



# Solidarity!

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## It's That Time of the Year: MTI Recertification Elections Scheduled for October 27-November 16

Governor Walker's Act 10 requires public sector unions, except police & fire, to engage in annual recertification elections to retain their status as the *certified representative* of the employees who elected the union to represent them. And unlike political elections in which the candidate with the most votes wins, Act 10 further requires that to win recertification, **the union must win 51% of all eligible voters**. Those who do not vote are counted against recertification. Therefore, it is critical that all eligible employees cast a ballot. MTI has undergone such elections in each of the past two school years and has been recertified overwhelmingly each time. This year's elections by all MTI-represented employees will be conducted between **October 27** and **November 16** via telephone or on-line balloting (more detailed information will be forthcoming).



**Why is Recertification Important?** *The recertification election will determine whether MTI continues to be the legally recognized "certified representative" for District employees in MTI's five bargaining units.* This status allows MTI to bargain base-wage increases and to represent MTI members on employment matters. Just as important, when one votes to recertify MTI, that individual is also voting to "*stand together*" to support his/her profession and his/her colleagues. A **YES** vote sends a message to policymakers that employee groups *stand together* on important issues that affect their profession, schools, and students. *Standing together* gives us a stronger voice than we have as individual employees.

**How can you help?** Over the next two weeks MTI will be seeking Member Organizers who are willing to engage and inform their co-workers of the importance and need to recertify. It is these individuals who produced our success in past elections. Please contact MTI and [mti@madisonteachers.org](mailto:mti@madisonteachers.org) if you are willing to serve in this capacity.

**Reminder for MTI Members:** Teacher contracted staff and Substitute Teachers will have their first MTI dues transfer on **Monday, October 3**. EAs, SSAs, and teacher hourly employees will see their first dues transfer on **Monday, October 17**. SEE-MTI represented employees experienced their first dues transfer on **Monday, September 19**.

### Employee Health Insurance Contributions and One-Time Stipend

*All MMSD employees began to pay an employee premium contribution towards health insurance this fall.* Teachers and clerical-technical employees paid a **3%** premium contribution with their first deduction on their **9/30/16** check. Educational assistants and security assistants paid a **1.25%** premium contribution, which was split evenly between their two monthly checks, with the first deduction occurring with their **9/16/16** check.

Many employees have or will receive an annual "**step**" increase, which will offset the amount of the premium contribution. These "step increases" were previously negotiated by MTI in the various Collective Bargaining Agreements and continue to be provided in the Employee Handbook. To mitigate the financial impact of the premium contribution on those employees *not* scheduled to receive a step increase this year, the BOE agreed to provide those employees with a **one-time "no-harm" stipend payment**. MTI met with District administration last week to discuss how the District planned to calculate the stipend. According to the District data, **2,240** MMSD employees are scheduled to receive step increases this year and, therefore, will *not* receive the stipend.

Approximately **1,317** District employees are not scheduled to receive a step increase and will receive a one-time stipend to cover their increased cost of insurance (i.e., an attempt to assure that District employees do not take home less pay than last year). The stipends will range from **\$34** to **\$815** depending on the amount of the premium contribution.

Each employee who is scheduled to receive a stipend will receive an individual letter from the District in November explaining the amount and how it was calculated. Payments will then be made in December. The District will send out additional information in the coming weeks.

### Employee Handbook Recommendations Advancing to BOE

Representatives from the MTI/MMSD Oversight Group completed their work on the Employee Handbook review process and will be advancing their recommended changes to the Board of Education. MTI is pleased to report that, assuming the BOE approves the recommendations of the Oversight Group, salary schedules, retirement sick leave payments, and TERP (for teachers) will continue for the 2016-17 and 2017-18 school years (*these were three areas highlighted for potential changes in the District's compensation study last spring*). All MTI members (*only*) will be sent an e-mail with a detailed summary of all of the recommended changes this week.

## Nominations Finalized for MTI Elected Positions

At the September 20 meeting of the MTI Faculty Representative Council, nominations were finalized for a number of MTI (teacher unit) leadership positions. MTI Bylaws call for nominations to be finalized at the September meeting of the Council and the election at the October meeting.

Nominated for three (3) at-large positions on the MTI Board of Directors were **Andy Mayhall** (*Thoreau*) for a position vacated due to **Karen Vieth** (*Sherman*) being elected Vice President. The term is for one year. A second vacancy existed due to **Kerry Motoviloff** (*Doyle*) being elected President-Elect. The term is two years. **Nichole Von Haden** (*Doyle*) was nominated for that vacancy. A third vacancy existed due to the retirement of **Lauren Mikol**. The term is two years. **Pete Opps** (*LaFollette*) was nominated for that vacancy.

Nominated for two (2) positions on the Cabinet on Personnel were incumbents **Holly Hansen** (*Lapham*) and **Cindy Ball** (*Jefferson*). Terms are for two years.

Nominated for three (3) positions on the MTI Finance Committee were incumbents **Bruce Bobb** (*Hoyt*), **Holly Hansen** (*Lapham*), and **Nichole Von Haden** (*Doyle*). Terms are for one year.

Nominations for five (5) positions on the MTI Political Action Committee, MTI VOTERS, were incumbents **Andy Mayhall** (*Thoreau*), **Karen Vieth** (*Sherman*), and **Kathryn Burns** (*Shorewood*) for three of the positions. Terms are for two years. Two (2) vacancies existed due to the retirement of **Lauren Mikol** and **Carlene Bechen**. Terms are for one year. **Susan Stern** (*Shorewood*) and **Anne Schoenemann** (*Cherokee*) were nominated.

In addition, two (2) vacancies existed on the MTI Handbook/Bargaining Committee. One vacancy is for a middle school representative. Nominated were **Cari Hauge** (*Badger Rock*) and **Joe Bins** (*Jefferson*). The term expires May, 2019. Another vacancy existed for a high school representative due to the retirement of **Art Camosy**. The term expires May, 2017. **John Howe** (*West*) was nominated.

## Wellness Committee Fall Campaign - The 30 Day Challenge

The Joint Employee Wellness Committee consists of representatives from MMSD administration, MTI, Food Services, and the Building Trades. One of the charges of this committee is to help research, organize, and communicate wellness programs to help us improve our overall health, both physical and mental. Last spring, over 500 MMSD employees participated in the "Strive for Five" campaign. This fall, the committee is launching the next fitness campaign, ***The 30 Day Challenge***. The 30 Day Challenge is an independent challenge for all employees that will run from October 17th through November 15th. **Sign up for this challenge by October 12<sup>th</sup> at the MMSD Employee Wellness website:** <https://hr.madison.k12.wi.us/30-day-challenge>.

Participants will select one exercise: crunches, push-ups, planks, or squats to work on throughout the 30-day campaign. *Select a workout plan based on your ability level* and follow the plan for 30 days. Participants who complete the challenge successfully will be entered into a prize drawing. **Check out the Employee Wellness website at:** <https://hr.madison.k12.wi.us/employee-wellness> for additional information related to the committee and other wellness benefits.

## MTI Membership Corner

The following meetings, seminars, and workshops are available to MTI members *only*:

**MTI/WEA Member Benefits Individual Financial Consultations on October 4, 10, 11, 17 & 24.** See MTI's web-page ([www.madisonteachers.org](http://www.madisonteachers.org)) to sign up for a free 30-minute financial consultation. Consultations are held at MTI Headquarters.

**EA-MTI (Educational Assistants) General Membership Meeting and Employee Handbook Update, Wednesday, October 19, 4:15 p.m., MTI Headquarters.**

**MTI/WEA Member Benefits New Professionals Night.** Information on Employee Handbook highlights, how to read your paycheck, benefits and salary schedule overview, 403(b) and Wisconsin Retirement System info. Thursday, October 27, 4:00 p.m. (invitation to be emailed to MTI members in their first five years with the MMSD).

**USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update, Thursday, October 27, 4:15 p.m., MTI Headquarters.**

### Attention EA-MTI Members: General Membership Meeting October 19

Members of MTI's Educational Assistants bargaining unit (EA-MTI) are invited to a general membership meeting on **Wednesday, October 19, at 4:15 p.m., at MTI Headquarters** (821 Williamson Street). Socialize with your fellow EAs. Topics for discussion: Employee Handbook update, recertification election, & MTI involvement.

## Calendar of Events

- Monday, October 10, 5:00 p.m., Doyle Room 103  
BOE Instruction Work Group
- Tuesday, October 11, 4:30 p.m., MTI  
MTI Board of Directors
- Monday, October 17, 5:00 p.m., Doyle Room 103  
BOE Operations Work Group
- Tuesday, October 18, 4:15 p.m., SCFL  
MTI Faculty Representative Council
- Wednesday, October 19, 4:15 p.m., MTI  
EA-MTI General Membership Meeting
- Monday, October 24, 6:00 p.m., Doyle McDaniels  
BOE Regular Meeting

### ***Our Union Makes Us Strong!***

MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)

**Volume 51, #6, October 3, 2016**