



# Solidarity!

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## It's That Time of the Year: MTI Recertification Elections Scheduled for November 6-26

Under Act 10 public sector unions, except police & fire, are required to engage in annual recertification elections to retain their status as the *certified representative* of the employees who elected the union to represent them. And unlike political elections in which the candidate with the most votes wins, Act 10 further requires that to win recertification, **the union must win 51% of all eligible voters**. Those who do not vote are counted against recertification. Therefore, it is critical that all eligible employees cast a ballot. MTI has undergone such elections in each of the past five school years and has been recertified overwhelmingly each time. This year's elections by all MTI-represented employees will be conducted between **November 6-26** via telephone or on-line balloting (more detailed information will be forthcoming).

**Why is Recertification Important?** *The recertification election will determine whether MTI continues to be the legally recognized "certified representative" for District employees in MTI's three (3) bargaining units.* This status allows MTI to bargain base-wage increases and to represent MTI members on employment matters. Just as important, when one votes to recertify MTI, that individual is also voting to **"stand together"** to support his/her profession and his/her colleagues. A **YES** vote sends a message to policymakers that employee groups **stand together** on important issues that affect their profession, schools, and students. **Standing together** gives us a stronger voice than we have as individual employees.

**How can you help?** Over the next few weeks MTI will be seeking Member Organizers who are willing to engage and inform their co-workers of the importance and need to recertify. It is these individuals who produced our success in past elections. Please contact MTI at [mti@madisonteachers.org](mailto:mti@madisonteachers.org) if you are willing to serve in this capacity.

### MTI Members and Union Representation: Protect Your Rights - Contact MTI

**What should you do?** An administrator or supervisor requires your attendance at a meeting about your performance or about an allegation made against you. Or, perhaps the supervisor schedules a meeting with you without telling you what the meeting is about. If you are a member of MTI, you should follow the advice on the back of your MTI membership card, which states, **"If this discussion could in any way lead to my being disciplined or terminated, I request that my MTI representative be present at this meeting."**

If an issue arises in any meeting with an administrator or supervisor, or if a meeting "becomes disciplinary," or even **if you have reason to believe the purpose of the meeting may be disciplinary**, MTI members should call MTI for representation. Under such circumstances, MTI members have a **right to Union representation** and may refuse to meet or continue a meeting until an MTI representative is present. **That is your legal right and one of the critical aspects of Union membership!**

Prior to Act 10, District administration would contact MTI staff in advance to schedule meetings with represented employees relative to performance concerns or discipline. This assured that represented employees received the Union representation to which they were entitled. However, **given the changes mandated by Act 10**, now **only members of MTI are entitled to MTI representation** on such issues. Therefore, District administration will no longer contact MTI staff in advance of said meetings, and it is now incumbent upon MTI members to explicitly request Union representation if they desire representation at such meetings.

**Employees who are not members of MTI do not have a right to MTI representation at such meetings.**

### **Save the Date!** **MTI General Membership Meeting - October 22, 2019**

MTI has scheduled a **General Membership Meeting** on **Tuesday, October 22**, from **4:45-6:00 p.m.** (with a *pre-meeting social with food starting at 4:15 p.m.*). The meeting will take place at the **Madison Labor Temple** (1602 S. Park Street). **ALL** members of **MTI's Teacher, ESEA, and USO** bargaining units are invited to attend.

The tentative agenda for the meeting is to:

- Celebrate our successes
- Seek feedback from members
- Plan for the future

**Save the date and look for more information in the coming weeks.**

## Health Insurance Annual Choice/Open Enrollment 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, 2020.**

**OPEN ENROLLMENT** is available as a result of gains made during MTI's 1999 negotiations. Enrollment in health 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%). Those with health 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, 2020.**

## 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 expenses. One can set aside **the maximum IRS allowance of \$2,550 (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 2019, before the end of the plan year (March 15, 2020).** 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 and must be made through the Standard Enrollment System (<https://standard.benselect.com/Enroll/Login.aspx>).**



## 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.

## Wear Your MTI Red

Wear your MTI red at school and in the community to make a positive statement about public education and educators. MTI has t-shirts, polos, button-downs, and sweatshirts for sale. Show **SOLIDARITY** with your MTI sisters & brothers. Wear **MTI RED** on **MONDAYS** and **MTI lanyards** every day!

## MTI Membership Opportunities

The following meetings, seminars, and workshops are available to all MTI members.

### MTI & WEA Member Benefits: Financial Services for all MTI Members

MTI and WEA Member Benefits will be providing more opportunities to enhance the financial well-being of all *MTI members and non-members*. Check the MTI website ([www.madisonteachers.org](http://www.madisonteachers.org)) to sign-up for seminars.

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In addition, *for members only*, **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.

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**MTI National Board Certification Training Workshops for Teachers.** MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is October 23, 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 Board of Directors

October 8, 4:30 p.m., MTI

### Racial Justice Book Study

October 9, 4:30 p.m., MTI

### Special Education Sub-Committee

October 14, 4:00 p.m., MTI

### Faculty Representative Council

October 15, 4:45 p.m., MTI

### ESEA-MTI Board of Directors

October 16, 4:15 p.m., MTI

### Racial Justice Book Study

October 16, 4:30 p.m., MTI

### National Board Certification Training

October 23, 5:30 p.m., MTI

### Recertification Election—November 6-26

## 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)