



## The Benefits of ESEA-MTI Membership

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ESEA Unit

**A continued voice for your profession, your students and public education** - When you **join** your colleagues as an MTI member, you are making a decision to stand together in solidarity on important issues that impact your profession, our schools, and our students. MTI provides you with a voice in the workplace, with the School Board, and at the State Capitol. Our opponents are highly organized. We need to be as well.

**A continued voice in your pay, benefits and working conditions** - When you **join** your colleagues as an MTI member, you build capacity for continued advocacy for good pay, benefits, and working conditions. Working conditions for educators are learning conditions for students. In response to the bargaining prohibitions under Act 10, MTI worked with MMSD Administration and the Board of Education to establish a new collaborative process for continued employee voice in the development of the **Employee Handbook**. That collaborative process commenced last summer and produced an Employee Handbook **that continues the salary schedules, benefits, and working conditions most critical to employees**, while forging acceptable compromises in other areas. Our continued voice in this process depends on maintaining a strong Union, building effective working relationships with Administration, and electing supportive school board members.

**An investment in your financial well-being** - When you **join** your colleagues as an MTI member, you invest in your financial well-being. The financial benefits you receive via the advocacy of MTI in base wage bargaining, in the Employee Handbook process, and in the political arena far exceeds the cost you pay in Union dues. Just *one month* of employer-paid health insurance premiums exceeds the dues you pay MTI for the *entire year*. A salary schedule with guaranteed "step" increases; paid sick leave and bereavement leave; paid dental, disability, and life insurance; all provide significant financial benefits from continued MTI advocacy.

**Representation and legal backing** - When you **join** your colleagues as an MTI member, you have the right to MTI representation in any meeting with management that could lead to potential discipline. MTI members are also entitled to MTI representation in any grievance over violation of the terms of the Employee Handbook. MTI members receive paid legal counsel when necessary for the enforcement of various employment rights such as Workers' Compensation, the Americans with Disabilities Act, the Fair Labor Standards Act, and the Family and Medical Leave Act.

**Professional support** - When you **join** your colleagues as an MTI member, you receive professional support and assistance from highly trained MTI staff members on issues related to license renewal, maternity/paternity leave, retirement planning, school safety, disability benefits, and many other issues.

**Regaining what we have lost** - When you **join** your colleagues as an MTI member, you will join a fight to restore full collective bargaining rights for all public employees and to advocate for an economy that works for all working people. This will only happen with a strong and united effort through collective action.

<b>MEMBERSHIP ADVANTAGES</b>	<b>ESEA-MTI MEMBERS</b>	<b>NON-MEMBERS</b>
<b>Bargaining &amp; representation – “base wages” only</b>	✓	✓
<b>MTI Communications</b>		
MTI Solidarity Newsletter	✓	✓
MTI Website (password protected resources)	✓	Limited access
MTI Member Facebook Page	✓	
<b>MTI representation and legal advice with -</b>		
<i>All Employee Handbook</i> issues including pay, benefits, hours of work, overtime, reclassification (Clerical/ Technical), surplus/reassignment, layoff/recall, etc.	✓	
Maternity/Paternity and Childrearing leaves	✓	
Family & Medical Leave Act	✓	
Workers' Compensation	✓	
Disciplinary proceedings	✓	
Termination proceedings	✓	
Disability benefits (ADA, LTD, WRS)	✓	
Unemployment insurance	✓	
Performance evaluations/Plans of Improvement	✓	
Discrimination/Harassment	✓	
<b>Leadership Development</b>		
Running and/or voting in MTI elections	✓	
Serving on MTI committees	✓	
Leadership development and advocacy training	✓	
<b>Personal Financial and Legal Help</b>		
Financial planning appointments & seminars	✓	
Retirement benefits consultation	✓	
Discounts on individual legal matters (e.g. wills; family law)	✓	
Access to MTI Solidarity Fund loans	✓	
<b>Membership Discounts</b>		
Access to cost-effective home and auto insurance, and other financial products through WEA Member Benefits	✓	

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