



# Solidarity!

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## Potential Health Insurance Changes and Compensation Issues

Over the past couple of months, MTI representative have had multiple meetings with District representatives to discuss health insurance options and renewal rates. This issue has been complicated by the Governor's inclusion of a 12% employee premium contribution requirement as part of his proposed 2017-19 State Budget. Since the Governor's budget proposal, our discussions with the District representatives have largely focused on two areas: 1) making sure that any "savings" from the potential required increase in employee premium contribution is offset by comparable salary increases (which we expect the BOE will support); and 2) discussing the potential impacts and opportunities relative to health insurance offerings (currently GHC, Dean, and Unity). **No decisions have been made yet.** MTI and MMSD representatives will continue these discussions throughout the budget process and MTI will provide updates to all members on developments. MTI has produced a detailed *Potential Health Insurance Changes Q & A* handout which has been e-mailed to all members to provide additional up-to-date information on this complex issue. The handout will also be distributed along with this newsletter and is also available on our webpage ([www.madisonteachers.org](http://www.madisonteachers.org)).

### Workers' Compensation and the Benefits of MTI Membership

Workers' Compensation is a statutory benefit intended to provide compensation for workers who suffer a work-related injury or illness. However, the process does not always work as intended and claims are often delayed and/or denied. Fortunately, in such instances, MTI members can turn to their Union for assistance.

Slips, trips and falls are the some of the most common causes of work-related injuries to District employees. Student-caused injuries are also not uncommon. If an employee is injured at work, they need to complete an **Injury Report** form as soon as possible and, if necessary, visit a doctor to determine what, if any, work restrictions are recommended. If an injury or illness restricts an employee from work, the injured employee needs to submit a **Work Status Report** form (signed by the medical provider) identifying those restrictions to the District (see the Employee Handbook on-line for a link to these forms) **MTI Member Advantage #1: members injured on the job can contact MTI staff for assistance with the process. MTI has produced a Workers' Compensation Fact Sheet for members advising of the process and of their rights.**

Once approved, Workers' Compensation is supposed to compensate the employee at two-thirds (2/3) of the employee's wage rate up to certain maximum during a period of temporary disability. **MTI Member Advantage #2:** Through MTI's collaborative work with the District on the Employee Handbook, *injured employees eligible for workers' compensation receive 100% of wages for the first 180 days of injury.*

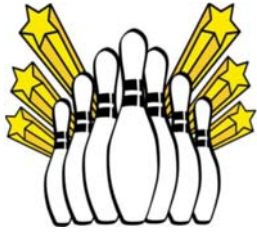
If a claim is denied, the injured worker can appeal the denial by requesting a hearing before an Administrative Law Judge at the Department of Workforce Development. At such a hearing, the Workers' Compensation insurer will be represented by an attorney. Therefore, the injured employee will most likely want an attorney of their own. Attorneys who practice Workers' Compensation law typically are compensated by retaining 20% of any award or settlement. **MTI Member Advantage #3: MTI members have highly qualified MTI staff available to assist with Workers' Compensation claims. MTI will also provide members with legal representation when necessary, at no additional cost to the injured employee. Therefore, the member receives high quality representation and 100% of any award or settlement.**

### Membership Meetings: EA-MTI March 22 & SSA-MTI March 23

There are many issues of importance to discuss, including the future of these bargaining units. Nominations for positions on the Boards of Directors will also be taken at the meetings. Members may also make nominations via the nomination form that was recently sent to all members, or by contacting MTI Assistant Director Eve Degen ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)). The March 22 EA meeting is 4:15 p.m., and the March 23 SSA meeting is at 4:30 p.m. Both are held at MTI.

### USO-MTI Membership Meeting March 23; Meet Dan Hoover, MMSD Director of Employment

As a continuation of our monthly meeting series for USO-MTI members, we will meet at the MTI Office at 821 Williamson Street on **Thursday, March 23, at 4:30 p.m.** This month we will receive a visit from **Dan Hoover**, the new Director of Employment and Talent Management for MMSD. Mr. Hoover manages the substitute office and serves as the general supervisor for all substitute teachers, in addition to other duties in Human Resources. He has been on the job for a few months and has agreed to take time out of his evening to introduce himself and hear from substitute teachers in attendance. In addition, we will introduce our Substitute Handbook Workgroup and discuss some possible topics for the next round of Handbook meetings with District administration.



## MTI Cares Bowl-A-Thon April 30, 2017!

After three years of raising over \$30,000 for the Briarpatch Homeless Shelter that opened last October, MTI Cares is partnering with Safe Harbor for its fourth annual MTI Cares Bowl

-A-Thon on April 30. April is *Child Abuse Prevention Month*, and Safe Harbor serves as Dane County's **only** fully accredited child advocacy center. Mark your calendar, watch for more information and start prepping your team of 4-6 bowlers to have some fun and raise some money for a worthy cause, our children! See [www.madisonteachers.org/bowl-a-thon2017/](http://www.madisonteachers.org/bowl-a-thon2017/) for more information.

## DPI Licensing—Check your License Expiration

DPI accepts license applications only **on-line**. It is **important to review the expiration date of your license and prepare for renewal**. Anyone whose license is not current is in jeopardy of losing their teaching contract, and even be restricted from substitute teaching in Wisconsin public schools. All teachers/substitute teachers are responsible to renew their license before it expires. **Licenses typically expire June 30**. The DPI licensing website provides a tool which allows one to review their current license(s) and expiration date(s). Additional information regarding the license renewal process can be found at: <http://dpi.wi.gov/tepd/elo>.

## Nursing Assistant Course

Interested in learning how to become a nursing assistant in the MMSD? Enroll online at Madison College <https://madisoncollege.edu/register>. The course meets on Tuesdays and Thursdays, March 21 to May 4, from 6-8:00 p.m., at the Madison Truax Campus. Cost is \$239. The instructor is Rachel Gallagher, LaFollette School Nurse/Nurse Practitioner.

## Calendar of Events

- Monday, March 20, 4:15 p.m., MTI  
MTI Planning Time Committee
- Tuesday, March 21, 4:15 p.m., SCFL  
MTI Faculty Representative Council
- Wednesday, March 22, 4:15 p.m., MTI  
EA-MTI Board & General Membership
- Thursday, March 23, 4:30 p.m., MTI  
SSA-MTI Board & General Membership
- Monday, March 27, 6:00 p.m., Doyle Auditorium  
BOE Regular Meeting
- Tuesday, March 28, 4:15 p.m., MTI  
MTI Voters Political Action Committee
- Thursday, March 30, 4:15 p.m., MTI  
MTI SBLT Committee

### **April 10-14 Spring Break**

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

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

## MTI Membership Corner

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

## Student Loan Forgiveness/Financial Planning—April 19

MTI members are invited to learn about the federal loan forgiveness programs that are available to teachers and public employees, find out how to start the application process, and get tips on what you need to do to ensure that your application is ready for submission. Join your colleague and fellow MTI member Ben Senson to hear about his loan forgiveness journey and his recommendations. You will also have an opportunity to hear WEA Member Benefits discuss the programs and services available to you and your family to help you achieve your financial goals. Join us on **April 19, from 4:30-5:30 p.m.** See the link on MTI's website [www.madisonteachers.org](http://www.madisonteachers.org) to sign up.

## MTI Members: National Board Certification Support Workshops

MTI members currently working on National Board Certification are invited to attend monthly NBC Support Workshops provided at no cost by MTI and WEAC Region 6. Sessions are currently scheduled for April 12 and May 10. Contact MTI if you are interested in attending or would like additional information at 608-257-0491 or at [mti@madisonteachers.org](mailto:mti@madisonteachers.org).

## MTI & WEA Member Benefits: More Opportunities for Financial Services for MTI Members

MTI and WEA Member Benefits have scheduled more opportunities to enhance the financial well-being of MTI members. See MTI's website ([www.madisonteachers.org](http://www.madisonteachers.org)) to sign-up for these seminars or financial consultations:

- ◆ **Wednesday, April 19, 2017** - 4:30 to 5:30 p.m.  
Student Loan Forgiveness session presented by MTI Member Ben Senson
- ◆ **Thursday, April 20, 2017** - 4:30-5:30 p.m.  
Learn to read and verify your WRS statement
- ◆ **Wednesday, April 26, 2017** - 4:30-5:30 p.m.  
Learn to read and verify your WRS statement
- ◆ **Thursday, April 27, 2017** - 4:30-5:30 p.m.  
"What's Your Score?" credit session presented by Educators Credit Union (ECU)
- ◆ **Tuesday, May 9, 2017** - 4:30-5:30 p.m.  
Saving for Your Future

In addition, **Steve Pike** (retired teacher and current WEA Member Benefits Consultant) is available for a **free 30-minute financial consultation**. This is ideal if you are just getting started, have specific questions, or would like a quick check-in. It's a convenient way to meet with someone face-to-face to get some general help or guidance. Consultations are held at MTI Headquarters.