



# Solidarity!

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## Last Chance to Vote to Recertify; Support *Your* Union



The election to recertify MTI ends at 12:00 noon, Wednesday, November 16. As of November 7, the mid-point of the election period, the Wisconsin Employment Relations Commission (WERC) advised that **57%** of MTI-represented teachers had cast ballots; **48%** of clerical-technical employees (SEE-MTI); **42%** of EA/SSAs (EA-MTI); **42%** of Substitute Teachers (USO-MTI) and **15%** of School Security Assistants (SSA-MTI).

Each unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative. That number has increased substantially in the last week, as over 100 MTI member organizers, MTI Faculty Reps, and EA Building Reps continued their efforts to engage their colleagues and remind them to vote.

Phone banks commenced last week and will continue this week to contact those remaining eligible employees who have yet to confirm that they have voted. Be sure you do your part. Vote today by calling 1-866-458-9862 and then confirm your vote with MTI so we can remove you from further contact lists. **The larger the turnout, the more powerful the message.**

### Still Need Reasons to Recertify? Consider these:

- Recertification determines whether MTI can continue to **bargain base wage increases** for all MTI-represented employees.
- Successful recertification elections send a message to the District that employees support MTI and want MTI to continue to represent them. This **allows MTI the leverage to participate in the Employee Handbook discussions** to advocate for important issues that benefit all employees.
- **Through MTI's Employee Handbook advocacy, MTI has been able to maintain rights and benefits that many other Wisconsin school employees have lost.** For example, many teachers and other school employees in Wisconsin no longer have a **salary schedule that provides annual step increases** or increases for advanced degrees. MTI-represented employees still retain their salary schedules. Additionally, many teachers and other school employees in Wisconsin have lost **post-retirement insurance benefits** such as TERP or sick leave used to pay for post-retirement insurance. MTI-represented employees still have these benefits due to MTI's continued advocacy. The MMSD is considering changes to both salary schedules and benefits in the next few years, but has agreed to work collaboratively with MTI through the Handbook process on these issues.
- Most teachers and other school employees in Wisconsin no longer have a **voice in determining benefits, working conditions, planning time, school calendar, work day, or evening requirements.** MTI-represented employees still have a voice via our Handbook advocacy.
- Through our political advocacy **MTI can help pass needed school referenda; can work to elect pro-education and pro-worker state legislators; and can work to elect pro-education and pro-teacher school board members.** We can fight negative Handbook proposals at the Board of Education level and we can advocate for favorable legislation at the state level.

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

## Remembering Linda Borchardt

**Linda Borchardt**, a trusted friend and proud MTI member, passed away on November 1. Linda was an SEA at Crestwood Elementary School. A Celebration of Life will be held in Linda's honor on **Saturday, December 3, 4-6 p.m.**, at the Lussier Community Education Center, 55 S. Gammon Rd. The family has set up a fund to assist with the payment of Linda's cremation expenses. Donations can be made to one of Linda's sisters, Janis Borchardt, c/o Dane County Credit Union, PO Box 7994, Madison WI 53707 (make checks payable to Janis Borchardt, with a notation on the memo line "**Linda Borchardt Memorial**").

## Madison Community Stands Up (again) for Public Schools: MMSD Referendum Passes 3-to-1

As our political election results cast serious doubt on where we are headed as a state and nation, the local referendum results remind us of the public support we have for our work here in Madison. This is a tribute to the quality of work that each of you do, each and every day, for our children and families.

Once again, the Madison community has come out strong in support of their public schools, passing the MMSD referendum by a 3-to-1 margin (74% voting in favor). The referendum to exceed the revenue limit will provide the MMSD up to \$26 million in additional revenue limit authority over the next five years. This will provide additional revenue of up to \$5 million in 2016-17, \$5 million in 2017-18, \$8 million in 2018-19, and \$8 million in 2019-20. These funds are projected to allow for modest revenue growth of 2% to 3% annually. The referendum was made necessary by the State of Wisconsin's failure to provide adequate financial support for public schools.

MTI members also played a critical role in getting out the vote for the passage of the referendum. Numerous MTI members volunteered to make calls and knock doors in support of the referendum. MTI-Voters provided significant financial support for pro-referendum lit pieces produced and distributed by Community and Schools Together (CAST), as well as financial support for a pro-referendum mailing from the South Central Federation of Labor (SCFL) to approximately 20,000 union households in the Madison area. MTI retirees worked with WEAC Region 6 to send handwritten pro-referendum postcards to Region 6 members who live in the MMSD school district. These efforts, along with those of the MMSD administration and Board of Education, were essential in the success of the referendum and show the gains we can make through our collective advocacy.

Now that the referendum has passed, we need to make sure that the voices of MTI-represented employees are heard during the BOE budget process to assure that the additional revenues are utilized to the greatest benefit of the educational mission.

## January Paycheck

The January 1 paycheck is to be deposited on the first banking day in January. This year that will be Tuesday, January 3, given that Monday, January 2, 2017 is a Federal Reserve Bank Holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2016, *i.e.*, one would pay income tax on 13 months of wages in 2016. Paper direct deposit statements for teachers will be distributed at each person's work location on January 4, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 29 with funds being deposited on January 3. For substitute teachers, verification will be on or about January 4.

Members of MTI's clerical/technical (SEE-MTI), educational assistants (EA-MTI) and security assistants (SSA-MTI) bargaining units' paychecks will be directly deposited on December 23. Paper direct deposit statements will be distributed at each person's work location on January 4. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 21.

## 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 and December.** See MTI's webpage ([www.madisonteachers.org](http://www.madisonteachers.org)) to sign-up for a free 30-minute financial consultation. Consultations are held at MTI Headquarters.

**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, 6-8:00 p.m.** (invitation emailed to MTI eligible MTI members).

**Reminder: Health Insurance Annual Choice/Open Enrollment/ Flexible Spending Account Deadline November 15**

## Calendar of Events

- 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**
- Tuesday, November 29, 4:15 p.m., MTI MTI Voters Political Action Committee

## 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)

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