



## MTI 2019-20 Bargaining Update

June 6, 2019

### No Progress on Base-wage Bargaining; Contact BOE Members Now

The MMSD, MTI and Building Trades Union Bargaining Teams, joined by representatives of AFSCME Local 60, met on **June 5** to continue 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.**

MMSD Chief Financial Officer Kelly Ruppel shared information relative to the impact of bargaining on the District's budget, the expected available revenue, and the District's projected state aid. MTI Executive Director Doug Keillor and members of the MTI, ESEA-MTI, and USO-MTI bargaining team then shared the impact of base-wage increases on District employees, including:

- 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](mailto:board@madison.k12.wi.us)) to convey their expectation for a 2.44% cost-of-living base-wage increase.

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#### What Can You Do To Support Your Bargaining Team?

- Wear red on Mondays!
- **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](mailto: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 **BOE Operations Work Group** meeting on **Monday, June 10, 5:00 pm, Room 103, Doyle Admin. Building** to display your solidarity!

## **BOE Member Cris Carusi Pushing To Fund 2.44% Base-Wage Increase**

Newly elected BOE member Cris Carusi released a budget proposal to District Administration and fellow BOE members last week to fund a 2.44% base-wage increase for all staff. According to Carusi's proposal:

"Providing all staff with a 2.44 percent cost-of-living adjustment to base wages will allow MMSD to attract and retain quality staff. Furthermore, this investment in our staff will keep starting salaries competitive and ensure that all staff salaries keep up with inflation.

Last week, I submitted three budget amendments...to provide all staff with the full cost-of-living base wage adjustment. The second and third amendments recommend possible budget cuts to support the full 2.44 percent adjustment. I worded these amendments to avoid any cuts that would result in larger class sizes or reductions in student services, including special education. Some of the base wage increase comes out of anticipated per-pupil revenue increases that are not in our preliminary budget. These figures are taken from the most recent K-12 education budget coming out of the Joint Finance Committee.

The board will discuss the budget at the June 10 Operations Work Group meeting, and we will vote on the budget at the June 24 regular school board meeting."

## **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.

## **Teacher Wage Penalty Hits Record High**

As with the MMSD Building Trades, teacher salaries also lag salaries in the private sector. Last month, a report from the **Economic Policy Institute (EPI)** measured changes to the teacher wage penalty over time (i.e., the percent by which public school teachers are paid less in wages and compensation than other college-educated workers). **In 2018, the wage penalty between public school teachers and other employees reached a record 21.4%** (up from 5.3% in 1993 and 12% in 2004). **Wisconsin ranked 31st among the 50 states with a teacher wage penalty of over 22%**. Each year, the MMSD loses teachers to Epic and other large area employers who offer significantly higher pay packages. Cost-of-living pay base-wage increases are necessary to prevent the acceleration of this migration out of the MMSD.

## **Madison Police and Fire; Dane County Employees Receive Cost-of-living Increases**

While the MMSD Board of Education continues to budget for **0.5%** wage increase for MMSD employees, City of Madison and Dane County leaders have chosen a different path. **Dane County employees** received a **3.5%** pay increase in December 2019 while both Madison Police and Madison Firefighters received annual increases of **2%** in December 2018; **2.5%** in July 2019; **3.25%** in January 2020 and **3.75%** in January 2021 (neither group is limited by Act 10 maximums). None of these employers include "step" increases in determining cost-of-living base-wage increases.

***All employees deserve a 2.44% cost-of-living base-wage increase!***