



# Solidarity!

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## Recertification Information Being Distributed: High Voter Turnout Needed

**Engage and inform:** That was the charge delivered to MTI Faculty Reps, ESEA Building Reps and Member Organizers last week as we prepare for our annual MTI recertification elections which will be conducted from November 1-21. These member leaders will begin to distribute recertification materials to *all MTI-represented employees* this week, including “fish-flyers” and *palm cards* with detailed recertification voting instructions. Many work-sites will conduct “10-minute meetings” in the coming weeks to update employees on the status of Employee Handbook discussions and to answer any recertification related questions.



**Getting Organized!** MTI needs additional Member Organizers - teachers, educational assistants, security assistants, clerical-technical employees, substitute teachers, and retired MTI members who are committed to helping the next generation maintain their Union. Member Organizers are volunteers who serve as point persons in their building/work location to help build awareness of and support for the recertification election of MTI’s three (3) bargaining units. If you are willing to serve in this capacity, please see your MTI Faculty Rep or ESEA Building Rep, or contact MTI Headquarters at [mti@madisonteachers.org](mailto:mti@madisonteachers.org).

**Get-out-the-vote!** Voter turnout is critical in any election, but it is even more important in recertification elections.

**Recertification elections require at least 51% of all eligible voters to vote YES in order to prevail, not just a majority of those voting as in most elections.** Unlike political elections, in *recertification elections a non-vote counts as a NO vote*. MTI has prevailed in the past three annual recertification elections because of high voter turnout and our experience shows that when employees vote, they overwhelmingly vote Union **YES!** Where recertification elections have been lost in other school districts, it is frequently because less than 51% of the eligible voters cast a ballot. Both members and non-members are eligible, and encouraged, to vote.

Additional information on MTI’s recertification elections is available at: [www.madisonteachers.org](http://www.madisonteachers.org).

## MTI Teacher Unit Election Results; Handbook Vacancy Available

At its October 17 meeting, the MTI Faculty Representative Council re-elected to the MTI Board of Directors **Kira Fobbs (Falk)** for a two-year term; and elected **Michael Jones (Black Hawk)** to a two-year term and **Jessica Hotz (East)** to a one-year term. The Board consists of the MTI President, Vice-President, Past-President, Secretary, Treasurer, and four at-large positions. Officers are elected by the general membership each April, and two at-large positions by the MTI Faculty Representative Council each October.

In other elections, the Council re-elected **Amy Noble (Doyle)** and elected **Xanda Fayen (IAE)** to the MTI Cabinet on Personnel. Terms are for two years.

Elected to the MTI Finance Committee were incumbent **Bruce Bobb (Hoyt)**, incumbent **Holly Hansen (Lapham)**; and **Cindy Barbera (Hamilton)**. Terms are for one year.

Elected to the MTI Political Action Committee, MTI VOTERS, were incumbents **Susan Stern (Shorewood)**, **Kati Walsh**

**(Muir)**, **Cindy Barbera (Hamilton)** and **Anne Schoenemann (Cherokee)**. Terms are for two years. In addition, due to a vacancy on the Committee, **Sandy Welander (Schenk)** was elected for one year.

Four (4) vacancies existed on the MTI Handbook/Bargaining Committee. Elected as a high school representative was **Steve Somerson (East)**; middle school representative was **Kristin Scheffler (Sherman)**; and elementary school representatives was **Kati Walsh (Muir)**. A vacancy still exists for an at-large representative. The term is for two years. Nominations can be submitted to MTI and will be closed at the November 28 Faculty Rep Council meeting.

**Cory Hayden (LaFollette)** was elected as an MTI Delegate to the South Central Federation of Labor.

**Lora Schmid-Dolan (Lincoln)** was elected to the MTI Cares Board of Directors.

## Biometric Screenings and Health Risk Assessments – Due by November 30

The District's health insurance carriers are conducting **biometric screenings and health risk assessments (HRAs)** for MMSD employees who carry health insurance paid for by the District. Participation is voluntary; however, *those who do not complete both requirements by November 30 will incur an additional 7% health insurance premium charge.* This 7% premium charge for not participating will be in addition to the 1.25% or 3.00% premium charge for all MTI-represented employees. This premium increase goes into effect **January 1, 2018.**

All employees should have received an e-mail from the District regarding this initiative. Biometric screenings at MMSD work sites started in September and are ongoing throughout the fall. *The results must be obtained by November 30*, with all paperwork *properly submitted* no later than December 7 in order to avoid the additional premium charge.

To schedule an appointment at an MMSD work site and to obtain instructions for completing the appropriate HRA questionnaire, you *must* visit the **Wellness Assessment** link on the MMSD Employee Wellness website: [www.mmsd.org/employee-wellness](http://www.mmsd.org/employee-wellness). From here you will need to access the Interra Health portal to schedule an appointment or submit your bio-screening results.

If you do not schedule a screening at an MMSD site, you can obtain your test results at your medical provider's office and submit them directly to Interra Health. **NOTE:** if you do this, the results must be obtained by November 30 and submitted on the Interra Health form downloaded from the MMSD Employee Wellness webpage.

The HRA is a questionnaire provided by *your* specific insurance carrier. Instructions for accessing the GHC or Dean HRA are available at the employee wellness website.

Contact the MMSD Benefits Office (663-5930) with any questions about this process, and contact MTI if you have difficulty getting your questions answered.

**NOTE:** This initiative does not apply to employees or retirees who already pay 100% of their health insurance premium out of pocket.

## USO-MTI General Membership Meeting and Board Elections – October 26

USO-MTI members, make plans to attend your general membership meeting this Thursday, October 26, at 4:15 p.m., at MTI Headquarters (33 Nob Hill Road, in the WEAC Building). At this meeting, the Board and MTI staff will bring you up to date on current happenings around the Employee Handbook discussions. We will also discuss the upcoming recertification election and hold elections for the USO-MTI Board of Directors. Nominations for the Board closed last Thursday, October 12. *There will be a balloted election for USO-MTI President* as two candidates are currently nominated. All other Board seats are also up for election. There is only one candidate for each of the Vice President seats and the Secretary position is vacant. We are currently seeking someone to fill this role. A **Solidarity! thank you to Betty Downs** for serving as USO-MTI Secretary for many years!

## 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 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 are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the following seminars are available on the MTI website ([www.madisonteachers.org](http://www.madisonteachers.org)).

- **Retirement Planning 101**—October 26, 4:30-5:45 p.m.
- **Student Loan Forgiveness**—November 29, 4:30-5:30 p.m.

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. Sign-up is also available on MTI's website.

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**MTI National Board Certification Training Workshops for 2017-18.** MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is November 8. Contact MTI to register.

**MTI members in need of assistance:** See your MTI Faculty Rep or contact MTI staff (257-0491 or [mti@madisonteachers.org](mailto:mti@madisonteachers.org)) should you have a question or need assistance with *any work-related matter.*

## Calendar of Events

- Monday, October 23, 5:00 p.m., Doyle Room 103  
BOE Operations Work Group
- Wednesday, October 25, 9:00 a.m., MTI  
MTI Retirees
- Wednesday, October 25, 4:15 p.m., MTI  
MTI VOTERS Political Action Committee
- Wednesday, October 25, 5:00 p.m., Doyle Room 103  
BOE ERO ad hoc Committee
- Thursday, October 26, 4:15 p.m., MTI  
USO-MTI General Membership
- Friday, October 27, Staff Only Day
- Monday, October 30, 6:00 p.m., Doyle Auditorium  
BOE Regular Meeting

## Recertification Election November 1-21

### How Do I Join MTI?



Click on the "RENEW" icon/link on the MTI webpage ([www.madisonteachers.org](http://www.madisonteachers.org)) for step-by-step directions. 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.