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Solidarity!

Health Insurance Update: MTI Considering the Two HMO Options (Dean and GHC) Now Being Considered by Board of Education

As we advised before spring break, the latest health insurance option to be recommended by District Administration is to move to a two (2) HMO model on July 1, with Dean and GHC as the available options. The District views this as a compromise, continuing to provide a choice of plans with access to various specialists and hospitals in the area. The District indicates that this transition could provide \$3 million in benefit savings, which would be applied to salary increases.

MTI's position on this has evolved as new variables and options have been introduced. For the past six weeks, we have been sharing information and collecting feedback from MTI members, MTI Faculty Representatives, and the elected leaders on the MTI Boards of Directors and the MTI Handbook Committees. Based on feedback from these groups, MTI initially advocated for the continuation of the three (3) HMO model over a move to only one (1) HMO. That advocacy has now moved the District to consider a two (2) HMO model.

The MTI Board of Directors met on April 4 and discussed whether MTI should modify its position on the health insurance considerations, in light of the District's recent recommendation to consider transitioning to two (2) HMO options - Dean and GHC. The MTI Board unanimously recommended a poll of the elected leaders on the MTI Handbook Committees (which includes reps from all MTI units) to consider

the two (2) HMO options now before us and provided the following rationale:

Rationale:

"The Handbook Committees have met twice and have recommended the continuation of the three current HMOs. Our position seems to have moved the District off of the single HMO option plan and they have now recommended to the BOE the two HMO option plans. As another meeting of the Handbook Committees is not possible in a timely manner, and many of the MTI Board of Directors serve on both groups, the MTI Board believes that the MTI Handbook Committees should be polled to see if the two HMO option consideration protects & offers choice, while still allowing for some savings and some compromise. This would indeed require some of our members to switch to Dean or GHC. Dean has a wider delivery area than just GHC and would give many non-Madison members coverage. Or they have the POS option through GHC. We also have seen a change in the directives with the savings as they are now directed back to the Compensation Committee of which we have MTI appointees."

The BOE was considering making an insurance decision on April 17, but MTI was recently informed that April 24 or May 1 are more likely dates for Board action. All MTI members will receive an e-mail update later this week, once the MTI Handbook Committee polling is complete, with additional information.

Ready to Represent? MTI Teacher Faculty Rep Teams Needed

MTI is a Union built on the premise that an active and involved membership, led by democratically-elected leaders and supported by highly-qualified staff, can best promote the interests of public education, the education profession, and the members of the Union. MTI's motto, "*Collectively we decide, united we act,*" is our mutual pledge to each other to strive to include the voices of all MTI members in our decisions, and to demonstrate solidarity in our actions.

The MTI Faculty Representative (FR) is a critical component to this mission. *Every school/work location should have a team of Faculty Reps* working together to represent their colleagues. Schools and work sites are entitled to one (1) FR for every fifteen (15) Union members at the school or worksite.

MTI Faculty Reps serve to represent the concerns and interests of MTI members at their work location with MTI members district-wide via the MTI Faculty Representative Council (FRC), the policy forming body of the MTI teacher unit. FRs also serve to represent the concerns and interests of MTI members at their

work location with the building principal or supervisor, and work towards collaborative problem solving (a joint initiative between MTI and MMSD).

If you are interested in representing your colleagues and being a part of making positive change, contact your Senior MTI Faculty Rep to let them know you would like to be nominated for one of the FR positions at your school/work site.

Election Process: Pursuant to MTI Bylaws, FR elections occur during the fourth week of April. This year's election will take place April 24-28. Nominations are sought and posted a week prior to the election. Any member may nominate another member at their worksite. Members may also self-nominate. The Senior FR then conducts a secret ballot election among members at each work location. The election results are reported to MTI. Newly-elected FRs will be installed at the May 16 FRC meeting. If you have questions about the process or do not currently have an MTI Faculty Rep at your school, please contact MTI staff. (continued on reverse)

Ready to Represent (cont.)

Examples of Faculty Representative duties:

- Attend and represent staff at MTI Faculty Representative Council meetings on a regular basis. The FRC meets monthly during the school year (typically the third Tuesday of the month, from 4:30-6:00 pm).
- Distribute MTI communications to MTI members at their work location (e.g., *MTI Solidarity!*).
- Promote the enrollment of MTI members and coordinate any membership and recertification campaigns at their work location.
- Participate in the “**Collaborative Problem Solving (CPS) Process**” at their school:
 - ◊ Participate in CPS training provided by MTI/MMSD
 - ◊ Communicate on a regular basis with principal or administrator
 - ◊ Share member concerns with MTI and Administration as appropriate
 - ◊ Work to identify collaborative solutions to worksite problems
- Coordinate with and support other MTI bargaining unit reps or members of other units as needed
- Serve on MTI committees as needed
- Hold worksite MTI meetings as on a regular basis
- Communicate issues/concerns with MTI staff and leadership as they arise

No single MTI member needs to do it all. These responsibilities should be *shared by a team of Faculty Reps* at each school.

Supports: MTI leadership and staff provide a variety of supports to assist MTI Faculty Reps with their responsibilities and to facilitate the development of processes, such as **Collaborative Problem Solving**. These supports include formal FR training opportunities, as well as regular and on-going communications and support from MTI elected leadership and staff.

MTI General Election April 24-28

Voting by members of MTI’s Teacher bargaining unit for Officers and Handbook Committee will occur **April 24-28**. MTI Faculty Reps will provide members with information regarding balloting procedures and the voting location at each work site. Ballots must be turned in to MTI by **4:30 p.m., Monday, May 1**.

Substitute Spring Social April 27 at Lakeside Coffee House

Substitute teachers! Join the USO-MTI Board of Directors and MTI staff at the Lakeside Coffee House (402 W. Lakeside St.) on **Thursday, April 27, from 4:30-6:30 p.m.** to talk some shop and socialize with other USO members. This will also be an opportunity to hear from the Handbook Workgroup about discussions with the District over substitute teacher issues. If you are *not* a dues paying member of USO-MTI and would like to learn more about the Union, please feel free to stop in, have a beverage (they also serve wine and beer) and meet your colleagues. This is an enjoyable, informal event, and the third year in a row for a Substitute Spring Social Membership Meeting!

Our Union Makes Us Strong!

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MTI’s web page - www.madisonteachers.org

MTI’s email - MTI@madisonteachers.org

MTI Membership Opportunities

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

MTI & WEA Member Benefits: 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) 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.

EA-MTI Building Representative Election April 24-28

This year’s Building Representative (BR) election will take place **April 24-28**. Article VI of the EA-MTI Bylaws provides that members in each work site elect a BR and an alternate BR for a term of one year. Information on the election procedures will be sent to current Building Reps at each school.

Calendar of Events

- Monday, April 17, 5:00 p.m., Doyle Room 103
BOE Operations Work Group
- Tuesday, April 18, 4:30 p.m., SCFL
MTI Joint Fiscal Group
- Tuesday, April 18, 5:00 p.m., SCFL
MTI Faculty Representative Council
- Wednesday, April 19, 1:00 p.m., MTI
MTI Retiree Group
- Thursday, April 20, 4:15 p.m., MTI
USO-MTI Work Group
- Saturday, April 22, WEAC RA in Stevens Point
- Monday, April 24, 6:00 p.m., Doyle Auditorium
BOE Regular Meeting
- Tuesday, April 25, 4:15 p.m., MTI
MTI Voters Political Action Committee
- Wednesday, April 26, 4:30 p.m., MTI
MTI Action Committee