



## The Benefits of USO-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 a member of USO-MTI, 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 USO-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 USO-MTI members elected by their peers.

**An investment in your financial well-being** - When you **join** your colleagues as an USO-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. USO-MTI represented employees continue to earn a daily and long-term assignment wage rate that is considerably higher than surrounding districts. One day working as a daily substitute more than pays for an entire year of membership in USO-MTI. Additionally, USO-MTI members have access to high quality health, dental, life, and disability insurance options available to those who need them with MMSD subsidized premium payments for substitute teachers who are able to work enough to meet the eligibility criteria.

**Representation and legal backing** - When you **join** your colleagues as an USO-MTI member, you have the right to highly-qualified MTI representation in any meeting with management that could lead to potential discipline. USO-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, and the Family and Medical Leave Act.

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

***Our Union Makes Us Strong! Collective Action Gets Results!***  
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| <b>MEMBERSHIP ADVANTAGES</b>  | <b>USO-MTI MEMBERS</b> | <b>NON-MEMBERS</b> |
|---|------------------------|--------------------|
| <b>Bargaining &amp; representation on base wages</b>  | ✓                      | ✓                  |
| <b>MTI Communications</b>   |                        |                    |
| MTI Solidarity Newsletter   | ✓                      | ✓                  |
| <b>MTI professional representation and legal advice</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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