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Solidarity!

PARTICIPATE IN DEMOCRACY

VOTE!



In addition to participating in our political democracy on November 8, MTI-represented employees have the opportunity to participate in workplace democracy by voting to recertify MTI as their bargaining representative. Like political elections, recertification elections are important. They determine whether MTI remains the certified representative and can continue to bargain base wage increases for all MTI-represented employees. Just as important, successful recertification elections send the District a message that employees stand together and want MTI to continue to represent them. This provides MTI the leverage to participate in the Employee Handbook discussions to advocate for important issues that benefit all represented employees. All those in MTI bargaining units, *both MTI members and non-members*, can vote in the recertification election. Unlike political elections, those who do not vote are counted as voting against recertification.

- **Exercise your democratic rights and responsibilities. Vote for political leadership on November 8.**
- **Don't forget to "flip the ballot" and vote "YES" for the MMSD referendum.**
- **Vote "YES" for MTI recertification now through noon on November 16.**

See www.madisonteachers.org for MTI political endorsements, as well as recertification information.

Recertification Election ends at Noon, November 16.
Stand Together, Vote to Recertify your Union!

Health Insurance Annual Choice/Open Enrollment Deadline November 15

Between October 15 and November 15 each year, there is a choice to switch health insurance providers among the three available insurers - GHC, Unity (UW) and Dean Health Plan.

ANNUAL CHOICE is the period during which MTI-represented employees who are already covered under a District health insurance plan *may choose, without having to prove insurability, an alternate plan among those available.* Implementation of coverage is effective **January 1, 2017.**

OPEN ENROLLMENT is available as a result of gains made during MTI's 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (*an assignment of 19 hours per week or a teacher contract of at least 50%*). Those with health insurance who have **an eligible dependent, who is not now covered, may enroll that dependent during this period.** The effective date of coverage is **January 1, 2017.**

Leaves of Absence

Pursuant to the Employee Handbook, the right to an **unpaid childrearing leave of absence** is available to *all* employees, with an application deadline of at least 90 days in advance (with some exceptions). The maximum duration of a childrearing leave is 12 months; there is no minimum duration of this type of leave. Also, an employee is granted **only one childrearing leave per child, and only for non-school age children.** The employee will retain the right to return to her/his current position upon return from the leave.

All other unpaid leaves of absence, other than emergencies, must be submitted to the District at least 30 days prior to the beginning of the leave. The District has **sole discretion** in granting unpaid leaves, other than leaves for childrearing. Such leaves may not exceed one calendar year. The employee retains the right to return to his/her current position upon return from the leave.

2016 MMSD-MTI Combined Campaign

The 2016 Combined Campaign runs through November 18. This is the annual workplace fundraising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. Donors can choose which agencies will receive their donations. One can make a contribution, at any level, through payroll deduction. Donations can also be made online. Everyone is encouraged to give to a cause of their choice. *All of us, working together, can make our local, national, and global community a better place in which to live.*

No Sick Leave Bank Assessment in 2016-17

The Sick Leave Bank (SLB) is an innovative and progressive benefit negotiated by MTI in the teacher Collective Bargaining Agreement, and now continued for teachers in the Employee Handbook. The SLB was created decades ago with each member of MTI's teacher bargaining unit donating three sick days to fund the "Bank." The Bank acts as "short-term disability" for teachers needing to be off of work for medical reasons or maternity leave and who have an insufficient number of personal sick leave days available. SLB benefits begin after a teacher has been absent eleven (11) consecutive work days and has exhausted his/her personal sick leave account. Without the SLB, teachers without sufficient sick leave to cover an extended illness or maternity leave would be forced to go without pay for an extended period of time.

Teacher recipients are not required to "repay" the Bank for days withdrawn; rather all teachers are assessed an additional day from their personal sick leave account when the balance of days in the SLB drops below the defined threshold of six (6) days per teacher. To help offset the need for assessment, **MTI negotiated that 80% of the unused sick leave of those teachers who resign are transferred to the SLB.** This has minimized the need for members of the bargaining unit to be assessed days to fund the Bank. **BECAUSE THE BANK IS CURRENTLY ADEQUATELY FUNDED, NO ASSESSMENT WILL BE REQUIRED FOR THE 2016-17 SCHOOL YEAR.**

MTI Bylaw Amendments

MTI's Bylaws enable proposed amendments to be submitted at the November meeting of the MTI Faculty Representative Council (this year November 15). Any proposals received are referred to the Union's Constitution Committee for study and recommendation. The Committee's recommendations will be presented at the Council's February meeting, at which time the Council will act on the proposals. Proposed revisions to be considered will include those necessitated by legislated changes in the bargaining law.

Our Union Makes Us Strong!

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

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Grow Our Own -Teacher Dual Certification Program

The Grow Our Own - Teacher Dual Certification Program is intended for general education teachers interested in cross categorical special education certification OR cross categorical special education teachers interested in bilingual certification. Selected candidates can receive a \$1,000 per 3 credit course taken each semester (fall, spring and summer).

For more information or to apply online please see the Student Services website: <https://specialed.madison.k12.wi.us/> under Grow Our Own and read the Participation Agreement.

The application deadline is **November 18, 2016**. If you have any questions about the program, please contact Scott Zimmerman at slzimmerman@madison.k12.wi.us or by phone at 663-8486.

MTI Membership Corner

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

MTI/WEA Member Benefits Individual MTI Member Financial Consultations in November. See MTI's webpage (www.madisonteachers.org) to sign-up for a free 30-minute financial consultation. Consultations are held at MTI Headquarters.

MTI/Region 6 National Board Certification Support Workshop November 9. For those working on NBC and interested in attending, contact MTI (608-257-0491 or mti@madisonteachers.org).

MTI/WEA Member Benefits Planning for Retirement. If you are within 10 years of retirement, this free seminar can help you understand the different retirement planning solutions available and the implications of the decisions you will make as you approach retirement. **Wednesday, November 30, 6:00-8:00 p.m.** (invitation emailed to eligible MTI members).

Calendar of Events

VOTE—Tuesday, November 8

- Recertification Phone Banks, 3-7 p.m., MTI November 9, 10, 14 & 15
- Tuesday, November 15, 4:15 p.m., SCFL MTI Faculty Representative Council
- Thursday, November 17, 4:15 p.m., MTI USO-MTI Board of Directors

November 24 & 25, Thanksgiving Break