

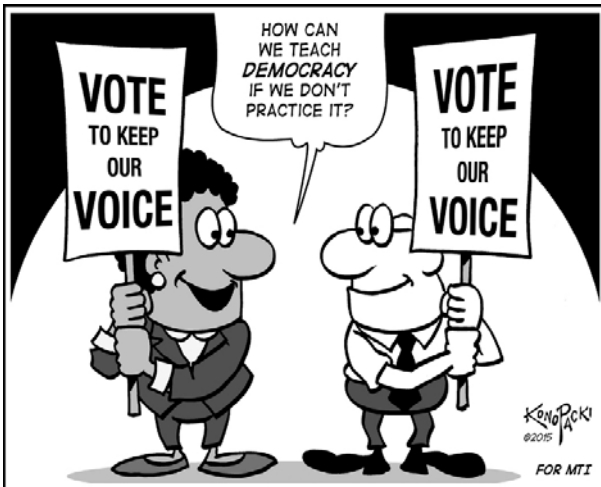


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Solidarity!

Vote to Recertify and Confirm Your Vote to MTI

MTI's recertification elections, which began on November 4, are off to a great start, but 100% voting is the goal. **MTI Member Organizers across the District are encouraging everyone represented by MTI to vote, tracking who has voted, and reporting that information to MTI staff.** When it is verified that one has voted, they are removed from the MTI contact list, as regards the recertification process. It is that important that all vote.



Today, MTI retirees and Member Organizers will begin calling those who have not verified that they have voted. Anyone wishing to assist with calls to their colleagues should contact MTI (mti@madisonteachers.org or 257-0491).

Why the big effort to turn out the vote? Two reasons: In the bizarre world of Act 10 recertification elections, *a non-vote counts the same as a "no" vote.* Unlike any other election, Act 10 requires a YES vote by **51% of all eligible voters to recertify a union.** Second, *the larger the turnout, the stronger the message that MTI-represented employees continue to stand together to advocate for the needs of their students and their profession.* Anyone who has not voted is encouraged to vote today. And, if you have voted, share that message with your work site MTI Member Organizer or MTI headquarters. Recertification is not an opinionnaire - it determines how MTI can represent members next year.

Together we are stronger!

Important Upcoming Events - Mark Your Calendar

December 1 - MTI is coordinating with the *Wisconsin Coalition for Retirement Security* (WCRS) to acquaint MTI members with an action plan to **protect the Wisconsin Retirement System and to build better retirement security for Wisconsin workers.** Keep *your money* in our state's economy, and out of the hands of Wall Street bankers. 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*" a film, sponsored by MTI & WEAC, paints a **positive picture of what is possible in American Education.** Ruth Conniff, Editor of *The Progressive* magazine, will facilitate a discussion following the film. The film begins at 7:00 p.m., at the Barrymore Theater. There is no charge to attend. Tickets are going fast, but can be reserved via: <http://www.madisonteachers.org/beyondmeasure/>

December 7 - *Student Loan Debt* presentation. In attempt to assist members with student loans, MTI is sponsoring a lecture

by **One Wisconsin Now Executive Director Scot Ross**, who is one of the nation's experts on the crisis created for those with student loans. More than 800,000 Wisconsinites have student loan debt, topping \$19 billion. **One Wisconsin Now** and **One Wisconsin Institute** are national leaders on the crisis of student loan debt. *This session will discuss polling and research on student loan debt, the ongoing student loan voter campaign and additional mobilizing inside and outside of Wisconsin to make this issue a central discussion in the public policy arena in 2016 and beyond.* The presentation will be held on **December 7, at 4:30 p.m.**, at **WEA Member Benefits** (660 John Nolen Drive, 2nd Floor).

December 9 - *MTI/MMSD Employee Handbook Meeting.* 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).

Important Information for Retired Teachers who Substitute

Teachers who retired from a Wisconsin School District on or after July 2, 2013, and began receiving payments from the Wisconsin Retirement System (Department of Employee Trust Funds), and subsequently returned to work for a school district or other WRS covered employment **must work less than 2/3 of full time to enable them to continue to receive a retirement annuity from WRS.** For school district personnel, **this is 880 hours over the course of any 12-month period.** If one exceeds this limit, he/she forgoes annuity payments (retirement income) and return to the system as a contributor to the WRS. One may not continue receiving a WRS retirement annuity until he/she retires from the new position. **MTI recommends that all retirees who return to work for the District monitor their monthly work hours to ensure that one's annuity is not disrupted** because of this limit. Additional information regarding changes to the WRS system is available at: <http://etf.wi.gov/news/ht-act20faqs.htm>.

Sabbatical Leave

Under the terms of MTI's Collective Bargaining Agreement, the Board of Education budgets **\$45,000 for sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to MMSD for at least two full years of service following the sabbatical leave, or repay the compensation received for the sabbatical leave. The Contract guarantees that one who receives a sabbatical leave returns to the position held at the time the leave was granted. Applications for the first semester or full school year for 2016-17 are due **February 1, 2016.**

Inclement Weather & Closing School

All five MTI Collective Bargaining Agreements with the District contain provisions that deal with the impact on members when schools are closed. Given winter's sometimes severe weather, these Contract provisions are called to the attention of those who are represented by MTI.

The pivotal Contract is that governing members of MTI's teacher bargaining unit. Section V-K provides that *should schools be closed or the opening of school delayed, notice will be on local radio stations by 6:30 a.m.* Should schools be closed, *teachers will be compensated for the day on their regular monthly payroll check.* Section V-K of MTI's Teacher Contract also covers therapy assistants, interpreters, science materials specialists and special needs nurses.

Bilingual Resources Specialists: BRS are governed by Addendum F of MTI's Teacher Contract. Under this Addendum, BRS who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave

or electing to makeup the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EA-MTI: The EA-MTI Contract provides that EAs are allowed **the option of using personal illness leave** to receive payment for time missed due to school closings, *along with being able to be paid up-front provided one makes up the missed time* by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

SEE-MTI: The SEE-MTI Contract provides that when a member of the SEE-MTI bargaining unit is absent from work for more than one hour on a "snow day", or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use **floating holidays** or **personal illness leave** to receive compensation for such days. In addition, said individuals are provided the option of receiving pay for the snow day **during the payroll period in which the snow day occurs** (without utilizing any accrued time) provided the employee makes up the time by attending District-offered **staff development/training** opportunities by the end of the school year. Said individuals will also continue to have the option to make up the time by performing their regular duties provided they have their supervisor's approval.

SSA-MTI: The SSA-MTI Contract provides the options of using **personal illness or floating holiday time to receive payment for time missed**, *along with being able to be paid up-front, provided one makes up the missed time* by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

**Reminder - Health Insurance
Annual Choice/Open Enrollment/
Flexible Spending Account
Deadline Today, November 16**

Calendar of Events

- November 4-24 MTI Recertification Election Vote "YES"
- November 16-19, 5:00-7:00 p.m., MTI Recertification Phone Banking
- November 16-20 American Education Week
- Monday, November 16, 4:15 p.m., MTI Voters Political Action Committee
- Wednesday, November 18, 4:15 p.m., MTI EA-MTI Building Representatives Phone Bank
- Thursday/Friday, November 26/27 Thanksgiving

Our Union Makes Us Strong!

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