



# Solidarity!

821 Williamson St. \* Madison, Wisconsin 53703-4503 \* Phone (608) 257-0491 \* Fax (608) 257-1168

## **THANK YOU! Faced with New Challenges, MTI-Represented Employees Again Vote for Recertification**

We continue to “Stand Together!” *All MTI bargaining units have successfully recertified!* Nearly 77% of all eligible voters cast ballots in the recertification election. Of those who voted, 99% voted to recertify. In order to recertify, each unit needed 51% of all eligible voters to cast a ballot in favor of recertification. *Each MTI bargaining unit beat that requirement*, with the MTI teacher unit leading the way with 81% of all eligible voters casting a ballot to recertify.



This was a particularly challenging year to conduct the recertification election, given that the WERC scheduled half of the recertification election period to coincide with the run-up to the U.S Presidential election, and the over-saturation of political messaging associated with those elections. Also complicating the recertification elections this year was confusion around the fact that both MTI members and non-members were eligible to vote. Considering those challenges, the large turnout is a testament to the hard work of over 100 MTI member organizers who reached out and engaged their colleagues in conversations about their Union. The turnout is also a testament to the 3,203 MTI-represented employees who recognize that our public schools and our professions will be better served if we continue to “*Stand Together.*” *Thank you!*

**Thanks to all who made their voices heard loud and clear by voting!**

## **Want to Represent? MTI Participants Needed for Salary and Benefits Committees**

MTI is seeking members interested in representing the interests of teachers and other employees in discussions about potential salary and benefit changes. Last spring, District consultants produced a compensation study, which recommended the consideration of a number of changes to compensation and benefits plans. As part of last summer’s collaborative Employee Handbook discussions, it was agreed to create two committees to study these issues and report back to the Employee Handbook Oversight Group with recommendations. MTI is currently seeking members interested in serving on these two critically important committees, to represent the diverse interests of our membership. Each committee is expected to meet monthly, after school hours, starting next month and continuing until their work is completed. MMSD and MTI staff will be assisting the committee appointees with this work. **If you are interested in serving on either of the two committees listed below, please respond by November 28 to MTI Executive Director Doug Keillor** (257-0491 or [keillord@madisonteachers.org](mailto:keillord@madisonteachers.org)).

- **Salary sub-group.** This group will explore issues related to administrator and teacher salaries, including those issues identified in the compensation study, and determine what recommendations to advance to the Oversight Group regarding changes to administrator and teacher salary schedules and pay structure. **MTI is seeking six (6) teachers interested in serving on this committee.**
- **Benefits sub-group.** This group will explore benefits issues raised by the compensation study and determine what recommendations to advance to the Oversight Group. Included in these considerations will be: benefit sustainability issues; new hire eligibility (wait periods); active employee eligibility (minimum hours worked, premium contribution for part-time employees, etc.); terminated employees (coverage ending); and retiree continuation (eligibility, retiree insurance account calculation, etc.). **MTI is seeking five (5) teachers and three (3) educational assistants, clerical/technical employees, or school security assistants interested in serving on this committee.**

## Bio Screening and HRA Reminder – Due December 14

MTI recently learned that over 800 employees have yet to complete their biometric screening. The District sent email reminders about this to those yet to complete the process. Failure to complete the bio screening and health risk assessment will result in a 5% employee health insurance premium contribution, on top of the current percentage one is paying (3% for some /1.25% for others).

To view the rate differential see the link: **Insurance Premium Costs (1/17-6/17)** on the MMSD Employee Wellness website. <https://hr.madison.k12.wi.us/employee-wellness>

Check the MTI website for information on how to verify that your information is complete.

## January Paycheck

The January 1 paycheck is to be deposited on the first banking day in January. This year that day 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

## Workplace Bullying

Board of Education Policy 4502A outlines the District's classroom code of conduct for students and parents. Under the policy regarding pupils, it states in part, "Schools must be places where effective learning can occur...students are prohibited from engaging in behaviors which are illegal, life or health threatening, or which impede the orderly operation of the classroom or school."

The BOE also approved a policy on workplace bullying several years ago, which is found under the section on personnel. Policy 8013 states in part, "The Madison Metropolitan School District is committed to providing a safe and healthful environment for all employees to work. Realizing that workplace bullying can have a detrimental impact on individuals (*i.e.*, mental anguish, physical illness, undue stress) and the organization as a whole (*i.e.*, lost employee time, poor workplace morale, decreased productivity), the DISTRICT is committed to acknowledging and addressing workplace bullying."

Section 8013.8 provides that, "Beginning in the 2011-12 school year, and every other year thereafter, the DIRECTOR or his/her designee shall provide training to all faculty and staff regarding workplace bullying, which shall minimally include information on recognizing workplace bullying and the reporting process set forth in this Policy."

## Interested in Promoting Wellness to Your Colleagues? Join the MTI/MMSD Employee Wellness Committee!

The Joint Employee Wellness Committee is made up of MMSD and MTI-appointed District employees. Two of MTI's appointments on the Committee are vacant and *we are seeking interested MTI Members to fill the seats*. The Committee has been working to promote wellness and also to provide educational information, support, and resources to assist employees on their journey toward wellness. To date there have been two fitness campaigns, "Strive for Five" and "The 30 Day Challenge." In addition, several wellness newsletters have been published to MMSD Connect and on the [Employee-Wellness](https://hr.madison.k12.wi.us/employee-wellness) website: <https://hr.madison.k12.wi.us/employee-wellness>.

If you are interested in joining the Wellness Committee, please contact Jeff Knight at MTI (608)257-0491 or e-mail [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org).

## 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 e-mailed to eligible MTI members).

## Calendar of Events

### November 24 & 25, Thanksgiving Break

- Monday, November 28, 6:00 p.m., Doyle Board of Education Regular Meeting
- Tuesday, November 29, 4:15 p.m., MTI MTI Voters Political Action Committee
- Tuesday, December 13, 4:15 p.m., MTI MTI Board of Directors

### December 22—January 3 Winter Break

## 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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