



2016-2017

Summary of Member Benefits

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SUMMARY OF WTU NEGOTIATED BENEFITS

➤ **Dental Plan**

The WTU has negotiated a 100% employer paid dental plan with United Healthcare which allows the WTU to significantly upgrade the current dental benefits plan. Members can select in-network or out-of-network providers for dental coverage.

➤ **Vision Plan**

The WTU has negotiated a 100% employer paid vision plan with United Healthcare which allows the WTU to significantly upgrade the current vision benefits plan. Members can select in-network or out-of-network providers for vision coverage.

➤ **Legal Services Plan**

The WTU has negotiated a 100% employer paid legal services plan which ensures all benefits of the plan are available to members.

➤ **Sick Leave Bank**

Teachers who donate 8 hours a year to the Sick Leave Bank may apply for an award of up to 30 days of sick leave upon obtaining an approved Family or Medical Leave of Absence (FMLA) or extended leave of absence based on a qualifying condition. Retiring teachers who have excess leave days following their retirement calculation will have the right to donate their excess leave days back to the Sick Leave Bank for future colleagues and members in need. Members DO NOT need to re-enroll every year. Bank participation and enrollment automatically rolls into the next year unless a member decides to cancel enrollment which can only occur during the yearly WTU Benefits Open Enrollment period.

➤ **Maternity/Paternity Leave Bank**

Teachers who donate 8 hours a year to the Maternity/Paternity Banks may apply for an award of up to 30 days of maternity/paternity leave upon obtaining an approved Family or Medical Leave of Absence (FMLA) or extended leave of absence based on a qualifying condition. Retiring teachers who have excess leave days following their retirement calculation will have the right to donate their excess leave days to the Maternity/Paternity Bank for future colleagues and members in need. Members DO NOT need to re-enroll every year. Bank participation and enrollment automatically rolls into the next year unless a member decides to cancel enrollment which can only occur during the yearly WTU Benefits Open Enrollment period.

➤ **Pay for Class Coverage/Lost Planning Time**

The WTU negotiated administrative premium pay for class coverage/lost planning time based on the rate of \$34 per hour.

➤ **Stipend for Secondary Department Chairpersons**

All secondary school department chairpersons will receive a negotiated \$2,500 annual stipend. The WTU and DCPS agree to discuss additional compensation options for elementary school grade level chairpersons.

➤ **Start-Up Allocation**

The WTU negotiated start-up allocation of \$200 given via an Office Depot gift card to all ET-15 and EG-09 teachers.

➤ **Leave Days**

Twelve days of leave will be posted at the beginning of each school year for all 10-month employees. The 12 days will include 8 days of sick leave and 4 days of general use leave. Teachers who have perfect attendance (no absences and no use of sick leave during a given school year) shall have the right to return to DCPS all of the sick leave they accrued during the year. All WTU collective bargaining unit members may also elect to return to DCPS one half of the sick leave days accrued but not taken during the current year at the current daily rate of pay.

➤ **Hourly Leave**

Effective the beginning of the 2010-11 school year, WTU negotiated for its members to take leave hourly versus half or whole days of leave.

DENTAL & VISION INSURANCE

Dental and Vision Insurance

The Washington Teachers’ Union (WTU) is proud to provide dental and vision benefits that are designed to offer you and your family comprehensive coverage. As part of your negotiated contract—you have no payroll deduction cost for this benefit, but you are required to log into your account every year to provide updated contact information. Visit www.wtulocal6.org and select “Benefits Enrollment” at the top of the page to login.



Who is eligible for dependent coverage?

- Your spouse, domestic partner, child—26 and under, disabled adult child, adopted child

Plan Types

In-Network Only Plan: allows you nationwide access to providers who have been contracted with United Healthcare. This plan offers comprehensive coverage with little to no out of pocket cost to you.

Out-of-Network PPO Plan: allows you nationwide access to providers who may or may not have been contracted with United Healthcare, but offers you the flexibility of having coverage for both In-Network and Out-of-Network providers. There is however a co-pay with this plan, out-of-pocket expenses may be higher and coverage is less on procedures.

Dental Plan Highlights

	In-Network Only Plan	Out-of-Network PPO Plan
In-Network Coverage	YES	YES
Out-of-Network Coverage	NO	YES
Access to National Providers	YES	YES
Deductible	\$0	\$50 single/\$150 family
Annual Maximum	\$3,500	\$1,000
Orthodontia Coverage	YES, 50% co-insurance, \$2,000 maximum	YES, 50% co-insurance, \$1,000 maximum
Referrals Needed	NO	NO
Additional Benefits	No claim forms No waiting periods for major services No need to select one primary care provider Fixed co-pay options Emergency and pain-relief care	

Vision Plan Highlights

	In-Network Only Plan	Out-of-Network PPO Plan
Co-pay	\$0	Up to \$25 reimbursement
Exam Frequency	Every 12 months	Every 12 months
Frame Benefit	\$130 retail or private provider	Up to \$15 reimbursement
Lenses/contact Lenses Benefit	\$150	Refer to “Additional Benefits” below
Additional Benefits	No claim forms Scratch-resistant lenses UV/tints Polycarbonate lenses Transition lenses Progressive lenses Standard Anti-Reflective coating	Single vision lenses-Up to \$25 reimbursement Bifocal lenses- Up to \$30 reimbursement Trifocal lenses- Up to 70 reimbursement Lenticular lenses- Up to \$70 reimbursement 20% discount on additional eye glasses or contact lenses, at participating provider

SICK AND MATERNITY/ PATERNITY LEAVE BANK

Sick and Maternity/Paternity Leave Bank

The Washington Teachers' Union (WTU) encourages full members to contribute eight hours of leave each school year to join the WTU Sick Leave Bank and the WTU Maternity/Paternity Leave Bank. These services provide temporary assistance to members affected by a major, unexpected illness or incapacitation, and to members who are expecting, adopting, or becoming legal guardians of a child.

Once enrolled, members will be automatically re-enrolled each year. Members DO NOT need to re-enroll every year. Bank participation and enrollment automatically rolls into the next year unless a member decides to cancel enrollment which can only occur during the yearly WTU Benefits Open Enrollment period.

How it Works

- Enrollment for current WTU members occurs during open enrollment season every August for Maternity/Paternity Bank and Sick Leave Bank. New hires must enroll within 30 calendar days of their date of hire.
- Prospective members, who do not join during the 30 day open enrollment period, will not be able to join until the following annual open enrollment period, which is typically the beginning of August to mid-September of each year.
- Full paid leave will be granted to qualifying applicants at a minimum of 5 days and a maximum of 30 days per school year.
- New members may NOT submit applications to use the Bank until after the first 3 months of enrollment.
- Members must first exhaust all available sick and annual leave to qualify for a Bank disbursement.
- Applications for leave must include a statement from a physician and an approved DCPS Request for Leave or Approved Absence form signed by the school principal or immediate supervisor.
- Each Bank may be used only once per school year.
- WTU Maternity/Paternity Leave Bank members are also encouraged to join the WTU Sick Leave Bank. Prenatal incapacities are **NOT ELIGIBLE** for the WTU Maternity/Paternity Leave Bank. However, members who are enrolled in the WTU Sick Leave Bank may be able to receive leave from this Bank.

How to Join

To join the Leave Banks, visit www.wtulocal6.org and click "Benefits Enrollment." Login to your account and select "Benefits." Enrolling simply requires a click on the bank options. You must be a full dues paying member to receive this benefit. Contact WTU Membership Services at info@wtulocal6.net and 202-517-1477 with questions.

How to Apply to Use Leave

To apply for a disbursement from either Bank, visit www.wtulocal6.org, select "Members" and click on "Member Forms." Print out, complete, and sign the appropriate Bank form and DCPS application for Family or Medical Leave of Absence form then submit the forms to your physician to complete and sign. After the forms are completed, please mail, email or fax the forms to WTU with an approved FMLA or extended leave of absence letter from DCPS.

PREPAID LEGAL SERVICES

Prepaid Legal Services

Through a partnership with **Robert Ades & Associates, P.C.**, the Washington Teachers' Union provides members with unlimited access to a broad range of free legal services including:



General Legal Services

Legal Consultations, Legal Document Review, Preparation of Simple Legal Documents, 24 hour Hot line, Bail Bondman's Service and Investigation

Administrative Legal Services

Social Security Disability Application, Social Security Reconsideration Application, Social Security Appeal Hearing, Veteran's Benefits Application, Veteran's Benefits Appeal Hearing, Unemployment Compensation Application, Unemployment Compensation Appeal Hearing.

Family Law

Uncontested Divorce or Annulment, Contested Divorce or Annulment, Preparation of Pre-nuptial, Postnuptial or Property Settlement Agreements, Plaintiff/Defendant in a Support Action, Plaintiff/Defendant in a Custody and/or Visitation Proceeding, Uncontested Adoption, Guardianship, Name Change, Paternity and Birth Certificate

**Consumer Legal Services | Criminal Legal Services | Civil Litigation | Real Estate
Landlord Tenant | Wills | Motor Vehicle Violations**

Locations

Maryland

4301 Garden City Drive
Suite 300
Landover, MD 20785
(301) 459-3333

Virginia

5419B Backlick Road
Springfield, VA 22151
(703) 642-9500

District of Columbia

1140 Connecticut Ave., N.W.
11th Floor
Washington, DC 20036
(202) 452-8080

For more information and detailed listing of Legal Services, visit www.wtulocal6.org
or call the **24 hour hot line at (202) 452-8080.**

WASHINGTON TEACHERS' UNION TEACHER (WTU-TC)

Washington Teachers' Union Teacher (WTU-TC)

Vision Statement

To increase educator effectiveness and strengthen the WTUs internal and external capacity to improve and advance student academic achievement in every classroom and school in the District of Columbia Public Schools.

Mission Statement

To serve educators in the District of Columbia with ongoing access to high quality research-based content, job-embedded professional learning opportunities and districtwide resource centers that address the professional needs of our educator members, and help them be even more successful in their careers; the union; the institutions in which they work; and in serving the students, families and communities they serve.

Program Components

Instructional Coaching and Mentoring

- Professional Development and Support for IMPACT
- Model Lesson Delivery and Peer Coaching
- Collaborative Instructional Planning

Content-Specific and Pedagogical Course Delivery

- Beginning Reading Instruction
- Designing Units of Study for English Language Arts
- Designing Units of Study for Mathematics
- English Language Learners Modules
- Foundations of Effective Teaching I: Organizing the Classroom for Teaching and Learning
- Instructional Strategies that Work
- Integrating Computer Technology for Instructional Use
- Making Data and Classroom Assessments Work for You
- Managing Antisocial Behavior
- Reading Comprehension Instruction
- School, Family and Community: Partnership That Support Student Learning
- Strategies for Student Success and Common Core Program (over 24 instructional modules)
- Thinking Mathematics K-8: Common Core Edition



Professional Growth and Development

- Share My Lesson Resources: Developed by Teachers, for Teachers
- WTU Teacher Leaders Program
- Professional Learning Community for WTU Professional Development Instructors
- WTU/DCPS Tuition Reimbursement Program up to \$1800 for job-related coursework

Visit the WTU Teacher Center Locations:

- New Elementary and Secondary Locations to be determined
- Washington Teachers' Union, 1239 Pennsylvania Avenue, SE; 20003 (Central Office)

For more information, email: info@wtulocal6.net or call 202-517-1477

COMMITTEE ON POLITICAL EDUCATION (COPE)

C.O.P.E. (Committee on Political Education)

COPE - The Committee on Political Education - is the political action committee for the Washington Teachers' Union. COPE enables WTU to engage the membership in both creating our political agenda and in making meaningful financial contributions to support candidates who will champion our legislative agenda.

We have several goals that we strive to accomplish:

1. Communicate our memberships' priorities to those running for office and elected officials
2. Find out which candidates will work with us to support our students, schools and communities
3. Facilitate an inclusive endorsement process that is open to all our WTU members for the final decision
4. Empower WTU members to get involved in government and community decision-making
5. Hold elected leaders accountable for their promises and policies

It is made up and run by WTU members. To keep COPE strong and competitive, a payroll deduction of \$1 or more will make you an active member. The WTU is not allowed to spend your union dues in politics. Every COPE contribution is used to support candidates, get involved in community engagement, get out the vote, and enrich our political status in the Washington metropolitan area.

Becoming a Member:

To keep COPE strong and competitive, a voluntary payroll deduction of \$1 or more will make you an active member.

By becoming a member of COPE you can be involved in a highly active WTU Committee. Below are just a few of the opportunities you get from being a member

- You can VOTE on all of our actions, including recommendations for endorsement
- You can attend regular small group and whole group meetings where your voice will be heard
- Get informed through our regular emails on upcoming events, opportunities, and further actions
- Take on a leadership role within the WTU.
- Inform the direction of our committee.

COPE Standing Meeting:

1st Monday of the Month, 5:30PM at WTU Headquarters

Why Join COPE:

Nobody is in a better position to advocate for our students, schools and communities than WTU members. We are the ones who face our students every day. We are the ones who have **the most** direct connections to parents. We are the ones who have a deep understanding of how to educate. We are the ones who see how our government's policies can either help us or hurt us.

We need your voice. We need your active support.

By joining COPE you are showing our government that you care about our schools and communities, and that you will hold our government accountable to them. If you join you will receive updates about upcoming opportunities to engage in the process and can play an integral part of rebuilding our systems and membership.

Visit www.wtulocal6.org for your COPE application.

AMERICAN FEDERATION OF TEACHERS (AFT)

American Federation of Teachers and AFT + Member Benefits

As a member of the Washington Teachers' Union; you are also a member of our national and parent organization, the American Federation of Teachers (AFT). As a full dues WTU member, you are eligible for numerous AFT discounts and benefits. AFT will automatically send you a membership card, which you can use to receive a multitude of benefits. Locals can use the entire content from the AFT + Members Benefits web page. With access to a wealth of opportunities and resources, the AFT has something for you.

- Insurance for your home, auto and life—even your pets
- No fee credit card with special union-member features
- A mortgage program with special features for AFT members
- 15 percent off wireless phone plans

With the purchasing power of 1.5 million members, together we are able to access a wide array of quality programs and services.

Many of the AFT's benefit offerings are through our affiliation with Union Plus, the AFL-CIO benefits program. New Union Plus programs have been added to the **AFT +** roster of benefits to bring you savings on an even wider array of products and services.

- AFT + Endorsed Insurance
- Health
- Legal and Financial Services
- Travel and Entertainment
- Shopping
- Scholarships
- Loan Forgiveness



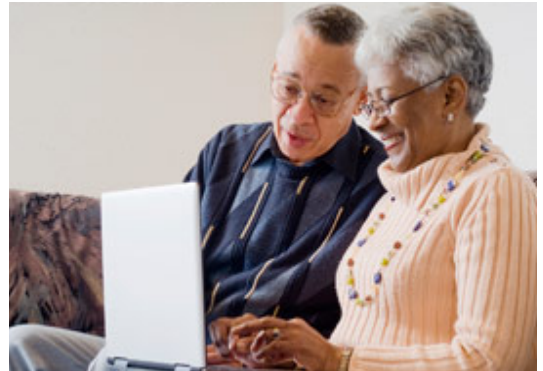
A Union of Professionals

For information about **AFT +** programs, please contact **AFT +** at 800-238-1133, ext. 8643, or e-mail aftplus@aft.org

OTHER SERVICES

Option Two VEBA (Voluntary Employee Beneficiary Association)

The Washington Teachers' Union established a new benefit Plan to provide Supplementary Unemployment Benefits which were promised as Option 2 in the WTU Collective Bargaining Agreement with the District of Columbia Public Schools. Excessed permanent status WTU members with twenty (20) or more years of service and most recent IMPACT evaluation scores as "Effective" or higher have the option of receiving Supplemental Unemployment Benefits. For more information on the application process, please visit the WTU website: www.wtulocal6.org under the Member Benefits tab or call the WTU to speak to the VEBA Administrator at: 202-517-1477.



WTU Retirees Chapter

Washington Teachers' Union invites retired educators to join its Retiree Chapter and participate in activities with former teacher friends, old and new. WTU retirees hold several membership meetings throughout the calendar year. For meeting dates, times and locations, please visit the WTU website and "Become a Member" page at www.wtulocal6.org.

Retiree members are encouraged to participate in a variety of activities and trips that provide opportunities for fellowship. Members of the WTU Retiree chapter are able to maintain Dental and Vision insurance through the union. Open enrollment for retirees typically occurs November of every year. United Healthcare Dental and Vision Services are the providers for these benefits.

Members who retired during the school year can obtain Dental and Vision benefits at prorated premium amounts, but still need to enroll in November of the same year if there is interest in continuing coverage for the subsequent calendar year.

How to Apply

Newly retired teachers who would like to join the Retiree chapter and maintain dental and vision insurance benefits, must enroll during the month of their retirement, and pay a pro-rated cost for coverage.

Retired teachers who are 6 months or more into their retirement must wait to enroll for dental and vision benefits during open enrollment in November. To join the Retiree chapter and apply for dental and vision benefits, please visit the WTU website and "Become a Member" page at www.wtulocal6.org.

For additional questions, please email the WTU Membership Services department: info@wtulocal6.net or call the WTU at: 202-517-1477.

