



The Benefits of MTI Membership

Enroll Today at www.madisonteachers.org

A voice for our students and for public education - When you **join** your colleagues as an MTI member, you are making a decision to stand together in solidarity on important issues that impact your profession, our schools, and our students. Our working conditions are your student's learning environments. MTI is a member-led union with a proud tradition of strong advocacy as your voice in the workplace, with the School Board, and at the State Capitol.

A voice for your profession - When you **join** your colleagues as an MTI member, you also join the only organization that advocates for the pay, benefits, and working conditions that your profession deserves. When Act 10 prohibited bargaining, MTI successfully worked to establish a collaborative process for the development and annual review of **Employee Handbook** which continues to maintain the vast majority of your rights, benefits, and working conditions. While many Wisconsin teachers have lost all of these rights, MTI-represented teachers continue to have these same protections due to the support provided by MTI's membership for MTI's advocacy. In recent years, MTI has grown and continues to engage in our anti-racist advocacy work. We recognize the historical whiteness of our organization and are working toward becoming an anti-racist organization and profession.

An investment in your financial well-being - When you **join** your colleagues as an 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. MTI-represented teachers continue to have high quality health, dental, life and disability insurance options available for minimal costs (e.g. many Wisconsin teacher's pay 15% of their health insurance costs compared to the 6% contribution paid by most MTI-represented teachers). The cost of just *one month* of these benefits exceeds the dues you pay MTI for the *entire year*. A teacher retiring with TERP (which continues due to MTI's advocacy) receives more economic value from *this one benefit alone* than they have paid in Union dues over their *entire career*. A salary schedule with guaranteed "step" increases and additive pay for advanced degrees; paid sick leave and bereavement leave; paid dental, disability, and life insurance; defined workdays and school calendar; all provide significant financial benefits from continued MTI advocacy.

Representation and legal backing - When you **join** your colleagues as an MTI member, you have the right to highly qualified MTI representation in any meeting with management that could lead to potential discipline. 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. As members of MTI, teachers are also members of WEAC and the NEA and are covered by the NEA Educators Employment Liability protection for up to \$1 million of coverage. Non-members receive no representation or liability protection.

Professional support - When you **join** your colleagues as an MTI member, you receive professional support and assistance from highly-trained MTI staff members on issues related to license renewal, assignment, Educator Effectiveness, school safety, maternity/paternity leave, disability benefits, retirement planning and many other issues. Our MTI CENTRS grant offers racial justice professional development opportunities and compensation for members. Our MTI CENTRS grant offers racial justice professional development opportunities and compensation for members.

MEMBERSHIP ADVANTAGES	MTI MEMBERS	NON-MEMBERS
Bargaining & representation – “base wages” only	✓	✓
MTI Communications		
MTI Solidarity Newsletter	✓	✓
MTI Public Facebook Page	✓	✓
Weekly MTI Friday Email Update	✓	
MTI representation and legal advice with --		
<i>All Employee Handbook</i> issues such as pay, benefits, planning time, class size, school safety, etc.	✓	
Licensure/Certification	✓	
Maternity/Paternity and Childrearing leaves	✓	
Family & Medical Leave Act	✓	
Workers’ Compensation	✓	
Disciplinary proceedings	✓	
Non-renewals & Terminations	✓	
Disability benefits (ADA, LTD, WRS)	✓	
Unemployment insurance	✓	
Performance evaluations/Plans of Improvement	✓	
Discrimination/Harassment	✓	
Individual employment contracts	✓	
Academic freedom	✓	
Professional Development		
National Board certification support	✓	
Access to MTI-CENTRS Anti-Racist Work	✓	✓
Assistance with Educator Effectiveness requirements	✓	
Leadership Development		
Running and/or voting in MTI elections	✓	
Serving on MTI committees	✓	
Leadership development and advocacy training	✓	
Personal Financial and Legal Help		
Financial planning appointments & seminars	✓	
Retirement benefits consultation	✓	
Discounts on individual legal matters (e.g. wills; family law)	✓	
Access to MTI Solidarity Fund loans	✓	
Liability Coverage at School		
\$1 million professional liability insurance	✓	
Membership Discounts		
Access to cost-effective home and auto insurance, and other financial products through WEA Member Benefits and NEA	✓	
WEAC Savers Club, discounts on hotels, restaurants, vacations and much more.	✓	

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