



# Solidarity!

33 Nob Hill Road • Madison, Wisconsin 53713-2195 • Phone: (608) 257-0491

## You Are the Union and Your Help Is Needed for MTI's Recertification Election (Oct. 31-Nov. 20)

As previously reported, Governor Walker's Act 10 requires public sector unions, except police & fire, to participate in an annual **recertification election** in order for the union to continue as the certified representative. ***This year's recertification election will be conducted between October 31-November 20.*** Voting will be via telephone or on-line (flyers with voting details will start to be distributed over the next two weeks).

MTI Faculty Representatives, ESEA Building Representatives, and Member Organizers at every school/work location have been asked to assist in building awareness of the importance of the recertification election, and to assure that staff at their school/work location **VOTE** in the recertification elections. Starting this week, recertification materials will be distributed to all MTI-represented employees, both members and non-members, eligible to vote in the recertification elections. In fact, it is critical that all eligible voters cast a ballot since the law requires a Union to win **51% of all eligible votes** in order to win recertification.

**MTI Member Organizers are essential to successful recertification.** MTI needs Member Organizers from all three bargaining units (**MTI, ESEA-MTI, & USO-MTI**) to help raise awareness and turn out the vote. Retired union members will also be assisting. See your MTI Faculty Representative or ESEA Building Representative to find out how you can assist in this effort at your work location.

### MTI All Member Update

MTI members received an e-mail blast last week including links to the following updates on some of the important work that your Union is currently engaged in:

- School Safety and School Climate
- Teacher Salary Schedule Considerations
- Employee Handbook Review

MTI will continue to provide all MTI members with regular updates as this work continues and to offer you opportunities to provide input and feedback.

The first month of school is complete and all members have now received paychecks which include the **2.13% cost-of-living pay increase MTI bargained**, as well as any scheduled salary schedule step increases. The MMSD has sent communications (and corrected communications) on this and any MTI member with questions is welcome to contact MTI for assistance.

### Join Our Movement

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

### "What's Next for Our Public Schools?"

**WEDNESDAY, OCTOBER 24, 2018**  
**6:30pm – 8:00pm**  
**Christ Presbyterian Church**  
**(944 E. Gorham Street)**

Three education-focused groups are co-hosting a forum about public education. GRUMPS (Grandparents United for Madison Public Schools), WPEN (Wisconsin Public Education Network), and MTI (Madison Teachers Inc.) invite the public to hear from our State Representatives and Senators about what actions they will propose in the next legislative session.

Local referenda are passing at record rates, and public school funding has been at the center of our conversations and concerns. K-12 education ranks as one of the top issues among Wisconsin voters. Some of the areas to be discussed on October 24 include: accountability; local control; funding of public education; and privatization. ***What new approaches to public education will our state legislators be proposing?***

All our local legislators have been invited; many have already confirmed their attendance. *The event is free and open to all.*



## Health Insurance Annual Choice/ Open Enrollment & Flex Spending October 15-November 15

Between October 15 and November 15 each year, there is a choice to switch health insurance providers - GHC and Dean Health Plan.

**ANNUAL CHOICE** is the period during which MTI-represented employees who are already covered under a District health insurance plan **may choose, without having to prove insurability, an alternate plan between those available.** Implementation of coverage is effective **January 1, 2019.**

**OPEN ENROLLMENT** is available as a result of gains made during MTI's 1999 negotiations. Enrollment in insurance is available to any employee who is benefit eligible (an assignment of 19 hours per week or a teacher contract of at least 50%). Employees may enroll and/or change their benefits, including enroll in an expanded dental plan, make changes to vision insurance and review & change supplemental life insurance. Those with health/dental/vision insurance who have an eligible dependent, who is not now covered, may enroll that dependent during this period. The effective date of coverage is January 1, 2019. More information about Open Enrollment and how to enroll can be found at <https://hr.madison.k12.wi.us/openenrollment>.

**Flexible Spending Account** - Now is the time to act. MMSD allows for enrollment in Flexible Spending Accounts to set aside pre-tax dollars to cover employee contributions toward co-pays, medical/dental/vision expenses, as well as dependent care (daycare) expenses. One can set aside the maximum IRS allowance of \$2,650 (per employee) for a Medical Flexible Spending Account and up to \$5,000 (per family) for a Dependent Care Flexible Spending Account. Remember, however, that money set aside and not used during the plan year for such expenses is lost. Plan now to use the balance of funds set aside for 2018, before the end of the plan year (March 15, 2019). These can be used for unplanned expenses such as prescription glasses, hearing devices, prescription medications, or mental health therapy; and to adjust your deposit into your Flexible Spending Account for next year. More information can be found on Employee Benefits Corporation's website ([www.ebcflex.com](http://www.ebcflex.com)). The deadline for electing the Flexible Spending Accounts for 2019 is November 15.

## 2018 MMSD-MTI Combined Campaign

The **2018 Combined Campaign begins on October 15 and runs through November 16.** This is the annual workplace fundraising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. Donors can choose which agencies will receive their donations. One can make a contribution, at any level, through payroll deduction. Donations can also be made online. Everyone is encouraged to give to a cause of their choice. **All of us, working together, can make our local, national, and global community a better place in which to live.**

**Our Union Makes Us Strong!**  
Volume 53, #7, October 15, 2018  
MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's e-mail - [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 will be providing opportunities to enhance the financial well-being of MTI members. Check the MTI website ([www.madisonteachers.org](http://www.madisonteachers.org)) to sign-up for seminars. Invitations will also be sent via e-mail to MTI members only.

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.

\* \* \* \* \*

**MTI National Board Certification Training Workshops for 2018-19.** MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is **November 14**, at 5:30 p.m., at MTI.

**MTI members in need of assistance:** See your MTI Faculty Representative or contact MTI staff (608-257-0491 or [mti@madisonteachers.org](mailto:mti@madisonteachers.org)) should you have a question or need assistance with **any work-related matter**.

## Calendar of Events

**MTI Special Education Sub-Committee**  
October 15, 4:15 p.m., MTI

**MTI/MMSD Handbook/High School Scheduling**  
October 15, 3:30 p.m., MTI

**MTI Faculty Representative Council**  
October 16, 4:30 p.m., MTI

**ESEA-MTI Board of Directors**  
October 17, 4:15 p.m., MTI

**MTI/MMSD Handbook/Planning Time Comm.**  
October 23, 4:30 p.m., MTI

**What's Next for our Public Schools Forum**  
October 24, 6:30 p.m., Christ Presbyterian

**USO-MTI General Membership**  
October 25, 4:15 p.m., MTI

**Staff Only Day**—October 26

## Recertification Election October 31-November 20

**VOTE!**  
**General Election**  
**November 6**