



## Recertify our union November 5-25

This November, MTEA members and non-members must vote so that MTEA can continue representing *all* educators (members *and* non-members) in contract negotiations with MPS.

A separate recertification vote will be held for each bargaining unit:

- Teacher unit (includes teachers, social workers, nurses, OTs, PTs, librarians, speech pathologists, guidance counselors, etc.)
- Educational assistant unit (paras, general assistants, interpreters, and safety assistants)
- Substitute teacher unit
- Accountant/Bookkeeper unit

For each unit, a successful vote requires 51% of all educators who are part of the bargaining unit (both members and non-members).

If a person does not vote, it counts as a “no” vote. We need help to spread the word and get as many “yes” votes as possible! Non-members do not have to join the MTEA to vote.

A successful recertification vote shows the power and strength the MTEA continues to have under Act 10.

Votes can be cast online or by phone. To vote online, visit [www.mtea.org](http://www.mtea.org) and click on the voting link. To cast your vote by phone, dial 1-866-458-9862.

## Vote Twice in November: Governor and Recertification Photo IDs not needed in Nov. 4 election

Be sure to vote on November 4th in the election for governor and attorney general. MTEA has endorsed Mary Burke for governor and Susan Happ for attorney general.

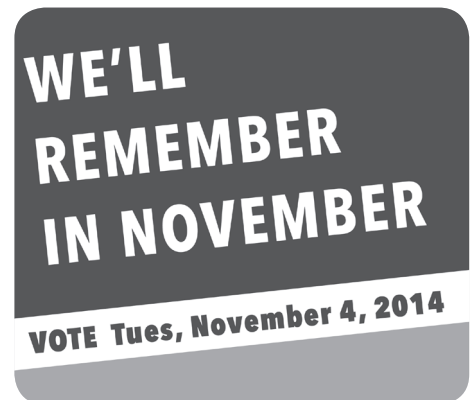
Photo IDs will not be needed in this election, because the Supreme Court blocked the implementation of Wisconsin’s Voter ID law.

Hundreds of MTEA members are knocking doors and making phone calls to get out the vote in Milwaukee. But in order to get Walker out of office we need more volunteers. To sign up, visit [www.mtea.org](http://www.mtea.org). Food is provided and you’re entered in a raffle each time you volunteer!

With over 2,400 MTEA members who tend to vote only in presidential elections, don’t assume anything! Make sure each of your colleagues, friends, family members and neighbors has a voting plan. Follow up to make sure they’ve voted!

The MTEA recertification election begins the day after the Nov. 4 election and runs through Nov. 25th. See the article at left for more information.

*This is an 11.29 communication with MTEA members only.*



## More time needed for state and district mandates

Last week, as pressure from MTEA members and leaders mounted, MPS administration announced these changes to the teacher workday:

- One additional teacher-directed day per week for all teachers through the end of October.
- All-day individual prep time on the November 4 PD day.
- Educator Effectiveness Plan deadline extended to Oct. 20.

The additional time is helpful, but these changes are not enough to ensure that quality report cards are completed on time for parents.

At press time, MTEA members were mobilizing for a mass school board action on Oct. 14. Watch for updates via email, social media, and [www.mtea.org](http://www.mtea.org).



## Health insurance plan changes

As the health care open enrollment period approaches, here are a few reminders about MPS health care options for active employees and Medicare-eligible retirees:

A High Deductible Health Plan with Health Savings Account will be added as a third option for active employees, alongside the current EPO and PPO options. MTEA has serious concerns about this plan, and we expect very few members will choose this risky health insurance option.

All Medicare-eligible retirees will automatically be enrolled in Medicare Advantage as of January 1, 2015. This plan is beneficial to our Medicare-eligible retiree members because there is no deductible, policyholders will get larger reimbursements in Medicare Part B, and paperwork is simplified.

The open enrollment period starts on October 31 and ends at 5pm on Wednesday, November 26th. Changes take effect on January 1st, 2015.

# VOTE early

**Milwaukee residents can vote early at the Zeidler Municipal Building, 841 N. Broadway. You do NOT need an ID to vote.**

### Early vote dates:

Mon. Oct 20 through Fri. Oct. 24, 8am-7pm daily  
Mon. Oct. 27 through Thu. Oct. 30, 8am-7pm daily  
Fri. Oct. 31, from 8am-5pm

Residents of other municipalities can also vote early from Monday, October 20 through Friday, October 31. Contact your local municipality for more information.

## Same-sex marriage insurance benefit changes

On October 6, the Supreme Court declined to hear an appeal that sought to preserve Wisconsin's gay marriage ban. Marriage equality is now Wisconsin law.

If you currently receive benefits for your same-sex spouse as a domestic partner, you will no longer have taxes withheld based on the imputed income of the value of that insurance. Starting in November, your taxable income will be adjusted so that your tax withholdings are decreased to offset prior tax withholdings in 2014.

If you have not submitted your marriage license to MPS, you should submit it as soon as possible to the Office of Human Capital so they can make the adjustments for imputed income taxes.

If you would like to add a spouse to your MPS health insurance plan, that can be done during the open enrollment period (October 31 through November 26, 2014), with benefits beginning January 1, 2015.

You may also add spouses/dependents by submitting a Benefits Application Change form within 31 calendar days of the date of marriage.

## Upcoming events

**Substitute Teacher Annual Workshop, Wed. Oct. 22 at 4:30pm.**

**Renew your license with a PDP (for educators who normally renew with 6 credits) Thu. Nov. 13 at 4:30pm.** Get more info and register at [mtea.org](http://mtea.org).

**PDP drop-in session, Tue. Nov. 18 from 4-6pm.** Get more info and register at [mtea.org](http://mtea.org).

**Understanding WRS 101: Your State Pension Plan, Wed. Oct. 29 from 5-6pm.** Learn more about your state pension plan. Register at [mtea.org](http://mtea.org)

**MTEA celebrates National Education Support Professional (ESP) Day, Thu. Nov. 20.** Details coming soon.

## 2014 Combined Giving Campaign ends Nov. 7

The 2014 MPS Employees' Combined Giving Campaign provides a way for MPS employees to donate directly to local charitable agencies.

You can donate through payroll deduction, cash, check or credit card. Donations are tax-deductible as allowed by federal/state laws.

MTEA members are encouraged to consider a donation to the Milwaukee Center for Teaching, Learning and Public Education (#1244). The Center is a non-profit entity that provides free professional development to MTEA members.

## Update contact info

If you have changed your name, email address, or home address, or if you are retiring or resigning, please contact Linda Scherlie at 256-6760 or [Ischerli@mtea.org](mailto:Ischerli@mtea.org) so we can update our database.

# mtea

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