. The session will be held at LaFollette High School (4:30-6:00 pm).

Upcoming Events

December 1 - *Wisconsin Coalition for Retirement Security* (WCRS) presentation. Fight to protect WRS and build better retirement security for Wisconsin workers. Keep your money in our state's economy and out of the hands of Wall Street bankers and the 1%. The MTI-sponsored presentation will be held at the Labor Temple (1602 S. Park Street), commencing at 4:30 p.m. For more information about the WCRS see www.Wiretirement.org.

December 2 - "*Beyond Measure*" is a film sponsored by MTI & WEAC which paints a positive picture of what is possible in American Education. By featuring innovative schools from around the country, Beyond Measure offers insights into what we can do together, as a community invested in the education of all our children, to help our schools evolve. Ruth Conniff, Editor of the Progressive Magazine, will facilitate a conversation following the film. Come and be part of a conversation that brings people together in support of children. The film begins at 7:00 p.m., at the Barrymore Theater. There is no charge to attend, and tickets can be reserved via the Barrymore at www.barrymorelive.com.

Leaves of Absence – Last Call before Changes are Instituted

Pursuant to Section VI-B (Leaves of Absence) of MTI's "Teacher" Collective Bargaining Agreement (CBA), which will end on June 30, 2016, academic or childrearing leaves must be for a minimum of one semester. One extension is allowed for the semester following the semester of the initial leave. Requests for these types of leaves, whether a new leave or an extension of a current leave, must be made *no later than* December 1, 2015.

Beginning with the 2016-17 school year, there will be new leave provisions in place, as a result of MTI and the District working together on an Employee Handbook which, given Act 10, succeeds all CBAs. With the Handbook provisions, the right to an unpaid childrearing leave of absence becomes available to *all* employees, with an application deadline of at least 90 days in advance (with some exceptions). Beginning July 1, 2016, the maximum duration of a childrearing leave will be 12 months; there is no minimum duration of this type of leave. Also, an employee will be granted only one childrearing leave per child, and only for non-school age children. The employee will retain the right to return to her/his current position upon return from the leave.

All other unpaid leaves of absence, other than emergencies, must be submitted to the District at least 30 days prior to the beginning of the leave. Beginning July 1, 2016, the District will have *sole discretion* in granting unpaid leaves, other than leaves for childrearing. Such leaves may not exceed one calendar year. The employee retains the right to return to his/her current position upon return from the leave.