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Solidarity!



Saturday, May 7: Continuing our Labor Legacy

May Day is Labor Day throughout much of the world and provides us an annual reminder of the sacrifices and accomplishments of our predecessors who fought for a more just and equitable work life. In May 1886, workers throughout the country engaged in massive strikes, demanding an eight-hour day to end 10-14 hour daily work schedules. That year in Milwaukee on May 5, 1500 demonstrators, mainly workers, marched toward the old Bay View Rolling Mills plant (the city's largest manufacturer) engaging workers at that plant to join them in their strike for a shorter work day. Following orders from Wisconsin's governor, the state militia fired upon the demonstrators, killing seven of them. Similar demonstrations occurred throughout the country that year and, over time, these struggles and the public's reaction to them **produced the labor laws that now provide the eight-hour work day, overtime pay, and "weekends."**

While times have changed and the state militia is no longer firing on demonstrating workers in Wisconsin, working people continue to need a vehicle to champion their cause and advocate for their needs. **And Unions, regardless of the existence or non-existence of "bargaining rights," continue to be the only effective means to accomplish this advocacy.**

MTI members have recognized this for over 50 years. This **Saturday, May 7**, all MTI-represented employees (past, present, and future) are invited to celebrate MTI at the Labor Temple (1602 S. Park St.) from 6:00-10:00p.m.

- *Fifty years ago*, MTI was organized as a Union.
- *Forty years ago*, MTI teachers and substitute teachers engaged in a week-long strike to win, among other things, elementary planning time.
- *Twenty years ago*, MTI Educational Assistants engaged in a one day "sick-in" in an effort to win a living wage.
- *Five years ago*, a hundred thousand labor demonstrators gathered outside (and inside) the state Capitol to fight the most recent attack on their livelihood, professions, and public services.

Where we go from here is up to all of us. Come join us on Saturday for food, music, and solidarity!

National Teacher Day - May 3, 2016 Join the 2016 #ThankATeacher Campaign!

National Teacher Day is May 3. *It is a time for honoring teachers and recognizing the lasting contributions teachers make in society, especially in the lives of children.* Teachers give us so much. A boost of confidence when we really need one. Extra help when we're having trouble. A welcoming presence when everything else seems out of control. And though we know we can't ever thank them enough, we can take a moment during National Teacher Appreciation Week to share our appreciation for the special educators in our lives.

Join NEA and the National PTA in saying "Thank You" by sharing one of the following on social media during Teacher Appreciation Week, May 2-6:

- A picture of yourself with your favorite teacher, past or present
- A picture of your child with his or her teacher
- A picture of yourself holding a piece of paper with a simple message saying **Thank You** to a teacher and why you're

thanking him or her

Be sure to use the hashtag #ThankATeacher when sharing. Let's show our teachers how much they mean to us!

Important Reminder! Teacher Contracts Issued

Teacher contracts for the 2016-17 school year have been issued. Signed contracts of all returning teachers must be received in the District's HR office not later than **June 15**. **MTI strongly recommends that teachers return their signed contracts AS SOON AS POSSIBLE** to the HR office, in person, to assure that it is received on time. Take a copy with you, ask that it be stamped "received," and keep it for your personal records. **Failure to return a signed contract by June 15 may result in the District accepting such as one's resignation.**



NALC Food Drive May 14

The National Association of Letter Carriers Food Drive is scheduled for **Saturday, May 14th**. In Dane County and nationwide, this is the largest ONE DAY food collection for the entire year. By utilizing available food resources, individuals and families are able to stretch their household budgets and cover other

necessities - such as housing costs, utilities, and transportation. **YOU** can help in two ways:

First, please leave non-perishable food items out that day for your letter carrier to pick up. [No glass containers, please!] Also help advertise the drive by encouraging your friends, neighbors, and fellow Union members to participate.

Next, volunteer that afternoon at a local post office! Between the hours of 1:00 p.m. and about 7:00 p.m., you can help unload the bags and bags of groceries from the letter carriers' trucks. You don't have to volunteer for the entire time - a two to three hour shift would be great. [**Warning:** *This does involve a lot of bending and lifting, so please realize your physical limitations.*]

Resignation

MTI-represented staff are requested, if they *plan to resign at the end of the current school year*, to submit notice to the Director of Human Resources, Deirdre Hargrove-Krieghoff, as early as possible to enable timely replacement.

For those in **MTI's teacher bargaining unit** the following sums *may be assessed* for late resignation: a) resignation after the last day of the school year - \$200; b) resignation after July 1 - \$250; c) resignation after August 1 through the subsequent school year - \$300; and d) resignation without providing at least 30 days written notice results in an additional \$100.

Educational Assistants who plan to resign must do so in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any EA who fails to provide written notice at least 2 weeks prior to the effective date of resignation is required to pay \$50 as liquidated damages for the failure to give such notice. Resignation after July 1 incurs a \$100 penalty.

Clerical/Technical Employees who plan to resign must do so in writing to the Director of Human Resources at least 4 weeks prior to the effective date of resignation. SEE-MTI employees who fail to provide written notice at least four (4) weeks prior to the effective date of resignation are required to pay \$100 as liquidated damages for the failure to give such notice.

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 with 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 teachers' contracts 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.

Costco Teacher Appreciation

Teachers and Educational Support Staff are invited to a Teacher Appreciation Event

May 2 – May 8

Weekday Hours 10 a.m. – 8:30 p.m.

Saturday Hours 9:30 a.m. – 6 p.m.

Sunday Hours 10 a.m. – 6 p.m.

To obtain & print an invite to this special offer, go to MTI's webpage www.madisonteachers.org.

May Calendar

- **Monday, May 2, 4:00 p.m., MTI**
MTI Elections Committee
- **Monday, May 2, 5:00 p.m., Doyle Room 103**
BOE Instruction Work Group
- **Tuesday, May 3, 4:15 p.m., MTI**
MTI Bargaining/ Handbook Committee
- **Wednesday, May 4, 4:30 p.m., MTI**
SEE-MTI Board of Directors
- **Monday, May 9, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, May 9, 5:45 p.m., Doyle Room 103**
BOE Operations Work Group
- **Tuesday, May 10, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org