



# Solidarity!

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## You Are the Union and Your Help Is Needed for MTI's Recertification Election November 6-26

As previously reported, 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 November 6- 26.*** 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 needs Recertification Member Organizers from all three bargaining units (**MTI, ESEA-MTI, & USO-MTI**) to help raise awareness and turn out the recertification vote. Retired MTI 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 General Membership Meeting October 22, 2019, 4:45 p.m., SCFL

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 agenda for the meeting is to: 1) *Celebrate our successes*; 2) *Seek feedback from members*; and 3) *Plan for the future*. The meeting will also provide an opportunity for MTI members to receive an update and provide feedback on the MMSD Superintendent search process.

## Workers' Compensation and the Benefits of MTI Membership

Workers' compensation is a statutory benefit intended to provide compensation for workers who suffer a work-related injury or illness. However, the process does not always work as intended and claims are often delayed and/or denied. Fortunately, in such instances, MTI members can turn to their Union for assistance.

Slips, trips, and falls are some of the most common causes of work-related injuries to District employees. Student-caused injuries are also not uncommon. If an employee is injured at work, they need to complete an **Employee First Report of Injury or Illness** form as soon as possible and, if necessary, see a doctor to have the **Work Status/Medical Service** form completed, and determine what, if any, work restrictions are recommended. See the Employee Handbook on-line for a link to these forms. **MTI Member Advantage #1: members injured on the job can contact MTI staff for assistance with the process. MTI has also produced a workers' compensation fact sheet for members advising of the process and of their rights.**

Once approved, workers' compensation is supposed to compensate the employee at two-thirds (2/3) of the employee's

wage rate up to certain maximum during a period of temporary disability. **MTI Member Advantage #2:** Through MTI's collaborative work with the District on the Employee Handbook, ***injured employees eligible for workers' compensation receive 100% of wages for the first 180 days of injury.***

If a claim is denied, the injured worker can appeal the denial by requesting a hearing before an Administrative Law Judge at the Department of Workforce Development. At such a hearing, the workers' compensation insurer will be represented by an attorney. Therefore, the injured employee will most likely want an attorney of their own. Attorneys who practice workers' compensation law typically are compensated by retaining a third of any award or settlement. **MTI Member Advantage #3: MTI members have highly-qualified MTI staff available to assist with workers' compensation claims. MTI will also provide members with legal representation when necessary, at no additional cost to the injured employee. Therefore, the member receives high-quality representation and 100% of any award or settlement.**

## Upcoming Deadlines

**Annual Choice** and **Open Enrollment** deadlines for health insurance is **November 15**. Effective date of coverage is January 1, 2020.

The deadline to enroll in a **Flexible Spending Account** for **2020** is **November 15** and must be made through the Standard Enrollment System.

<https://standard.benselect.com/Enroll/Login.aspx>

## Dental Coverage Expansions

Historically, the MMSD dental plan has been one of the least competitive with other districts and within Delta's book of business. Last year, Delta Dental renegotiated contracts with many providers, specifically some big clinics in Madison such as Associated Dental and First Choice, which has allowed for greater savings in dental claims. With these long-term savings from better contracts, the District has expanded the dental plan coverage without any additional cost to employees.

Effective January 1, 2020, for all employees and retirees enrolled in the District's dental plan, the coverage will be expanding as follows:

- Increasing the Annual Maximum from \$1,000 to \$1,200 per family member.
- Increasing Basic Restorative Care services (such as fillings, endodontics and periodontics) from 50% coverage to 80% coverage.
- Adding an annual \$25 deductible to any Basic Restorative and Major Restorative Care services. The annual deductible will not be applied to any Preventive services.

These enhancements will be promoted during **Open Enrollment (Oct. 15 – Nov. 15)**, with a separate letter being sent to all retirees enrolled in dental.

## 2019 MMSD-MTI Combined Campaign

The **2019 Combined Campaign begins on October 14 and runs through November 1**. 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.***

## Notify MTI of Financial or Employment Status Changes

We understand things are constantly changing and life can be chaotic. We want to give members a gentle nudge to notify MTI of any changes to your employment or updates to your financial records. Oftentimes, MTI does not get these types of updates from the District. We value our members and rely on members to update us on any changes. Please keep MTI in the loop about adjustments to your contract percentage, if you have an impending resignation, or are planning to retire. Also, let us know if your credit card has been lost, stolen, has expired, **or your banking information has changed**. Feel free to contact MTI at 608-257-0491 or [nicholsj@madisonteachers.org](mailto:nicholsj@madisonteachers.org).

## 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

**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

**All Member General Meeting**  
October 22, 4:45 p.m., SCFL

**National Board Certification Training**  
October 23, 5:30 p.m., MTI

## Recertification Election VOTE—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)