

MINUTES OF:
MCO Central Committee Meeting
SEIU Local 526M
October 18, 2011

The meeting of the MCO Central Committee was called to order by President Tom Tylutki at 10:11 a.m. on Tuesday, October 18, 2011, at the Lexington Hotel & Conference Center in Lansing.

The chair asked for a moment of silence to keep in mind those currently off work due to assaults and those currently on duty.

Roll call was taken and the following were present: Ed Clements, Stan Fredrickson, Russell Doyle, Scott Waggoner, Joe Coats, Jill Richards, Rebecca Fetters, James Whiting, Phil Fleury, Thomas Tylutki, Troy Speckin, John Miller, David Osborne, Tammy Speckin, Bruce Waldron, Christopher Schmidt, Mike Morang, Brian Snyder, Joe Voorheis, Lori Schliter, Bob Tingley, Steve Miller, Anne Michelin-Smith, Mark VanAmburg, Chris Cook, Frank Malenski, Cary Johnson, Dan Keiser, Shawn-Erik Brown, James Stageman, Gary Kott, Steve Severence, Kamal Cariuty, Jerry Grove, Michael Leo, Larry Henley, Mark Rankin, Jennifer Nayback, Anthony Hurst, Greg Patricio, Mark Klingel, Todd Ninnis, Brian Mahoney, Marcus Polychuk, Matt Paulic, Dana Richards, Marlon Thomas, Thomas Bonczar, Johnny Hill, Kim Sheffer, Lashae Simmons, Daniel Miller, Dennis Beecham, David Pasche, Jeff Armbrustmacher, Andrew Potter, Kris Kangas, Steve Leazier, Kevin Stewart, Jackie Steppes, Eduardo Reyes, Toriano Hudson, Ron Niemi, Gabe Justinak, Steve Lehto, Paul Jones, John Gallagher, Jeremy McMahan, John Ost, Kacy Datema, Scott Doesburg, Wayne Sipperly, Alfred West, Darren Woods, Philipson Omorogieva, Monoletoe McDonald, Ken Harris, Ray Sholtz, Bob Fisher, Mark Morford, Joe Hemenway, James Richardson, Brent Kowitz, Devlyn Kuehl, Paul Ott, Daniel Reed, William Henderson, Robert Champlin, Dave Armstrong, Tim Blain, Jamie Willyerd, Jay Whitman, Nicholas Soper, Cecil Pedrin, Byron Osborn, David Belanger, David Hall, David Siler, John Hassen, Brian Markiecki, Brenda Walton, Paul Tavana, Jerald Beard, Eboni Chavers, Mel Grieshaber, Cindy Kogut, Sacha Crowley, Lori Iding, Stephanie Short, Jeff Foldie, Karen Mazzolini, Cherelyn Dunlap, Dustin Drabek, Jeremy Tripp.

The minutes of the May 3, 2011, Executive Board meeting were presented for review. Motion by Larry Henley to accept the minutes as printed. Supported by Al West and MOTION CARRIED.

The minutes of the May 4, 2011, Executive Council Meeting were presented for review. Motion by Larry Henley to accept the minutes as printed. Supported by Al West and MOTION CARRIED.

The minutes of the May 5, 2011, Central Committee Meeting were presented for review. Motion by Kamal Cariuty to accept the minutes as printed. Supported by Ron Niemi and MOTION CARRIED.

The minutes of the June 2, 2011, Executive Board meeting were presented for review. Motion by Al West to accept the minutes as printed. Supported by Steve Leazier and MOTION CARRIED.

The minutes of the July 14 & 15, 2011, Executive Board Meeting were presented for review. Motion by Paul Jensen to accept the minutes as printed. Supported by Jon Hoath and MOTION CARRIED.

The minutes of the August 16 & 17, 2011, Executive Board Meeting were presented for review. Motion by Dave Siler to accept the minutes as printed. Supported by Phil Omorogieva and MOTION CARRIED.

The minutes of the August 18, 2011, Executive Council Meeting were presented for review. Motion by Ray Sholtz to accept the minutes as printed. Supported by Dennis Beecham and MOTION CARRIED.

The minutes of the September 16, 2011, Executive Board Meeting were presented for review. Motion by Dave Siler to accept the minutes as printed. Supported by Al West and MOTION CARRIED.

The minutes of the October 17, 2011, Executive Board Meeting were presented for review. Motion by Dennis Beecham to accept the minutes as printed. Supported by Ray Sholtz and MOTION CARRIED.

Bill Henderson gave the Treasurer's report. Motion by Ron Niemi to accept the report as given. Supported by Larry Henley and MOTION CARRIED.

Motion by Brian Mahoney to suspend business and go to the officer reports. Supported by Larry Henley and MOTION CARRIED.

Bill Henderson reported on the activities of the Efficiency Advisory Committee (Bill Henderson, Andy Potter, Bruce Waldron). See attached report.

Brent Kowitz reported on the activities of the Uniform Committee. (Brent Kowitz, Larry Henley, John Gallagher, Dan Miller, Terry Bridges, Lashae Simmons). Brent reported that problems are diminishing with the new ordering system. Explained the process officers should go through to address problems with ordering. Reminded all delegates that problems that arise can be addressed through the Committee.

Andy Potter reported on the activities of the Crisis Fund Committee. (Andy Potter, Dennis Beecham, Phil Fleury, Larry Henley, Anne Michelin-Smith). Thanked all chapters who have participated in mini-raffles at their facility. Recognized Annie Michelin-Smith and Imax for raising over \$1000 dollars through their mini-raffles. Gun raffle has produced a \$6,000 profit for the fund. Stated that 25 percent of the chapters are carrying the water for the fund. The Silent Auction conducted at Central Committee raised \$750. Thanked the Committee members for their ideas and hard work.

Andy Potter reported on the activities of the Health and Safety Committee. (Andy Potter, Chris Schmidt, Lori Conant). The committee has made a formal recommendation for the use of tasers at a couple of facilities. The department is in the process of choosing those facilities. The Committee feels that the tasers will reduce officer injuries and help to control the prison.

Mel Grieshaber gave his Executive Director's Report. A written report is attached. He also discussed contract negotiations with the Committee.

Tom Tylutki reported on the following topics:

Discussed MCO's continued opposition to privatization of prisons.

Discussed the Mound Road closure and explained what will happen to officers when an announcement like this is made.

Talked about closing of assignments and MCO's continued opposition as it creates an unsafe work environment for officers. MCO has been all the way to the Governor's Office opposing this concept.

Reported on Contract Negotiations.

Explained the SEIU Study, New Solutions, in regard to worker to manager ratios.

Discussed the RUO Classification and that it is not subject to the bargaining process. MCO is still vehemently advocating to red line the classification.

Continuing with Town Hall meetings around the state.

Reminded Chapter Presidents to meet with their Wardens on bid jobs and submit a signed agreement so they can be formalized in the new contract.

In the process of setting up RPA meetings with Presidents.

Reminded everyone that October is the open window period for Closer to Home Transfers and November is open window period for Seniority Based Transfers.

Spoke of the upcoming elections for the State Executive Board in May 2012.

As of October 14, 2011, we had 139 open grievances: 0 at 2nd Step, 72 at 3rd Step, 43 at Pre-Arb, 0 combined with other grievances, 3 on hold, 1 pending settlement, 12 at Arbitration, 1 redetermination, and 7 on appeal to the Board.

Proposed changes to the MCO bylaws were presented (see attached.)

Motion by Larry Henley to accept changes to Article 10, Section 1 as proposed. Supported by Al West and MOTION CARRIED.

Motion by Larry Henley to accept changes to Article 16, Section 1 as proposed. Supported by Kacy Datema and MOTION CARRIED.

Motion by Ron Niemi to accept changes to Article 17, Section 11 as proposed. Supported by Phil Omorogieva and MOTION CARRIED.

Motion by Phil Omorogieva to accept changes to Article 17, Section 12 as proposed. Supported by Larry Henley and MOTION CARRIED.

Motion by Ron Niemi to accept changes to Article 12, Section 7 as proposed. Supported by Brian Mahoney and MOTION CARRIED.

Motion by Larry Henley to accept changes to Article 15, Section 6 as proposed. Supported by Brian Mahoney and MOTION CARRIED.

Bylaw changes were all approved unanimously.

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As there was no further business, motion was made by Larry Henley to adjourn. Supported by Brian Mahoney and MOTION CARRIED. The meeting stood adjourned at 4:52 p.m.

Respectfully Submitted,

Brent Kowitz
Recording Secretary

BK:sc/opeiu459afl-cio

EFFICIENCY COMMITTEE

2011 FALL CENTRAL CONFERENCE ADDRESS

Chapter Leaders,

This is the current list of cost efficiencies the Committee is jointly working on with the Department.

Building upon our success from our last Central Address, we are committed to providing cost saving measures that are equal and fair across the board. These cost saving measures include:

- *MDOC Horticulture programs- identify successful programs and sell produce.*
- *Raise Beef Cattle for sale.*
- *Utilize state land to grow products such as corn or soybeans to be sold on the future commodities market.*
- *Bring Solar and wind energy to Prison Facilities.*
- *If an inmate is being paid to attend school, limits should be set on the number of attempts one inmate can make to obtain his/her GED.*
- *If inmate test positive on their urine test, they will be financially responsible to pay for that positive test.*
- *Only allow inmate uniform exchange annually.*
- *Explore returning to the practice of inmates wearing their own personal clothing and shoes.*
- *Serve "brunch" meals on weekends.*

Please, as always, forward new ideas to Efficiency Chair Bill Henderson bill@mco-seiu.org or (517) 485-3310 ext. 31

*Bill Henderson
Efficiency Committee Chair*

*Bruce Waldron
Efficiency Committee Member*

*Andrew Potter
Efficiency Committee Member*





Michigan Corrections Organization

Service Employees International Union Local 526M

421 W. Kalamazoo Street Lansing, MI 48933
Phone (517) 485-3310 Fax (517) 485-3319
www.mco-seiu.org



To: MCO Executive Council and Central Committee Delegates
From: Andy Potter, Bylaw Committee Chair
Date: September 29, 2011
Re: Proposed Bylaw Amendments

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The following proposed amendments to the MCO Constitution and Bylaws have been received and the committee will be submitting them to the delegates for consideration at the October 18, 2011 Central Committee meeting.

Article 10 State Executive Board

Amend Section 1: The State Executive Board shall be composed of the President, Vice President, Secretary-Treasurer, Recording Secretary and one (1) Trustee for every 1,500 members rounded to the nearest wholly divisible number, BUT IN ANY CASE SHALL HAVE A MINIMUM OF FIVE (5) TRUSTEES.

Article 16 Election of State Executive Board Members

Amend Section 1: The regular elective officers of the State Executive Board of this Union shall consist of the President, Vice President, Secretary-Treasurer, Recording Secretary and one (1) Trustee for every 1,500 members rounded to the nearest wholly divisible number, BUT IN ANY CASE SHALL HAVE A MINIMUM OF FIVE (5) TRUSTEES.

Article 17 Chapters

Add new Section 11: A CHAPTER SHALL CEASE TO EXIST UPON CLOSURE OF ITS FACILITY OR REPRESENTED JURISDICTION.

OVER

Andy Potter

representing correctional and forensic officers 

Article 17
Chapters

Add new Section 12: UPON MERGER OR CONSOLIDATION OF TWO OR MORE FACILITIES, CURRENT CHAPTERS WILL BE CONSIDERED AS NO LONGER EXISTING AND THE MERGED/CONSOLIDATED FACILITIES SHALL BE DEEMED A NEW CHAPTER THOUGH STILL REQUIRED TO BE FORMALLY CREATED BY THE CENTRAL COMMITTEE.

Article 12
Central Committee

Strike Section 7: (which reads) All past State Presidents who retain continuous membership in the Union will automatically become ex-officio members of the Central Committee, but will be without vote if attending in this capacity.

Article 15
Executive Director and Staff Appointments

Amend Section 6: The Executive Director shall be, OR BECOME, a dues paying member of the Union. He/she, however, is prohibited from holding Union office at either the chapter or state level of the Michigan Corrections Organization.

Executive Director's Report

MCO Central Committee

October 18, 2011

Submitted by Mel Grieshaber.

Following are various issues I will be discussing today. Other leaders or staff will expand on some items referenced in this report.

Issues and Matters of Interest

- MCO Contract
 - Expires December 31, 2011
 - No wage increase October, 2012
 - Bargaining update
 - St Employee Union Coalition
 - "New Solutions"
 - Wages; Insurances
 - Other contract items
 - Big DOC push for 12 hour shifts
 - Member contract vote process if sent for ratification
 - Impasse Schedule and Procedure
 - Status: \$73m concessions FY 2011/12
 - Prison Closing
 - Privatization
 - Closing Positions
 - Furlough Days
- Facility closings & organizational change
 - Mound prison scheduled to close January, 2012
- Lawsuit re retirement (3% wage hit) update: at Supreme Court
- New Civil Serv Commissioner, Jim Barrett (former Chamber Commerce)
- New MDOC Director (Hynes) meets Ex Council
- MCO PR campaign update
- Fight for a Fair Economy

OVER

Legislation and Related Issues

- DOC, DCH and State Budget
 - Gov. concession (St Emp.) target reduced to \$145 million
 - MCO concession target reduced to \$73 million
 - Gov/legislature gives \$1.5 billion tax cuts for business
 - Gov/legislature pass law taxing state pensions: lawsuit at S. Court
 - Request for Proposal (RFP) to privatize SAI
 - DOC preparing RFP to privatize Woodland, including officers
 - Republicans plan: reduce public employee pay & benefits to private sector level
 - Law passed mandating 80/20 ins. premium split and cap other public employees
 - Republicans plan: DOC privatization; cut OT & do "reforms"
- HB 4701--- require St Employees in DB to pay 4%; not count OT worked
- HB 4702 --- basically eliminates retiree health ins for DC employees
- Over 40 bills introduced that are anti-union and anti-worker --- examples

Politics and Political Program

- MCO PAC Fund and SEIU COPE
- Member Political Organizer (MPO)
- New MCO Republican Member Cmte.
- Town hall mtgs. with Senators and Representatives
- Elections 2012 --- process: President; Congress; State House; Courts