



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

Solidarity!

THANK YOU! MTI-Represented Employees Again Vote Overwhelmingly for Recertification

“In solidarity, we move forward together” came through loud and clear as *MTI-represented District employees in all five (5) MTI bargaining units voted overwhelmingly to recertify MTI as their representative.* Of those voting, the teacher unit voted 98.51% to recertify (as compared to 98.46% last year) with 2,484 voting. Of those voting, the educational assistant unit (EA-MTI) voted 99.97% to recertify (as compared to 98.92% last year) with 535 voting. Of those voting, the clerical/technical unit (SEE-MTI) voted 93.71% to recertify (as compared to 94.74% last year) with 175 voting. The substitute teacher unit (USO-MTI) voted 98.41% to recertify (as compared to 97.82% last year) with 378 voting. The security assistant unit (SSA-MTI) voted 100% to recertify (the same percentage as last year) with 18 voting. In all, 82.78% of those eligible voted (as compared to 85.35% last year). **MTI has not been challenged for continued representation since it became the bargaining agent for teachers in 1964.** Since its creation, MTI has grown from 900 to 4,700, and **has gained the reputation as one of the most successful public sector Unions in the country.** It is Governor Walker’s Act 10 that forced the recertification election. MTI had to pay fees of \$3,550 to the Wisconsin Employment Relations Commission to conduct the election. Additional costs were experienced for educational and promotional materials related to the election which, under Act 10, must be conducted annually. MTI’s margin of victory last year and this were among the highest in the State.



The large turnout is a testament to MTI members’ appreciation and support of their Union’s accomplishments on the members’ behalf, to the hard work of the over 150 MTI Member Organizers who engaged their colleagues in conversations about their Union, and to the many members and retired members who made calls from Union headquarters reminding members to vote. *MTI members clearly understand that students & staff are better served, if all “Stand Together.”*

Thanks goes to all who made their voice heard loud and clear by voting!

Wellness Program Update and Employee Wellness Interest Survey

The **Joint MTI/MMSD Committee on Wellness** met on **November 18** with representatives from **GHC, Dean and Unity** to review the aggregate results of District employees who participated last school year in **Health Risk Assessments (HRAs)**. As agreed upon, **only aggregate information** has been shared with the Wellness Committee (i.e. no personally identifiable results will be shared). At the November 18 meeting, Interra provided only aggregate results, and discussed ways that the bio-screening process could be improved in the future. The Wellness Committee is now reviewing the **aggregate information** provided by the representatives, and how it can be used to better serve District employees. Those who participated will continue to have 100% of their HMO premiums paid by the District; those who did not will pay 3% of the premium effective January 1. The percentage will escalate annually.

The next step to guide the development of the MMSD Employee Wellness Program is based on the wellness programs that District employees expressed interest. To create wellness programs that align with employee interests, the Joint Wellness Committee asks District employees to take part in the

anonymous Employee Wellness Interest Survey. The purpose of this survey is to collect feedback from to guide the development of wellness programming to meet employees’ wishes. The survey will be live Tuesday, December 1st. Please complete the survey by December 15th via the following link <http://mmsd.org/employee-wellness>.

The vision for the Employee Wellness Program is to empower employees to improve their personal well-being. *The program’s mission is to provide education, support, and resources to assist employees on their journey of wellness in efforts to improve quality of life, create a work-life balance, and lower healthcare costs.*

District Survey on Compensation

As part of their effort to assure their ability to continue to attract and retain the best possible employees, the Madison Metropolitan School District is surveying all employees as regards their opinion on **“all aspects of compensation.”**

The Survey is available online through December 11 at: <https://www.surveymonkey.com/r/MW8QZ28>. All responses are anonymous. Let your opinion be known.



Announcing the 2016 Guaranteed Interest Rate

WEA Member Benefits has announced that the 2016 guaranteed investment credited annual rate of return for both the WEA Member Benefits Tax Sheltered (Deferred) Annuity and WEAC IRA will be 3.80%*.

More info at www.weabenefits.com/pru.

Member Benefits began offering the Prudential Guaranteed Investment to Wisconsin public school employees in 1978. Through a long-time partnership with Prudential Financial, Inc., they have been able to offer participants in their 403(b) tax deferred annuity and IRA program a guaranteed interest option. Prudential receives high marks for strength and stability. The Prudential Guaranteed Investment account is a savings vehicle with goals and strategies for long-term investing.

If interested in a TSA or IRA, one can complete an [online enrollment form](#), or call 1-800-279-4030 to speak with a consultant.

*Disclosures at www.weabenefits.com/disclosures/.

Support Striking Kohler Workers

The members of UAW Local 833 are on strike against the Kohler Company in Kohler, Wisconsin. Workers sacrificed when the economy was weak; now that finances have improved, the owners of Kohler Company are refusing to share the prosperity. Inadequate wage increases, the continuation of a two-tier wage system agreed-upon when the Company was having revenue problems, and the Company's demand that workers pay more toward health insurance are among the outstanding issues.

The MTI Board has approved efforts to support the striking workers through donations or the collection of supplies. Here's how you can help:

- Donations of non-perishable food, bottled water, and items like hand warmers are being collected in **Room 228 at the Labor Temple, 1602 S. Park St., Madison.**
- *Donations can also be sent directly to* the UAW 833 Kohler Strike Fund, Emil Mazey Hall, 5425 Superior Avenue, Sheboygan, WI 53083.

Show **MTI Solidarity!** As MTI members know, it is difficult and stressful to strike or engage in other job actions, especially during the holiday season, but these workers have decided that ***enough is enough!*** Let's help them show what a dedicated membership can do by supporting these UAW workers through this difficult time!

Reminder - Upcoming Events/Presentations

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 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 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 at **WEA Member Benefits** (660 John Nolen Drive, 2nd Floor), at 4:30 p.m.

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).

Calendar

- Monday, November 30, Doyle Auditorium
BOE Regular Meeting (6:00 p.m.)
- Monday, December 7, Doyle Room 103
BOE Operations Work Group (5:00 p.m.)
- Monday, December 14, 4:30 p.m., MTI
MTI Board of Directors
- Monday, December 14, Doyle Auditorium
BOE Regular Meeting (6:00 p.m.)
- Tuesday, December 15, 4:15 p.m., MTI
MTI Ad Hoc Committee on Course Alignment

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org