



USO-MTI Newsletter

You have a voice, make it heard!

March 2016

USO-MTI Board of Directors

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Update Your Contact Info.

To ensure that you receive information from MTI when necessary, please call 257-0491 or visit MTI's website to update your contact information.

On MTI's website, there is a link to update your name, address, phone number, and personal e-mail address to receive updates and event information electronically.

Remember to check your District issued e-mail address regularly to ensure that you receive important announcements and updates sent electronically by MMSD Administration. If you do not know how to access this e-mail system, contact the Department of Human Resources.

Did you know? The MTI Solidarity Newsletter is posted each week on the MTI website with a complete searchable archive for the full school year!

www.madisonteachers.org

The USO-MTI Newsletter is intended to provide information specific to Substitute and Off-Campus Program Teachers in the Madison Metropolitan School District. If you would like to see a topic addressed, please let us know! USO stands for United Substitutes Organization!

Membership Changes under the Employee Handbook

Act 10, in addition to creating significant hardship for public sector workers by mandating pay cuts related to WRS contributions and stripping public workers' rights to collectively bargain, also requires members pay dues directly to MTI beginning with the 2016-17 school year, rather than via payroll deduction. This is a significant change for both the membership and will likely result in changes in the way that MTI operates in the future. Fortunately for MTI-represented employees, including substitute teachers, through our collaborative work on the Employee Handbook, your Union continues to have a seat at the table and has been able to successfully continue the vast majority of rights and benefits previously negotiated.

Starting in the 2016-17 school year, Union dues will no longer be deducted from payroll checks and will need to be paid directly to USO-MTI to be a member and to have access to MTI representation under the "Handbook," with the exception of base wages. Information will be forthcoming on how you can ensure that MTI continues to represent and support substitute teachers.

USO-MTI General Membership Meeting—March 30 at the Labor Temple

Special Guest: Deetra Sallis, MMSD Employment Manager

Join your USO-MTI Board of Directors in discussions about upcoming changes to USO-MTI membership process, learn the latest news about the health insurance changes and provide your feedback on the Employee Handbook. This summer, MTI representatives will sit down to discussions with the District regarding the 2017-18 Employee Handbook. A link to the 2016-17 Employee Handbook is available on the *MTI website*. Also, there will be an opportunity to meet and hear from **Deetra Sallis, the new MMSD Employment Manager and Substitute Supervisor. March 30, 4:15 PM at the Labor Temple (1602 S. Park).**

Recertification Results!

Congratulations to USO-MTI on another incredible recertification campaign. Volunteers again stepped up in an effort to call every member on the MMSD list to ask for member participation in the voting, and, just as important, to help find folks on the list that are no longer working with MMSD. Once again, we had about 25 member organizers and recertified with nearly 70% of all eligible votes.

| UNIT | VOTES | ELIGIBLE | % VOTED | YES | NO | % YES TOTAL | % YES of VOTED |
|------|-------|----------|---------|-----|----|-------------|----------------|
| USO | 378 | 542 | 69.7% | 372 | 6 | 68.63% | 98.41% |

A cautionary tale is provided by the Milwaukee Substitute Unit who failed to recertify although they **gained 50.8% of all eligible voters.** Because the ACT 10 threshold is 51%, they needed just one additional YES vote or one fewer eligible voter. After contacting the MTEA we learned that there were eligible voters on the list who were no longer substitute teaching, but were not discovered until after the results were finalized. MTEA petitioned to have one voter removed for this reason but were unsuccessful in their challenge. Despite winning a majority of the votes, they still lost the election. **The phone calls and personal contacts made a huge difference for USO-MTI! We also discovered that many eligible voters on the list, were no longer working for the District, or even living in Wisconsin. Thanks to all the member organizers making those calls and for Sticking with the Union!**

Update on Health Insurance Changes

USO-MTI represented substitute teachers are the only substitute teachers in Wisconsin with access to health insurance benefits. This was a benefit hard-fought by your Union and one which continues via the Employee Handbook, though with changed eligibility criteria.

Substitute teachers were notified in October of 2015 that, under the Employee Handbook, eligibility for health insurance access would be offered to active substitute teachers. The District is implementing eligibility rules established by the Affordable Care Act (ACA) which requires that employers offer *affordable* health insurance for all *full-time* employees. **Eligible substitute teachers who qualify would receive the same premium contribution for a single plan as all other District employees.** Currently, 100% of the cost is paid by the District.

Full-time, under the ACA, is established as an *average of 30 hours per week or more over the course of a specified 'measurement period.'* For substitute teachers, this is a confusing standard because of a limited work year and days when students are not at school and no work is available. *While many details have yet to be provided,* the District has clarified that the *measurement period will be 12 months;* October 5, 2015 through October 4, 2016 and only includes days on which work is available, *when students are present during the school year.* Also confirmed is that the insurance coverage would begin in January of 2017 for those who meet the eligibility standard. Eligible substitutes who elect the coverage provided by the District will be covered for a full year under this change (January—December 2017) and will need to re-qualify annually.

Also clarified through discussion with USO-MTI: Substitutes who are currently receiving the \$400 per month stipend will continue to receive the stipend through December 2016, provided you work at least 90 days during the 2015-16 school year. See below for an explanation of how you can check your work history and confirm your payroll report.

USO-MTI has continued to encourage the District to develop an easy to measure, straightforward standard that complies with the requirements of the ACA but also ensures that substitute teachers have a clear way to measure progress toward healthcare eligibility. Substitutes impacted by this change and seeking details are encouraged to contact Sharon Hennessy in the MMSD Benefits Department (shennessy@madison.k12.wi.us) / (608) 663-1795).

Checking your Work History / Payroll Report

You can check your payroll report online at the MMSD website. The link to **this query can be found here:** <https://hr.madison.k12.wi.us/checkdetail>. To log-in, use your MMSD Login information. Your username is your Employee ID (or B#) and by default, your password is your 6 digit birth date *preceded* by the letter "x" ("x011675"). You will need to enter a date range for this query and the report is returned in spreadsheet format. If you need assistance with this query or interpreting the results, contact Jeff Knight at MTI to walk you through it.

MTI Executive Director John Matthews Retires after 48 years!

After 48 years, and as the first-ever Executive Director of MTI, John Matthews formally retired on February 1. Over the course of his career, John, along with thousands of MTI members, advanced the Union to one of the most highly regarded locals in the country. He presided over battles related to teacher pay and benefits, challenged the firing of teachers when they became pregnant, walked picket lines in 1976 when teachers went on strike, and engaged in extraordinary battles to ensure that employees had a voice on the job and were ensured fair treatment by their employer. Substitute teachers, as USO-MTI, negotiated and signed their first collective bargaining agreement in 1976 under John's leadership. USO-MTI continues to be one of a very few substitute teacher Unions in the state. Doug Keillor, who has worked for MTI for 25 years, has been hired as the new Executive Director through the transition. In addition to his vast experience and knowledge, Doug has been instrumental in ensuring that language, from the five MTI collective bargaining agreements, was carried over into the Employee Handbook.



USO-MTI General Membership Meeting

Wednesday, March 30

4:15 PM

Madison Labor Temple

1602 S. Park Street

light snacks and refreshments provided

