



## The Benefits of ESEA-MTI Membership

Enroll today at [www.madisonteachers.org](http://www.madisonteachers.org)

**A voice for our students and for public education** - When you **join** your colleagues as an ESEA-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 is a progressive, member-led Union with a strong tradition of advocating for the safe, welcoming and high-quality schools our students and community deserve.

**A voice for your profession.** - When you **join** your colleagues as an ESEA-MTI member, you join the only organization that advocates for the pay, benefits, working conditions, and professional respect that *your profession* deserves. MTI's successful advocacy in developing the collaborative MMSD **Employee Handbook** provides your Union a continued voice in determining your salary, benefits, and working conditions. This work is led by ESEA-MTI members elected by their peers.

**An investment in your financial well-being** - When you **join** your colleagues as an ESEA-MTI member, you invest in your financial well-being. The financial benefits you receive via the advocacy of MTI in base wage bargaining, in the Employee Handbook process, and in the political arena far exceeds the cost you pay in Union dues. ESEA-MTI represented employees continue to have high quality health, dental, life, and disability insurance options available for minimal costs (i.e., many Wisconsin public employees pay 15% of their health insurance costs compared to the 2.5% contribution paid by most ESEA-MTI represented employees). The cost of just *one month* of these benefits exceeds the dues you pay MTI for the *entire year*. In 2018, we won a minimum \$15 per hour living wage for all ESEA-MTI represented employees, providing an immediate pay increase for over 100 EA/SEAs. A salary schedule with guaranteed "step" increases and longevity pay; paid sick leave and bereavement leave; paid dental, disability, and life insurance; and paid holidays all provide significant financial benefits from continued ESEA-MTI advocacy. This year, the Union also won snow day pay for the EA unit.

**Representation and legal backing** - When you **join** your colleagues as an ESEA-MTI member, you have the right to highly-qualified MTI representation in any meeting with management that could lead to potential discipline. ESEA-MTI members also receive support from highly-qualified MTI staff representatives, elected leaders, and when necessary, paid legal counsel for advice and enforcement of issues covered by the MMSD Employee Handbook, as well as various employment rights such as Workers' Compensation, the Americans with Disabilities Act, the Fair Labor Standards Act, the Family and Medical Leave Act, and the Families First Coronavirus Response Act.

**Professional support** - When you **join** your colleagues as an ESEA-MTI member, you receive professional support and assistance from highly-trained MTI staff members on issues related to workplace injuries, assignments, school safety, COVID-19 issues, maternity/paternity leave, disability benefits, retirement planning, and many other issues.

<b>MEMBERSHIP ADVANTAGES</b>	<b>ESEA-MTI MEMBERS</b>	<b>NON-MEMBERS</b>
<b>Bargaining &amp; representation – “base wages” only</b>	✓	✓
<b>MTI Communications</b>		
MTI Solidarity Newsletter/MTI Friday Updates	✓	✓
MTI Website (password-protected resources)	✓	Limited access
MTI Member Facebook Page	✓	
<b>MTI representation and legal advice with -</b>		
<i>All Employee Handbook</i> issues including pay, benefits, hours of work, overtime, reclassification (Clerical/ Technical), surplus/reassignment, layoff/recall, etc.	✓	
Maternity/Paternity and Childrearing leaves	✓	
Family & Medical Leave Act	✓	
Workers’ Compensation	✓	
Disciplinary proceedings	✓	
Termination proceedings	✓	
Disability benefits (ADA, LTD, WRS)	✓	
Unemployment insurance	✓	
Performance evaluations/Plans of Improvement	✓	
Discrimination/Harassment	✓	
<b>Leadership Development</b>		
Running and/or voting in MTI elections	✓	
Serving on MTI committees	✓	
Leadership development and advocacy training	✓	
<b>Personal Financial and Legal Help</b>		
Financial planning appointments & seminars	✓	
Retirement benefits consultation	✓	
Discounts on individual legal matters (e.g. wills; family law)	✓	
Access to MTI Solidarity Fund loans	✓	
<b>Membership Discounts</b>		
Access to cost-effective home and auto insurance, and other financial products through WEA Member Benefits	✓	

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