



Solidarity!

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What Does Your MTI Contract Do for You? *The Right to File a Grievance*

When a union member files a grievance it means that the member and his or her union believe the employer has failed to live up to its end of the **Collective Bargaining Agreement**. They are called “*agreements*” for a reason: the union and the employer have agreed that what has been agreed upon in negotiations is what both parties will live by, that it is best for the employee and the employer. A Collective Bargaining Agreement is a legally binding **Contract**.

Filing a grievance sets in motion a process for resolving the employee’s complaint. Once a grievance is filed, the union and the employer meet in a process set forth in the Collective Bargaining Agreement to discuss the reasons it was filed. When the issue cannot be resolved through discussions, the Union may take the complaint to a neutral third party (an arbitrator) who will decide whether the Contract has been violated. Employees cannot be retaliated against for filing grievances.

The Collective Bargaining Agreement is the workplace’s **Constitution**, and *only unionized employees like members of MTI have Collective Bargaining Agreements*.



Important February & March Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., **February 1.**

Sabbatical Leave applications for either the first semester of the 2012-13 school year or for the entire school year are due in the MTI Office by 5:00 p.m., **February 1.**

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15.**

Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time (see Contract Section IV-W). Full-time teachers who wish to work part-time may do so for one year and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District’s office of Human Resources on or before **March 1 for the 2012-13 school year.** *Reducing one’s contract without doing so by using this contract provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).*

Nonrenewal of Contract

Sections IV-I and IV-J of the MTI Teacher Collective Bargaining Agreement set forth the **procedures which principals are contractually required to use when management notifies a teacher that he/she is being considered for non-renewal of contract.** By Contract, the District is obligated to advise a teacher **before March 1, if they are considering non-renewal.** Under Wisconsin Law, such a notice must be delivered to the teacher on or before March 15. **Such notice could also be on one’s February 15 evaluation.**

MTI staff should be present at any and all meetings between the teacher and any administrator in this regard, given that the meeting may indeed affect the teacher’s continued employment status. **The teacher has the legal right to MTI representation and does not have to begin or continue a meeting without representation.** *See the reverse of your MTI membership card.*

A request for a hearing before the Board of Education must be submitted within five days of the teacher’s receipt of the notice that the Board of Education is considering non-renewal of the teacher’s contract. **It is extremely important for any teacher receiving such a notice to immediately contact MTI.**

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org

MTI’s email - MTI@madisonteachers.org

MTI Endorsements for Spring Primary Election February 21

MTI's Political Action Committee, MTI VOTERS, interviewed candidates on January 10 for this Spring's election for Madison School Board Seats 1 and 2, 2nd Congressional District, Dane County Circuit Court Branches 8 and 11, and Court of Appeal District IV.

MTI VOTERS' recommended candidates are incumbent **Arlene Silveira** and **Michael Flores** for Board of Education; **Frank Remington** for Dane County Circuit Court Branch 8; and **JoAnne Kloppenburg** for Court of Appeals District IV.

The Committee voted to not endorse in the race for Congress and for Circuit Court Branch 11 until after the primary election. MTI members voted last week to ratify the recommendations of the Political Action Committee.

Keeping an Eye on One Million Signatures

So many signatures were delivered demanding the recall of Wisconsin Governor [Scott Walker](#) and other state officials, that the *Capital Times* has called it the "greatest popular democracy movement in Wisconsin history." More than 30,000 volunteers collected more than 1 million signatures and delivered them to the state's nonpartisan elections board on January 17.

Volunteers exceeded all expectations, delivering signatures in an amount equivalent to 46 percent of the votes cast in the 2010 gubernatorial election. Never before in U.S. history have so many people petitioned for the recall of a governor.

At a news conference following the submission of the 3,000 pounds of signatures, Wisconsin Government Accountability Board executive director Kevin Kennedy revealed that a majority of petitions had been transported to a secret location where they would be processed. The GAB has introduced a live webcam where Wisconsin citizens who care about their democracy can watch GAB staffers process the petitions around the clock: mirrors.5nines.com/stream/.

Security of the petitions has been a matter of great concern, especially among those who had volunteered their free time to collect signatures in Wisconsin's November, December and January climate. News reports have revealed that some Walker supporters threatened to collect and destroy recall petitions.

Wellness Pass for MTI Members: Recall, Rest and Recuperate

MTI Member Elizabeth Kiser is part owner of the newly opened [Wisconsin Wellness and Healing Arts](#) at 890 W. Wingra Drive. MTI Members will receive a 10% discount on wellness services, classes and workshops for the remainder of the school year. In addition, there is a special rate of \$120 for a "Wellness Pass" to MTI members that includes:

- Discounted rates on Yoga Classes (20% off);
- "Wellness Units" which may be applied to workshop tuition;
- 20% off a 90 minute Raindrop Therapy Massage;
- Buy one get one half off in January, February and March.

Finally, as an added incentive to check out the services, MTI Members who have volunteered for the Recall Effort can contact Elizabeth for one free [Reiki](#) session through March 2012 (on a first come, first serve basis). You can call her at 513-4763 to set up an appointment. Additional information can be found at <http://wisconsinhealingarts.com/> or by calling 513-4763.

Fun Recall Fact: Wisconsin v. California

When California recalled its governor in 2003, recall supporters collected 1.6 million signatures out of 21.1 million eligible voters, or approximately **7.6 percent**.

In Wisconsin last week, recall organizers collected 1 million signatures from 4.37 million eligible voters, or approximately **23 percent**.

Calendar of Events

- **Monday, January 30, 4:15 p.m., MTI**
MTI Communications Committee
- **Tuesday, January 31, 4:15 p.m., MTI**
MTI Community Outreach Committee
- **Tuesday, January 31, 4:39 p.m., MTI**
MTI Member Engagement Committee
- **Wednesday, February 1, 5:00 p.m., SCFL**
Protect Your Wisconsin Retirement System
- **Tuesday, February 7, 4:15 p.m., MTI**
MTI Special Education Sub-Committee
- **Wednesday, February 8, 4:30 p.m., MTI**
SEE-MTI Board of Directors