



Solidarity!

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Renewing Your MTI Membership: Simple, Satisfying, and Necessary

"I just renewed! So easy!"
"Done!!! Easy peasy and makes me PROUD!!!!"
"All done. Proud to be one of the first 1,000"



These were some of the first comments on the MTI Facebook page following the release of the MTI Membership Renewal sign-up site last week. When the Collective Bargaining Agreements expire on June 30, 2016, additional Act 10 prohibitions will apply to MTI, including the **elimination of fair share payments** and the **elimination of payroll deduction of Union dues**. To prepare for these changes, MTI is engaging in a Membership Renewal campaign to sign-up MTI members and transition from *"payroll deduction"* of Union dues to *"direct dues"* payment (i.e. payment via bank draft/electronic funds transfer).

How do I renew my MTI membership? Go to www.madisonteachers.org where you can quickly complete an on-line membership form to renew your MTI membership and elect a method of dues payment (with dues payments starting next fall). MTI strongly recommends that you pay dues via the "bank draft" option, where your monthly dues will be automatically deducted from your checking or savings account. More information on renewing your MTI membership is available at www.madisonteachers.org

#2 Reason to Renew Your MTI Membership: A continued voice in your pay, benefits and working conditions

When you renew your membership and **join** your colleagues as an MTI member, you build capacity for continued advocacy for good pay, benefits, and working conditions. Working conditions for educators are learning conditions for students. In response to the bargaining prohibitions under Act 10, MTI worked with MMSD Administration and the Board of Education to establish a new collaborative process for continued employee voice in the development of the **Employee Handbook**. That collaborative process commenced last summer and produced an Employee Handbook *that continues the salary schedules, benefits, and working conditions most critical to employees*, while forging acceptable compromises in other areas. Our continued voice in this process depends on maintaining a strong Union, building effective working relationships with District administration, and electing supportive Board of Education members.

BOE Discussing Employee Premium Contribution for Health Insurance

As many are aware, MMSD administration is constructing a budget for the 2016-17 school year with an assumption of no increase in health insurance rates (a 0% increase). Last school year, MTI and District representatives worked together to gain agreement from the District's three health insurance carriers (Unity, GHC and Dean) of no increase in premium rates. This year, MTI and District representatives have again worked with the insurance carriers to minimize their premium increases for July 1. As of this writing, the insurers have lowered their proposed July 1 premium increases to a range of **1.6% to 4.9%**. This represents a significant improvement over their initial proposals, but still results in \$1.9 million in additional expenses above that budgeted by the Board of Education.

At the April 12 meeting of the BOE Operations Work Group, the Board received a presentation from MMSD Asst. Superintendent of Business Mike Barry that included information on a possible employee premium contribution of between 2-3% in order to offset the increase in insurance rates. In response, MTI sent a communication to all BOE members and

Superintendent Cheatham expressing our concerns with the timing of this consideration and requesting the Board's consideration of the impact of such a change on employees in light of current challenges faced by the District and District employees (a copy of the full communication is available on the MTI website).

Should the BOE conclude to move in the direction of an employee premium contribution and/or changes in benefits (e.g. deductibles, co-pays), MTI will meet with District representatives to discuss and explore the various options so we can advocate for those options with the least adverse impact on MTI-represented employees. **Ask yourself: how would this work if we didn't have a Union?**

Base-Wage Bargaining; 0.12% Increase

The Presidents from each of MTI's five (5) bargaining units and MTI Executive Director Doug Keillor met with District representative Heidi Tepp on **April 6** to commence (and conclude) **bargaining** over "base-wage" increases for the 2016-17 school year. (Continued on reverse)

Base-Wage Bargaining (con't)

Wisconsin Act 10, passed in 2011, prohibits public employers from bargaining over any issue or condition of employment with municipal employees (including school district employees) *except for base wages*. While Act 10 allows for bargaining over base wages, it limits the allowable base wage increase to *no more than the increase in consumer prices* (as determined by the Department of Revenue), unless a greater amount is approved via referendum. The maximum allowable increase for Contracts beginning July 1, 2016, has been determined by the Department of Revenue to be **0.12%**. **Only in the bizarre world of Act 10 is this considered a "cost-of-living" increase.** Given the limitations of the law, and the small increase allowed, these negotiations were brief as the District agreed to the 0.12% maximum allowed by law.

While the twelve one-hundredths of one percent base wage increase is paltry by any measure, it could be worse, and is worse in many Wisconsin school districts. *Many public employers do not even agree to provide "the maximum" and others have stopped providing step increases, lane movement, or longevity increases.* MTI-represented employees retain those features of their salary schedule. MTI's good work on the Employee Handbook is where these items get resolved and that will be where we continue to focus.

MTI General Election

Voting by members of MTI's Teacher Collective Bargaining Unit for MTI Officers and Bargaining/Handbook Committee will occur **April 25-29**. MTI Faculty Representatives will provide members with information regarding balloting procedures and the voting location at each work site. To be included in the official tally, ballots must be turned in to MTI headquarters by **4:30 p.m., Monday, May 2**.

**EA-MTI Building Rep Elections
April 25-29**

This year's Building Representative election will take place **April 25-29**. Article VI of the EA-MTI Bylaws provides that members in each work site elect a Building Representative (BR) and an alternate Building Representative for a term of one year. Information on the election procedures will be sent to current Building Reps at each school.

**SSA-MTI General Membership
Meeting Wednesday, April 27**

MTI's School Security Assistants (SSA-MTI) will hold its general membership meeting on **Wednesday, April 27**, at MTI Headquarters, beginning at **4:30 p.m.** Nominations for positions on the SSA-MTI Board of Directors will also be received at the April 27 meeting. SSAs may also make nominations via the nomination form which has been sent out to all SSA-MTI bargaining unit members. **Get involved in your Union!**

Important:**Teachers Must Register by July 31 to
Receive 12 Paychecks in 2016-17
Act 10 Requires the Default to be
10 paychecks!**

The District's current default payroll option for members of the Teacher Bargaining Unit is to receive 12 paychecks per school year. However, with the expiration of the collective bargaining agreement, the District *can no longer legally distribute a teacher's pay over 12 paychecks "unless the teacher voluntarily requests this frequency of payment."* Beginning in the 2016-2017 school year, the default pay option will be 10 paychecks per school year.

This information, and a link to a form to register this option will be included in the April 13 issue of MMSD Connect (also at: <https://hr.madison.k12.wi.us/teacherpaychecks>). This information will continue to appear in MMSD Connect through the end of the school year, as a memo in one's teacher contract for 2016-2017, and as a message on the Gmail sign-in screen. **The deadline to sign-up to receive 12 paychecks in 2016-17 is July 31 and will need to be renewed annually.**

Questions can be directed to MMSD Payroll staff Kim Callies Bleiler (663-5380) or any Payroll Department member.

April Calendar

- **Tuesday, April 19, SCFL Room 201B**
MTI Faculty Representative Council (4:15 p.m.)
MTI Joint Fiscal Group (4:45 p.m.)
MTI Membership Organizing Training (5:00 p.m.)
- **Wednesday, April 20, 4:15 p.m., MTI**
USO-MTI Board of Directors
- **Sunday, April 24, 12-3:00 p.m., Dream Lanes**
MTI Cares Bowl-a-thon
- **Monday, April 25, 5:30 p.m., Doyle Room 103**
BOE Special Meeting (Open)
- **Monday, April 25, 6:00 p.m., Doyle Auditorium**
BOE Regular Meeting
- **Wednesday, April 27, 4:30 p.m., MTI**
SSA-MTI General Membership

**MTI 50th/EA-MTI Walk-out 20th/
Strike 40th/2011 Protest 5th
Anniversary Celebrations**

Date: **Saturday, May 7, 2016**
Time: **6:00-10:00 p.m.**
Location: **Madison Labor Temple
(1602 S. Park St.)**

Our Union Makes Us Strong!

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