



MTI 2019-20 Bargaining Update

June 21, 2019

Bargaining Suspended While BOE Waits on State Budget

The Operations Work Group of the Board of Education met on June 10 to continue discussions on the 2019-20 MMSD budget. In the public comment section prior to the meeting, MTI Executive Director Doug Keillor and ESEA Bargaining Team member Diane Wadzinski offered testimony in support of a 2.44% cost-of-living base-wage increase for all District employees, with members of the MTI Bargaining Committee in attendance. BOE member Cris Carusi then asked her fellow BOE members to consider a number of proposed budget amendments designed to provide funding for a 2.44%, cost-of-living base-wage increase. After considering and discussing Carusi's proposals, the BOE elected to delay further action until after the State Budget is finalized later this month.

Given the Board of Education's action, bargaining has now been suspended until after the state budget is finalized. Governor Evers has proposed a state budget which would dramatically increase investments in public education. The Republican-controlled legislature has responded with a proposal which provides less-than inflationary increases to public schools, \$900 million less than that offered by Evers' budget. A final budget is expected later this month.

Stand Up for Public Schools! March for School Funding, June 25

The [Wisconsin Public Education Network](#) and public education advocates across the state are organizing a 60 mile march from Palmyra, WI to Madison. The goal of the march is to stand up for the state budget our kids deserve. The march will end in Madison where we will call on state leaders to pass the budget that is best for kids. *Participate in the last leg of the march on Tuesday, June 25, meeting at Madison East High School at 12:30 pm and walking 2 miles together to the state capitol building.*

ALL AVAILABLE MTI MEMBERS ARE ENCOURAGED TO JOIN IN THE MARCH TO SHOW SOLIDARITY AND STAND UP FOR OUR SCHOOLS!

What Can You Do To Support Your Bargaining Team?

- **Contact Board of Education Members** and let them know that you deserve and expect a cost-of-living base-wage pay increase. E-mail the BOE at board@madison.k12.wi.us
- Complete an **MTI Cost-of-Living Pledge form** to take action in support of a cost-of-living base-wage increase for all employees.
- Attend the **June 24 Regular Meeting of the Board of Education**, 6:00 pm, Wright Middle School
- Attend the **March for School Funding rally on Tuesday, June 25**, meeting at East HS at 12:30 pm and marching to the State Capitol Building. Wear red to show **solidarity!**

Next Steps: MTI Bargaining Committee To Reconvene in July

Given the suspension of bargaining until the State Budget is finalized, the MTI Bargaining Committee will be meeting again the week of July 8 to review the status of base-wage bargaining, as well as to prepare for this summer's annual review of the Employee Handbook (i.e., while bargaining is limited to base-wages only, other issues of importance to MTI members are addressed by the union as part of the Employee Handbook Review and recommendation process). If no base-wage agreement is likely by the time of the meeting, the bargaining team will also be discussing additional opportunities and actions to recommend to MTI members in support of their bargaining team.

Bargaining Synopsis

The MMSD, MTI and Building Trades Union Bargaining Teams, joined by representatives of AFSCME Local 60, are in negotiations over the 2019-20 base-wage increase, the one item subject to bargaining under Wisconsin law (Act 10). **No progress was made - MMSD continues to offer a 0.5% base-wage increase and MTI and the Building Trades Unions continue to demand a 2.44% cost-of-living base-wage increase for all employees.**

- The **base-wage increase** is the **only pay increase** that increases the salary schedule and provides a pay increase to **all employees**.
- Step increases should not be included with "cost-of-living" increases since they **do not increase the salary schedule, do not apply to all employees**, and are intended to **advance** low paid early-career employees to professional salaries and living wages.
- **Over 1,000** District employees, including many of our lowest paid employees, will only receive a base-wage increase in 2019-20.
- **MTI-represented employees are no longer willing to accept austerity budgets that will not support cost-of-living increases for employees. Our public schools and public school employees deserve better.**

The MMSD bargaining team shared that that the Board of Education has authorized no more than a 0.5% base-wage increase until after the State Budget is resolved so that the District can determine how much additional revenue will be available for 2019-20. The State budget is expected to be finalized by the end of the month (June 30).

While MTI is also working to promote additional state investments in public education, we will continue to demand a 2.44% cost-of-living base-wage increase for all employees, regardless of the state budget decisions. We encourage all MTI members to contact members of the Board of Education (board@madison.k12.wi.us) to convey their expectation for a 2.44% cost-of-living base-wage increase.

MMSD Building Trades Workers Losing Ground

At the **June 5** bargaining session, representatives from the **MMSD Building and Construction Trades Unions** shared data on how MMSD trades employees were losing financial ground compared to their private sector counterparts. Madison-area private construction is booming and electricians, plumbers, carpenters, and painters have more work than available workers. Private sector trades workers are receiving base-wage increases of over 3% and with the MMSD offering only a 0.5% increase, MMSD trades wages would fall even further behind their private sector counterparts (MMSD trades worker wages are already \$3.00-\$13.00 LESS per hour than private sector trades workers). The MMSD will not be able to attract and retain qualified trades workers without cost-of-living pay increases.