



# Solidarity!

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

## MTI, Local 60, and Building Trades Members Pack BOE Meeting in Support of COLA

Hundreds of members of MTI, Local 60, and the Building Trades Unions packed the Board of Education meeting last week for the second consecutive month in support of cost-of-living pay increases for all District employees. Act 10 provides for collective bargaining over base-wage increases only, and further restricts such increases to no more than the cost-of-living (*without going to referendum for greater authority*). This year's cost-of-living increase has been determined to be **2.13%**. Bargaining commenced on May 9, with the District administration initially offering a **0.5%** base-wage increase for 2018-19, before increasing their offer to 1.26%. MTI continues to push the District to provide a **cost-of-living base-wage increase (2.13%) for all MTI-represented employees**. Negotiators for MMSD and MTI have agreed to request the services of a mediator to assist them in resolution of base-wage negotiations, and have tentatively scheduled a mediation session on May 30. All MTI members will receive an update after the mediation session relative to our progress and next steps (*if needed*). Members are encouraged to continue to contact members of the Board of Education to urge their support of a cost-of-living pay increase ([board@madison.wi.k12.us](mailto:board@madison.wi.k12.us)).

## MTI and MMSD Announce Improvements to Wellness Programing and Life Insurance

MTI and the MMSD have been in discussions about potential improvements to the Districts Wellness Program as well as Life Insurance benefits. The Wellness discussions have focused on shifting the program **away from the annual bio-screen requirement and punitive premium payment differential** to a more holistic approach that actually encourages and supports employee wellness. The Life Insurance discussions have involved expanding life insurance coverage by moving from a voluntary plan with employee premium contributions to a mandatory plan in which all benefit eligible employees would be covered at no cost to the employee, i.e., the District will pay the entire premium. These changes have now been approved and **information on both of these changes, as well as other benefit updates, will be mailed to all MMSD employees in the next couple of weeks**. The changes to the Wellness Program and Life Insurance benefits are summarized below:

### Wellness Programming

During the past three years, MMSD's Wellness Program included mindfulness practices, annual wellness fair, semi-annual wellness challenges/campaigns, monthly wellness newsletters, and the annual wellness assessment. The District has listened and heard feedback about the Wellness Program, and will be changing the program for the 2018-19 school year. Changes include:

- The Wellness Program will mirror the District Wellness Policy, ensuring District employees are healthy, safe, engaged, supported, and well-balanced.

- Monthly themes will include topics relating to health education, physical activity, nutrition education, mindfulness practices, mental health support, and financial education.
- To support a holistic approach to total wellness, **MMSD will no longer focus on providing the annual wellness assessment. Beginning with the 2018-19 school year, employees will be encouraged to visit their personal physician for their healthcare needs and insurance premiums will no longer be tied to any type of assessment.**
- If you did not participate in the 2017 wellness assessment and are currently paying the health insurance non-participant rate, you will continue to pay the non-participant rate. Please watch for more information at the beginning of the school year for directions on how you can reduce your insurance premiums.

### Life Insurance

The current basic Life Insurance plan is a voluntary plan, allowing employees to be covered at 1x base annual salary while paying 15% of the premium. The plan has a built-in retiree benefit, allowing some coverage to continue into retirement if the employee retires from MMSD. We will be expanding the life insurance plan into two separate plans. (continued on reverse)

	Basic Plan (New Plan as of 7/1/18)	Basic Plus Retirement (Current Plan)
Benefit Amount	1x Base Salary	1x Base Salary
Post-Retirement Benefit	N/A	Available
Premium	100% Paid by MMSD	85% Paid by MMSD / 15% Paid by Employee
Voluntary Coverage	Available	Available

## Life Insurance (cont.)

- If you are currently not enrolled in MMSD's Life Insurance plan, you will be automatically enrolled into the "Basic Plan" as of 7/1/2018, if you are a benefits-eligible employee.
- If you are currently enrolled in MMSD's Life Insurance plan and would like to move from the "Basic Plus Retirement" plan to the "Basic Plan," you will be given the opportunity to do so in July. Please watch for more information, which will be mailed to your home in the summer.
- Those employees approaching retirement who are considering changing to the new "Basic Plan" should note that it does not include a post-retirement benefit.

### Important Reminder! Teacher Contract Deadline June 15

Signed contracts of all returning teachers must be received in Human Resources no later than **June 15**. Failure to return a signed contract by June 15 results in the District accepting such as one's resignation.

### #WearOrange—June 1 and 2 MTI Joins Moms Demand Action for Gun Violence Awareness & Safety Day

We will be wearing orange on **Friday, June 1**, to honor the more than 96 Americans shot and killed every day and the hundreds more wounded. The **Wear Orange** campaign invites everyone who agrees we can do more to save American lives from gun violence to do one simple thing: **#WearOrange** – a color that symbolizes the value of human life – on June 1, 2018, National Gun Violence Awareness Day, and to attend the **Wear Orange** gathering on **June 2**. Orange expresses our collective hope as a nation – a hope for a future free from gun violence. For further information, see MTI's webpage: [www.madisonteachers.org](http://www.madisonteachers.org). Order your orange **ENOUGH** t-shirts (a fundraiser for Wisconsin Anti-Violence Effort). Call MTI or e-mail [kmotoviloff@madisonteachers.org](mailto:kmotoviloff@madisonteachers.org). \$12 checks are payable to MTI.

### Insurance Changes During Summer

MTI-represented District employees are advised to call the District's Benefits office (663-1692) regarding insurance benefits if any of the following events occur during the summer: one gets married, changes address, changes name, retires, resigns, takes a leave of absence, has or adopts a child, and/or if one's dependent and/or spouse becomes ineligible/eligible for health or dental insurance coverage. One must add a new eligible person, e.g., child, including a newborn, or spouse, **within 30 days of eligibility**. Waiting until fall to act may render one's spouse or other dependents ineligible.

**Dependents:** Under the revised state law regarding dependent coverage, adult children are eligible to remain on a parent's health and dental plans until the end of the year in which the child turns 26. **Spouse:** A spouse becomes eligible upon marriage, termination of his/her employment, or loss of insurance with his/her employer; and becomes ineligible due to divorce. If one gets married, his/her spouse is not automatically covered by health or dental insurance; one must contact the District's benefits office to enroll his/her spouse.

## 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 will be providing more opportunities to enhance the financial well-being of MTI members. More information and sign-ups for future seminars and individuals consultations can be found at:

[www.madisonteachers.org](http://www.madisonteachers.org) or [www.weabenefits.com/mti](http://www.weabenefits.com/mti).

In addition, **Steve Pike** (retired teacher and current WEA Member Benefits Consultant) is available for a **free 60-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.

### Want to Build Your Union, Develop Your Organizing Skills, and Earn Pay this Summer?

MTI is looking for three (3) motivated and outgoing MTI teacher\* members to become part of our **2018 Wisconsin Education Summer Member Organizer Program**. The program will last for eight (8) weeks from July 8-September 1 and will include two days of training and a commitment of 20 hours per week. Those hired as Summer Member Organizers will be paid \$600 per week for their work and will work under the direction of a Lead Organizer. Watch for additional information on this Summer Member Organizer opportunity, including application information, in the coming weeks, or contact MTI President Andy Waity ([awaity@madisonteachers.org](mailto:awaity@madisonteachers.org)) for more information. \*this program is partially funded by WEAC and the NEA and is therefore only open to MTI members in the teacher unit who are also members of WEAC and NEA.

## Calendar of Events

### Handbook Discussions

May 29, 5:00 p.m., MTI

### ESEA-MTI End-of-year Appreciation Picnic

May 31, 4:15 p.m., MTI

### MTI/MMSD Safety Committee

June 4, 4:30 p.m., MTI

**Semester Ends**—June 8, 2018

**Staff Only Day**—June 11, 2018

**July 4 & 5**—MTI Office Closed

**July 21**—Bike Ride for Boys & Girls Club

---

## Our Union Makes Us Strong!

**Volume 52, #37, May 29, 2018**

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

MTI's e-mail - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)