



### Conference Modifications Don't Modify Contract

Concerned that schools changing the date and times for their parent conferences will modify the teacher contract?

We reviewed this question with our attorneys and with the MPS administration.

There is no contract modification. The contract specifically provides schools with the opportunity to modify their conference schedule. Following this provision as in the past does **not** modify the contract.

### Scheduling Fall Parent Conferences

Schools considering an alternative schedule for parent-teacher conferences this fall should take the following steps:

Principals should meet with parent representatives and MTEA Building Representatives to develop options for each school. The BR should then survey teachers on the options, and the principal should obtain input from parents. The BR and principal should then meet to review the parent and teacher responses.

By **September 9**, BRs should notify the MTEA in writing of the specific dates and times your faculty wants for fall conferences. Schools will be notified as soon as the MTEA and MPS reach agreement on each request.

## Showing Solidarity (Without the Snow)

Last winter, educators and other public employees did not stand alone at the Capitol in Madison. In the **initial** battle over bargaining rights in Wisconsin, public and private unions at the local, state, and national levels were there - united and strong.

Union solidarity continued during the summer recall elections. Members from local unions in the Milwaukee Area Labor Council (MALC) joined educators and other public employees day after day, making phone calls and knocking on doors in State Senate District 8.

## Let's Be There for Laborfest!

We have a great opportunity to continue demonstrating our solidarity with AFL-CIO locals especially through a fun-filled Labor Day celebration on **September 5**.

The day kicks off with a parade of union members from downtown to the lakefront. The parade leaves Zeidler Park at 11:00 a.m. and ends at the Summerfest grounds, the site of Laborfest. The free and very family-friendly festival takes place from noon until 5:00 p.m.

Members who join the MTEA group for the parade receive a T-shirt and food/beverage coupons for Laborfest. To join us, please sign up at [mtea.org](http://mtea.org) and be sure to enter your T-shirt size and home e-mail address. We'll e-mail you the details on when and where our members will assemble for the parade.

---

## Act 10: Making the Transition

The vast majority of our state's teacher union members are starting to experience Act 10, Governor Walker's new bargaining law. For example, Greenfield teachers have been told they will work an extra six days this school year, with no additional pay; that significant changes will be made in their health and retirement benefits; and that teachers will no longer be allowed to communicate concerns at school meetings.

Teachers responded with a huge protest at the Greenfield School Board's August 22 meeting.

### What Will Happen in MPS?

How will our district's administration and school board approach the elimination of all contracts and the end of collective bargaining? Our union's leaders plan to work with MPS officials - so that the changes will help, not harm, joint efforts to improve teaching and learning.

### Two-Year Transition for Our Union

We have a two-step timetable for transitioning to the new reality:

*Please continue on back...*



## First Paycheck

Teachers on the traditional school calendar will receive a **three-day** paycheck September 2.

For school social workers and other teacher unit members who work 200 days, this first paycheck will be for eight days.

### Deduction Notes

◆ If you have a loan, savings club, or other deposits to an Educators Credit Union account, a deduction will be made on the September 2 paycheck (unless your net pay does not cover the amount).

◆ MTEA dues will **not** be taken on the first paycheck. Dues deductions will start on September 16, the first 9-day paycheck.

◆ TDA deductions will also start on September 16.

---

### Political Action Rebate

During 2011-12, the combined MTEA/WEAC/NEA membership dues amount of \$51.38 will be deducted from 20 biweekly paychecks. This deduction includes a \$0.47 contribution to the MTEA's Political Action Fund. This amount, a total of \$9.40 for next school year, is separated from your dues payment. It will be used for local political action - primarily to support candidates for the School Board.

A member who does not want to contribute to political action may request a rebate. The MTEA Constitution states: "Each year a signed, written request must be received at the MTEA Office by October 1."

---

### Attention Retirees!

Since the health insurance changes were implemented on April 1, 2011, many retirees have raised questions about how they are impacted.

On Thursday, September 8, Joan Heithoff will present a health insurance seminar specifically for retirees. It will be held at Serb Hall starting at 4:00 p.m. Please register at mtea.org (Events).

*Continued from front...*

◆ Contracts for our educational assistant, substitute teacher, and accountant/bookkeeper members will **not** expire until after this school year ends - on June 30, **2012**.

◆ The teacher contract will continue for two more school years and **not** expire until June 30, **2013**.

During the transition period, our union will inform and involve all members in preparing for changes. In the meantime, be assured the contracts will continue to be vigorously enforced; you will receive the negotiated benefits and salary; your representation and other rights will be upheld.

### No Contract Modifications

One of the provisions of Act 10 already applies to all four MTEA contracts with the school board. If we negotiate a contract modification, the entire contract will expire immediately.

We have followed the advice of our attorneys to avoid putting the contract rights and benefits of our members at risk. We will continue to take a cautious approach in today's volatile political environment.

---

## Health Insurance Topics: Q & A

Do you have questions on this fall's annual September open enrollment for health insurance? Are you still dealing with a payment problem resulting from the switch in PPO administrator from Aetna to UHC last April? How will the health insurance premium deductions work and impact your take-home pay?

For these questions and more, please go to [mtea.org](http://mtea.org) to check out our Q & A's on timely health insurance topics.

---

## September 30 Enrollment Deadline

Each fall, you receive lots of materials to review from our union and from MPS. By September 5, the district expects to complete its annual open enrollment mailing to all employees. It includes a booklet (43 pages last year) on health and dental insurances and another booklet (24 pages) on flexible spending accounts.

These materials contain important information. We urge you to use them to make informed decisions on:

### Health and Dental Insurance - Open Enrollment

Carefully review your individual 2011 Open Enrollment Benefits Application Form. Be sure to submit it to MPS to add/subtract dependents, re-enroll if you have been on leave, switch to a different health or dental plan, or make other changes.

### Flexible Spending Account (FSA) - Options

Reduce your income tax deductions and have more money to spend in 2012 with either (or both) FSA programs:

\_\_\_ Enroll in the Health Care FSA

\_\_\_ Enroll in the Dependent Care FSA

---