

OFFICER LOST

MCO MOURNS LOSS AT ALGER MAX

Ty Brently Bernson, 29, of Gladstone, Michigan left behind a pregnant wife and an 18 month-old child on Friday, January 9, 2004.

Bernson, who was supposed to meet a friend to go ice fishing at 6:30 that morning, was found submerged in 20 feet of water approximately 300 feet offshore, near Buck-eye Beach.

A Gladstone Public Safety dive-team recovered the body after a five-hour search. Difficulties with freezing equipment

hindered the recovery process. A portable heating tent was set up and a third team of divers brought in.

Bernson had been a Corrections Officer at Alger Max since August 2001.

MCO will be making a donation to Bernson's family from the MCO Crisis Fund in addition to presenting a memorial bible.

The staff of Alger Max have already collected individual dona-

tions totaling \$1,000, with a goal of twice that amount, to give to his widow and young family.

If you are interested in making a donation to the Bernson family, simply contact Sacha Crowley via e-mail at sacha@mco-seiu.org or by phone at (800) 451-4878 for more information.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



KYI

KEEPING YOU INFORMED

JANUARY 21, 2004

FINALISTS SELECTED!

In a meeting on January 14, 2004, five finalists were selected for Michigan Corrections Officer of the Year.

The finalists are:

- ♦ Pablo Olvera of Saginaw Correctional
- ♦ Diana Stimpson of Southern Michigan
- ♦ Grant Sage of Bellamy Creek
- ♦ Steven Larsen of Mid-Michigan

- ♦ Kirsten Scheidler of Camp Branch

Finalists were selected from 46 nominations submitted from facilities across the state.

Personal interviews on January 29th, 2004, will complete the selection process.

***Congratulations to our final five
for all their hard work and
commitment!***

OFFICERS HELPING OFFICERS

Each year some among us encounter a hardship either due to a personal illness or injury or that of a spouse, child or parent.

January 12, 2004, through February 12, 2004, has been set aside for officers to donate annual leave to the "Central Annual Leave Bank." Donations must be in whole hour increments and must be for a minimum of eight (8) hours, not to exceed forty (40) per employee annually. These donations are irrevocable.

Employees who have exhausted

all of their own leave and who meet the criteria as stated in the MCO contract under Article 28, Section L, may then use the Annual Leave Bank to assist them in their time of need.

To make a donation, simply use the DMB-16-OSE "Central Annual Leave Donation Bank - Donation Form." available on the Office of the State Employer homepage at:

<http://intranet.dmb.state.mi.us/dmb/ose>

MID MICHIGAN PHP RETAINS HOSPITAL

Despite extensive negotiations with Memorial Healthcare Center (Owosso Memorial) Physician's Health Plan of Mid-Michigan was set to lose a hospital.

Last minute negotiations netted a deal in which Owosso Memorial **will remain** a "participating provider" in PHP's Mid-Michigan network.

If you were inconvenienced due

to the uncertainty of the hospital's continued participation in the plan, please feel free to contact Larry Smith, PHP's Labor Relations, at (517) 364-2757.

Your benefits were not affected during the negotiations and you may continue to use Owosso Memorial as a covered health care provider.

UPCOMING EVENTS

Executive Council Meeting and Training to be scheduled in February

HELLO!

As some of you may have noticed, the December 21st KYI had a slightly different look to it...well, that's because there is a slightly different look to the MCO staff!

I'm Sacha, and I joined the staff as the new Communication Specialist on December 15th.

I'm originally from Ohio, but I claim Michigan as my "home" state. While I still bleed "scarlet and grey," I can accept that I am outnumbered and remain quiet!

There will be some changes to the KYI and upcoming MCO Report, however I promise to provide you with the same quality of information and service you came to expect from Molly...I hear I have some big shoes to fill!

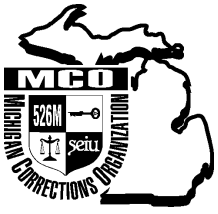
Please be patient as the holidays made for a difficult start and threw off the normal schedule! I promise to have things back in swing as soon as possible!

That being said, let's have a great year!

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG

FROM THE OFFICE OF MCO PRESIDENT KARY L. SOWELS, SEIU LOCAL 526M, AFL-CIO

sc:opeiu459aflcio



MCO GOT BEST DEAL

MSEA

♦BLT Plan

♦40 hours of unpaid furlough time

♦Prescription drug co-pays increase to \$30 from \$15 for non-preferred brand name drugs

AFSCME COUNCIL 25

♦No agreement made...members voted against concessions agreement

♦The State is now preparing for unit wide temporary layoff's, with proration of benefits to balance the budget

NERE

Without Union Representation, the Civil Service adopted most of the Office of the State Employer's recommendations

♦BLT Plan

♦Dec. 26th a paid day off

♦Jan.2nd an unpaid day off

♦Workers will have to take 32 additional hours of unpaid leave during the year

♦Prescription drug co-pays increase to \$30 from \$15 for non-preferred brand name drugs

SEIU 517M

SCIENTIFIC/ENGINEERING UNIT

♦BLT Plan

♦A maximum of 36 hours of unpaid furlough time

♦1 paid furlough day

TECHNICAL UNIT

♦BLT Plan

♦36 hours of unpaid furlough time

♦1 paid furlough day

HUMAN SERVICES SUPPORT UNIT

♦No agreement made...members voted against concessions agreement

♦2 day layoff, with proration of accumulated benefits such as sick-leave, annual leave, etc.

♦The reduction in work schedule will affect overtime

♦Likely additional layoffs from State to balance budget

MCO

♦BLT Plan

♦Compensatory time for pre-shift lineup

NO FURLOUGH TIME

NO LAYOFFS

**NO PRESCRIPTION
CO-PAY INCREASES**

UAW LOCAL 6000

♦BLT Plan

♦24 hours of unpaid furlough time

♦1 paid furlough day

♦State stops paying into Joint Employee Education, Training, and Development fund for union workers for 2 years

♦*In Addition*, the State takes \$3.5 million in existing funds from the account to help balance the State budget.

MSPTA

♦Contract expired Sept. 2002, and members didn't get raises Oct. 1, 2002, or in 2003. Union has filed for mediation

♦State proposes to obtain savings from new contract



NOTICE!

MCO FIGHTS STATE IN COURT

MCO went to court on Monday, January 26, 2004, to obtain a Temporary Restraining Order (TRO) against the State. If granted, the TRO would stop the State from switching to a mandatory "Paperless Pay-Stub" system later this week and allow MCO members to continue to receive their paper pay stubs.

MCO has already filed an "Unfair Labor Practice" suit against the State and a formal grievance regarding this unilateral mandate.

As a result of MCO's challenge, the Office of the State Employer (OSE) agreed to postpone the "Paperless Pay-Stub" in the Dept. of Corrections for one pay period. In light of that, the judge denied the request for a TRO.

According to the OSE, due to computer and program issues it could not halt the program for the Department of Community Health members at the Forensic and Huron Valley Centers.

The judge, wishing to hear more, has scheduled a show cause hearing for February 5, 2004, at which point MCO will further argue its position. The judge will then make a decision regarding whether the "Paperless Pay-Stub" program should proceed, be changed, or the status quo maintained, among other possibilities.

The Judge has indicated the members at HVC and the Forensic Center will be used as a "test" to see which issues arise with the implementation of the

"Paperless Pay-Stub" program.

The mandatory "Paperless Pay-Stub" system goes into effect this pay period, January 29, 2004. Under this plan, you use a self-service account and password to access the information previously contained on your pay stub, such as pay rate, leave balances, etc. through a computer.

MCO objects to this mandatory switch for several reasons, including insufficient computer access for members, concern for employee's privacy, and the time spent by employees to obtain such information either on break, lunch, or after shift, etc.

FOR THOSE EMPLOYEES IN CORRECTIONAL FACILITIES...if you are set up for Direct Deposit, you will receive your "void" check in the mail. If you receive a paper check in the mail, you will continue to do so for this pay period.

FOR THOSE EMPLOYEES AT HURON VALLEY CENTER AND THE FORENSIC CENTER... it is our understanding that you will be paid as you normally are, the difference being that you will not receive a paper pay stub detailing your pay rate, leave balances, and such.

WE NEED YOUR HELP!

During this test period we need to hear from you how the "Paperless Pay-Stub" program works. We need to have

data from *all* employees, not just DCH, regarding the implementation of this program.

Union officers will be distributing questionnaires to all Security Unit employees in the Dept. of Community Health facilities and MDOC employees at several facilities. If you work in one of these facilities, please try to use the computer to obtain your earnings record and fill out the questionnaire. Even if you are not familiar with computers, please try the system so we can report the problems to the Court.

Try to access your pay information at work. Let us know how this pay period goes. Did you have access to a computer? was there a line? how long did it take? when did you access your account... on lunch? break? do you need training on how to operate the computer system? were you concerned about privacy while accessing your records?

Please work with union officers over the next week as they try to gather this information. The Judge has asked for "real world experience" in how the system works, so your input is very important. It is critical that we know what happens and how you feel!

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG

February 3, 2004

MCO WINS PAY STUB ISSUE!

In a meeting with the OSE today, MCO officials came out with a win for their members.

Discussions began last week culminating in a meeting with The Office of the State Employer earlier today. In the meeting, the OSE agreed to settle the matter out of court concluding that the "Paperless Earnings Statement" system was not appropriate for Security Unit employees due to their unique work environment.

A show cause hearing had been scheduled in Lansing for Feb. 5, 2004, where we were to argue our objections to the mandatory "Paperless Earnings Statement" program. The program was scheduled

to go into effect January 29, 2004, but was postponed one pay period for further dis-

MCO argued that the program would lead to privacy concerns for members

as they accessed their records in public places, excess time spent waiting in line to obtain this information either on lunch or break times, and the fact that there was insufficient computer access in the facilities for members' use.

**"MCO BROUGHT TO OUR
ATTENTION THE SERIOUSNESS OF THE
IMPACT OF "PAPERLESS EARNINGS
STATEMENTS" FOR SECURITY UNIT
EMPLOYEES.
AFTER HEARING MCO'S CONCERNS,
WE AGREED TO CONTINUE MAILING
EARNINGS STATEMENTS TO ALL
SECURITY UNIT EMPLOYEES WHO
DO NOT HAVE THEIR OWN
DEDICATED PC AT WORK."**

-DAVID FINK, DIRECTOR, OFFICE OF THE STATE EMPLOYER

cussions. At the hearing, MCO was also to provide "real life" data on how the "Paperless Earnings Statements" program worked at the DCH facilities where it could not be postponed last week.





NO OFFICERS TO LOSE JOBS

The Department of Corrections informed MCO late last week that the Huron Valley Mens Facility and the Western Wayne County Correctional Facility will be closed as part of the 2004-2005 State budget proposal.

The prisoners from Huron Valley Center will be moved into Huron Valley Mens, and the prisoners from Western Wayne will be transferred to Huron Valley Center.

The closure of Western Wayne, an older facility located on the grounds of the former Detroit House of Corrections, will save the state \$22.7 million a year.

The Huron Valley Center, a newer and larger facility, is less costly to operate and currently operating at less than full capacity.

Also at issue is the fact that Western Wayne was built on the site of a former dump and methane gas has been seeping up through the soil.

MCO has been in talks with the Office of the State Employer regarding the closures and its effects on MCO members.

Members who would like to move out of the region will be given that opportunity and MCO will work to establish a small "bumping" area so that members can avoid uprooting their families.

The scheduled date for completion is October 1, 2004, however there are many issues that need to be addressed before any changes can occur. Chapter meetings will be scheduled as details develop.

AFSCME LOCAL 25 WORKERS FACE LAYOFFS

AFSCME workers who rejected their Concessions package by 12 votes now face action by the State to recover the \$6.2 million through other means.

The State announced that employees would likely receive their 15 day notice of layoffs soon, with their contract allowing for up to 20 consecutive days of temporary layoffs.

The State is also moving to hire temporary employees in certain areas to save overtime costs.

In addition, the Family Independence Agency will be eliminating 90 "Youth Specialist 10" positions and creating a "Youth Specialist 9" position in its place. Workers who go to the lower classification to retain their jobs will earn about \$1.50 an hour less.

AFSCME and the State have met to discuss the situation. As of Wednesday, February 18, AFSCME will be sending a new Concessions Package out to its membership for yet another vote.

CHANGES FOR IMAX AND OAKS

The Department of Corrections has announced plans to change the Imax Facility from a Level VI to a Level V, and the Oaks Facility from a Level V to a Level IV.

MCO is challenging these decisions.

"TIME FOR A CHANGE"

At the Executive Council meeting on Thursday, Feb. 19th, President Kary Sowels announced that he will not be running for office. He expressed the sentiment, "It's time for a change."

MICHIGAN C/O OF THE YEAR SELECTED!

After intense personal interviews on January 29, 2004, Pablo Olvera, from Saginaw Correctional was selected as the Michigan Correctional Officer of the Year!

Officers are selected based on their work ethic, MDOC policy compliance, communication skills and professionalism.

Olvera, a C/O for 8 years, is a member of the Emergency Response Team, and is responsible for organizing fund raisers to help the families of fellow C/O's who were lost this year.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



KYI

KEEPING YOU INFORMED

MARCH 5, 2004

I-MAX C/O's TESTIFY BEFORE THE SENATE

Mel Grieshaber, MCO's State Vice President, I-MAX President Thomas Teft, 2nd Vice President Joe Wohlfert and Chief Steward Steven Karber testified before the Senate Judiciary and Corrections Committee Tuesday afternoon in Lansing.

Officers testified to their concerns regarding the scheduled change of the I-MAX facility from a Level VI to a Level V, and the decision by the DOC to review staffing gun towers on a limited basis.

Grieshaber argued Level VI has helped protect officers and staff across the state from assaults by prisoners because it provided a lock up for the "worst of the worst." In addition, he protested any DOC consideration of closing towers citing safety for those working on the inside, and stating the towers are the "last line of defense" in protecting the community on the outside.

I-MAX chapter leaders each addressed specific areas of concern within the facility, including the costs associated with the changes, training issues, and dangers presented by lowering classification and increased

prisoner movement.

Following their testimony, the officers were questioned by Senator Prusi from the UP, Senator Cropsey, and Senator Brown.

The DOC also testified regarding these issues. They faced heavy questioning from the Senate panel, in particular from Senator Prusi who conveyed his concerns regarding the safety of the C/O's in Michigan's Corrections system. He commended C/O's for the work they do, for being willing to do a job most people wouldn't, and for making it safer for the rest of us. The panel requested data from the DOC regarding the rate of assaults in past years for further analysis.

The DOC stated that the Level change is to allow the Oaks facility to go to a Level IV double bunk, thus providing additional beds needed to handle the backlog of prisoners. They are planning to use technology to replace some of the manned hours in the gun towers, but have not addressed their plans for how they will handle the positions they wish to eliminate.

NEW MCO OFFICERS

WESTERN WAYNE

PRESIDENT CHIEF STEWARD
PHYLLIS WHITE GREGORY CROUCH
STEWARDS
SCOTT SCHISLER
KENNETH HEARD
PHYLLIS WHITE

BROOKS CORRECTIONAL

PRESIDENT
MATT POHL

"OFFICERS" CAUGHT!

MCO almost gained two new "officers" last Saturday, when two convicts attempted to pass as C/O's and walk out of the St. Louis Facility at the 3 p.m. shift change.

The convicts apparently painted their clothing with shoe polish and crafted "patches" out of rubber to duplicate the look of a C/O uniform. According to Chief Steward Lou Duma, they did a "passable job."

What caught them up? Alert staff recognized the fake uniforms, and acted quickly to prevent the escape.

Good Job St. Louis!

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



MCO CENTRAL COMMITTEE LOOKS TO THE FUTURE...BUILDING A STRONGER UNION

In a historical and ambitious move, the MCO Central Committee met last week to start the process of building a stronger and better future for MCO members.

Recognizing these are challenging times, with more challenges ahead, the delegates took the first step towards a new future for MCO. Hal Stack, Director of Labor Studies at Wayne State University, facilitated the day-long strategic planning exercise.

MCO acknowledges the frustration many members feel. The Central Committee, composed of representatives from all Chapters, is determined to make this a better union.

Delegates were given the opportunity to evaluate the current status of MCO objectively, and began to build a framework for improvements that will strengthen unity within the membership. Details such as the facets of MCO they wished to keep and/or improve, the things that should be changed or

dropped, and what kind of future they would like to "create" were shared and prioritized.

While the planning process required dealing with certain deficiencies in MCO's operation, many delegates commented they felt MCO was a strong union with a rich history and many successes. One delegate commented, "...we know we have some problems, but the idea here is renewal—we need to rejuvenate this union!"

The desire to build a union that is better connected to its members through active participation was evident. Many expressed the need for members to contribute their ideas and energy in order to strengthen the future of MCO. A variety of means to generate that discussion are being developed and may include surveys, meetings and other two-way communication.

The next few months will be a challenging, yet exciting time for MCO members. It is a great opportunity to give input and become involved. The MCO

Central Committee and members themselves will be able to offer MCO's new leadership, to be elected this May, an agenda for the future.

MCO WEB UPDATE

"New Year, New Faces, New Challenges." This was the theme of the January/February MCO Report and it continues as MCO's website gets a facelift!

Launched last week, the changes are part of a continued effort to improve communication with members.

The website, located at www.mco-seiu.org, offers a fresh look along with additional sources of information including the MCO Report, MCO Bylaws, and MCO Scholarship forms to name a few.

Check it out, look around, and watch for further updates as we plan to make additions on a regular basis!

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



KYI

KEEPING YOU INFORMED

APRIL 1, 2004

PROPOSED MDOC BUDGET CUTS

The Michigan Senate Appropriations Judiciary and Corrections sub-committee reported out the corrections budget. The cuts help reduce the Governor's recommendations by another \$20 million:

- ✗ **\$5.9 million** designated for Hepatitis C testing and treatment
- ✗ **\$5.3 million** scheduled for substance abuse testing and treatment
- ✗ **\$5 million** earmarked for educational and vocational programs
- ✗ **\$2 million** related to transportation efficiencies
- ✗ **\$1.5 million** for computer systems
- ✗ **\$386,000** in administrative savings
- ✗ **\$300,000** in health care

The cuts to Hepatitis C testing and treatment comes just before the results of a three month study to determine the level of

infected prisoners in Michigan facilities is scheduled to be released.

Hepatitis C is a blood-borne virus, transmitted through contaminated drug needles, unprotected sex, and improperly sterilized hygiene items, that causes severe liver damage. It is projected that by 2010, there will be more deaths in the United States from this disease than from AIDS, and it is the leading cause of adult liver transplants today.

The high levels of infected prisoners who are left untreated pose an occupational hazard for health care and corrections officers statewide, and for the general public once the prisoner is released.

Democratic Senators Mike Prusi of Marquette and Michael Switalski of Macomb voted against sending the budget to full committee, hoping that the money would be restored.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG

AFSCME COUNCIL 25 ACCEPTS CONCESSIONS

In an overwhelming majority, state employees from AFSCME Council 25 voted 1,514 to 570 to approve a concessions package. This vote avoids pending layoffs, workschedule adjustments, and the hiring of temporary employees by the state.

Employees rejected a similar package in January by just 12 votes.

Details of agreement include:

- ✗ BLT Plan
- ✗ Drug Coverage: \$7 generic, \$15 preferred, \$30 non-preferred.
- ✗ State use of funds set aside for training and severance

WANT A BETTER RETIREMENT PLAN?

HB 4459, which would allow State Employees hired since April 1997 to choose either the Defined Benefit or the Defined Contribution Retirement Plan is stuck in committee.

Call Rep. Marc Shulman at (517) 373-1799 or e-mail him today at mshulman@house.mi.gov and ask that HB 4459 be scheduled for a hearing!

FROM THE OFFICE OF MCO PRESIDENT KARY L. SOWELS, SEIU LOCAL 526M, AFL-CIO

sc:opeiu459aflcio



KYI

KEEPING YOU INFORMED

APRIL 13, 2004

UNIT OF SEIU 517M VOTES YET AGAIN

The Human Services Support Unit of SEIU Local 517M is set to vote for a third time on a Concessions agreement with the state.

Out of 57,000 state employees, the 900 members of this Unit are the only ones who have not agreed to a Concessions package.

The membership first voted down an agreement in November, 242-205. After it was discovered that some workers did not receive their ballots, they voted a second time, but the issue was again defeated, this time 254-199.

As a result, the state laid off

about 230 workers on Dec. 26 and Jan. 2 to obtain some of the needed savings.

If the new deal is approved, which includes the BLT plan, the state would also expand the use of flexible lunch hours, a current program that allows some workers to take half-hour lunches. If it is turned down, however, all workers will be required to take a full one-hour lunch and additional layoffs are likely.

The ballots will be sent out on April 9th, and counted on April 23, 2004.

RADIO FREE MICHIGAN...THE TRUTH AND NOTHING BUT THE TRUTH!

An exciting new radio network is now on the air in Michigan. This network is committed to doing something new in talk radio, tell the truth! The Tony Trupiano Show premiered on Radio Free Michigan recently as its flagship program. If you...

- ☒ support the rights of workers to form a union
- ☒ value the preservation of our civil rights
- ☒ want to protect American jobs.

...listen live Monday through Friday, from 4 p.m. to 6 p.m. on these stations, with more coming soon.

WXDX 1310 AM, Detroit
WBCH 1220 AM, Hastings
WIAN 1240 AM, Ishpeming
WDMJ 1320 AM, Marquette
WMMI 830 AM, Mt. Pleasant
WJML 1110 AM, Petoskey
WWKK 750 AM, Petoskey
WHAK 960 AM, Rogers City
WLDR 1210 AM, Traverse City
You can also listen on the web at www.radiopower.org/talkradio

CORRECTION

Marc Shulman's name in last week's KYI was incorrectly spelled Mark Schulman. To contact him regarding HB 4459, his correct e-mail is mshulman@house.mi.gov

CIVIL SERVICE CHANGE?

Currently, Civil Service Rule 6-7.5 requires the State Personnel Director to communicate annually with all exclusively-represented employees regarding their collective bargaining rights and obligations. There is no rule requiring communications with NERE's. The state employer and several unions have requested this rule be repealed.

The new proposal is an Amendment to Rule 1-4 in which a general, periodic, communication requirement that includes all classified employees, NERE's and union members is established. The Director would not be expected to communicate to union members on issues that are covered under their agreement, but may on prohibited subjects of bargaining that are subject to the Commissions's rules. If Rule 1-4 is amended, Rule 6-7.5 becomes redundant and is repealed.

The next Civil Service meeting is April 29, 2004.



MCO MEETS WITH STATE EMPLOYER

At an initial meeting between MCO, the Office of the State Employer, MDOC and DCH, the Administration confirmed its target date for closing of Western Wayne and the ripple effect of its move to the current Huron Valley Center is October 1, 2004. It was indicated the MDOC and DCH were still discussing the move of HVC to HVM and how the facilities would operate.

MCO indicated its interest that the changes cause the least possible impact on bargaining unit members and emphasized that no one can be laid-off under the BLT Agreement. MCO requested staffing numbers at each facility.

Preliminary plans by the

Departments include the closing of Western Wayne—moving the female prisoners to the current HVC site. HVC patients (prisoners) would be moved to the Huron Valley Mens facility. Current prisoners at HVM will be moved to other facilities; however, the RPT units at HVM would remain.

MCO was informed the Marriott food contract would end by July and meals would be prepared from that point on by female prisoners for both Huron facilities as well as the Forensic Center. Elimination of the food contract was a suggestion by MCO and will save the state money.

BLT AND WORKERS' COMPENSATION

When you go on Workers' Compensation, the highest 39 of the last 52 weeks of earnings prior to the date of disability is calculated to obtain your worker's comp average weekly wage.

The implementation of the BLT plan does not effect this calculation if you are receiving straight workers' compensation.

If you are receiving a Civil Service or Statutory supplement, then there is also no BLT calculation.

If, however, you supplement your workers' compensation with leave credits, then the BLT is prorated based on the amount of leave credits you use.

This is also the case if you return to work less than full time. The BLT will be prorated for the time worked.

If you have any questions regarding these calculations, please contact your personnel office.

CO's THREATEN TO BOYCOTT

The City of St. Louis is looking to put a city income tax on the Nov. 2 ballot, and area Corrections Officers are not happy.

More than 900 CO's, who work at three area prisons, live in the area, however few reside inside the city limits. The proposal is a 1 percent income tax for city residents, and 0.5 mil levy for non-residents. The levy would cost the average prison employee about \$200 a year.

Art Harter, a Steward at Mid-Michigan, is leading a petition drive to protest the tax, which he hopes to complete by this Friday, April 23. He then plans to present the signed petitions at the next City Council meeting next month. Harter hopes to have about 200 fellow employees attend the meeting with him.

Corrections Officers are planning a boycott of any businesses in the city of St. Louis if the income tax is placed on the ballot. Harter plans to visit local business to talk to them directly about why union members are threatening the boycott.



KEEPING YOU INFORMED

APRIL 28, 2004

YOUR CANDIDATES

PRESIDENT

SCOTT FISCHER, *MRF-PRESIDENT*

GARY WHITMAN, *TCF-PRESIDENT*

(810) 653-1644

carollea@usol.com

TOM TYLUTKI, *MCO-TREASURER*

(517) 902-4492

tylutki@lni.net

CHARLES WRIGHT, *HVM-PRESIDENT*

(734) 482-2834

charlesteright@msn.com

VICE PRESIDENT

MEL GRIESHABER, *MCO-VICE*

PRESIDENT

RECORDING SECRETARY

SCOTT FISCHER, *MRF-PRESIDENT*

BONNIE JOHNSON, *MCO-SECRETARY*

BONNIE LEWIS, *MCO-MEMBER-AT-*

LARGE

JIM JOHNSON, *KCF-VICE PRESIDENT*

(906) 495-2928

smash@30below.com

STEVE HAMMOND, *JCF-1ST VICE*

PRESIDENT (517) 541-0431

hammondgoblue@hotmail.com

KEITH PELKY, *MPF-CHIEF STEWARD*

TREASURER

BILL HENDERSON, *MCO-MEMBER-*

AT-LARGE (989) 695-2718

hendu442@charter.net

KATHLEEN HALLADAY, *ECF-CHIEF*

STEWARD

MEMBER-AT-LARGE

LARRY HENLEY, *LMF-PRESIDENT*

(906) 458-0705

henleymco@aol.com

JIM PRINCE, *STF-PRESIDENT*

(989) 205-0733

prince49305@yahoo.com

SCOTT FISCHER, *MRF-PRESIDENT*

GARY WHITMAN, *TCF-PRESIDENT*

(810) 653-1644

carollea@usol.com

BONNIE JOHNSON, *MCO-SECRETARY*

BONNIE LEWIS, *MCO-MEMBER-AT-*

LARGE

ADAM DOUGLAS, *NRF-PRESIDENT*

(313) 354-1998

RAY SHOLTZ, *SLF-PRESIDENT*

PAUL HOWE, *TCF-VICE PRESIDENT*

(810) 577-7452

phowe0@yahoo.com

JOHN OST, *MCO-MEMBER-AT-LARGE*

MARK NELSON, *MCO-MEMBER-AT-*

LARGE

RANDY BURROW, *ARF/ATF*

PRESIDENT

GARY KOTT, *KCF-PRESIDENT*

(906) 297-5586

g_kott@yahoo.com

JAMES SIMS, *ACF-PRESIDENT*

(517) 279-9165, Ext. 1518

jamesjims332002@yahoo.com

MIKE TAYLOR, *MBP-CHIEF STEWARD*

(906) 228-8876

mdtay@chartermi.net

STEVE KARBER, *ICF-CHIEF STEWARD*

(616) 642-0784

tmbrwlf_99@yahoo.com

TOM TEFFT, *ICF-PRESIDENT*

ANDY POTTER, *MTU-CHIEF*

STEWARD (616) 374-0982

gtrachet@pathwaynet.com

AL WEST, *MCO-MEMBER-AT-LARGE*

KATHLEEN HALLADAY, *ECF-CHIEF*

STEWARD

ROBERT DAVIS, *SMF-PRESIDENT*

(989) 837-1522

MATTHEW POHL, *LRF-PRESIDENT*

MICHIGAN CORRECTIONS ORGANIZATION

SEIU LOCAL 526M

421 W. KALAMAZOO

LANSING, MI 48933

(517) 485-3310

1 (800) 451-4878

WWW.MCO-SEIU.ORG

FROM THE OFFICE OF MCO PRESIDENT KARY L. SOWELS, SEIU LOCAL 526M, AFL-CIO

sc:opeiu459aflcio



KYI

KEEPING YOU INFORMED

MAY 6, 2004

NEW LEADERS ELECTED!

PRESIDENT

TOM TYLUTKI

HURON VALLEY CENTER

VICE PRESIDENT

MEL GRIESHABER

FORENSIC CENTER

TREASURER

BILL HENDERSON

SAGINAW

RECORDING SECRETARY

JIM JOHNSON

KINROSS

MEMBERS - AT - LARGE

ADAM DOUGLAS

MOUND

JOHN OST

CENTERS

SCOTT FISCHER

MACOMB

ANDY POTTER

MI TRAINING UNIT

RAY SHOLTZ

ST. LOUIS

MIKE TAYLOR

MARQUETTE



GAS MASK FORM ADDRESSED

In the past few months, MCO Central Office has received a number of calls regarding the confidentiality of information requested on the gas mask evaluation form by the Department of Corrections. After several meetings and subsequent discussions with Deputy Director Dennis Straub the DOC has agreed to the following:

1. When an officer is required to fill out a medical evaluation form, their HRO will also give the member an envelope.

2. After the employee fills out the evaluation, the member will place the form in the envelope, seal it, print their name on the envelope, and turn it in to the HRO at their facility.

E-MAIL LOST!

During the transition of offices and computers last week, Tom Tylutki lost a group of e-mails that he received on May 6th & 7th.

Tom has been trying to contact those individuals that he remembered, but it was a large number and surely some have been missed.

If you e-mailed him and haven't heard a response, please contact him again!

3. When the Employer receives all the envelopes from employees required to fill out the form, the HRO will send the sealed information to Biocare.

4. The Employer will then access a list of those officers that can or cannot use the gas mask.

5. No information will be shared with the Employer as to the reasons some may not be able to qualify with the mask.

The HROs at the facilities should have received this information and procedure by now. Additionally, some members are now getting the questionnaires directly from Biocare with a return envelope. If you are having any problems, please contact Central Office.

CORRECTION

To order MCO Apparel by phone, please call:

Custom Embroidery Plus
(989) 227-9338

and **not** the number printed in April's MCO Report.

You can also order on-line through the link on our website at www.mco-seiu.org!

RETIREMENT STATEMENTS FOR DEFINED BENEFIT

Starting this May, active state employees enrolled in the defined benefit retirement plans will begin to receive an annual "Member Statement".

The statement will cover employee's wages during the last fiscal year, total service credit, any employee contributions, pension qualifications and information regarding opportunities to purchase service credits.

In addition, all defined benefit members will also receive a Beneficiary Nomination form with this statement.

The statements will contain specific information on "covered service" and supplemental pension provisions for each individual in the Security Bargaining Unit.

Statements will be mailed early May.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



QUESTIONS ABOUT YOUR RETIREMENT STATEMENT?

If you are enrolled in the defined benefit retirement plan you should have recently or soon will receive a statement regarding your account.

If any information contained in the statement is incorrect or if you have questions about any of the recorded data, please call the Retirement Bureau at 1-800-381-5111 and request a review. The Bureau has a special team dedicated to resolving any problems.

For example, the statements for some officers on third shift showed a service credit of .9995 instead of 1.0. The reason for this

is that the system reported 79 hours worked during the pay period in which the change to daylight savings occurred. This happened only to those who elected not to use an hour of annual leave to reach 80. Employees are not to suffer any losses to their fringe benefits if their work schedules were shortened by the time change.

This problem has already been acknowledged. However, it is necessary for affected employees to call the Bureau and report this problem as well as any other anomalies.

DECISION ON ANNUAL LEAVE DONATIONS

The Office of the State Employer and the MDOC recently decided that Annual Leave donations will only be utilized for serious illness while an employee is on a medical leave.

This means for instance, that if an employee's spouse was ill and the employee was out of the six month leave and FMLA, fellow employees would be unable to

donate their Annual Leave to help.

This is an example of something that we can bring up at the bargaining table in order to improve the language of our contract.

Keep things like this in mind while filling out your Bargaining Surveys!

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG

SENIORITY BASED TRANSFER WINDOW TO END

Looking to transfer to another facility? Seniority Based Transfers are available to employees who meet the conditions as laid out in Article 15, Part D, Section A, #2, page 79 in your Contract.

The window period to apply for a Seniority Based Transfer is May 1st. through May 31st. for a transfer that will occur between July 1st. and December 31st.

The Seniority Based Transfer list expires at the end of each window period. Thus, if you applied for a Seniority Based Transfer last year but then did not transfer, your name was removed from the list. If you are again interested, you need to reapply.



KYI

KEEPING YOU INFORMED

MAY 26, 2004

SPECIAL OPEN ENROLLMENT WINDOW FOR LONG TERM CARE INSURANCE

The State of Michigan is now offering a second chance to enroll in the Long-Term Care Insurance Plan. This benefit is offered by MetLife, a leader in group long-term care.

WHAT IS LONG-TERM CARE?

Long-Term Care refers to services and assistance you could need due to illness, an accident, or as a result of the aging process, which have made you unable to take care of yourself.

WHY DO I NEED LONG-TERM CARE INSURANCE?

Currently, the cost for nursing home care averages \$58,000 per year. The cost for having someone come to your home to bathe, feed and dress you can run over \$23,000 per year.

HIGHLIGHTS OF THE LONG-TERM CARE INSURANCE PLAN:

- > Your premium is based on your age at your coverage effective date and will not increase just because you get older.
- > Affordable group premium rates with convenient payroll deduction
- > You select your level of coverage - there are three benefit levels.
- > Enables you to choose

where to receive your care-nursing facility and/or home care setting.

---> Does not require a stay in a hospital or nursing facility to be eligible for benefits

---> You can continue the coverage, as well as the group rate, on leaving or retiring from the State of Michigan.

ENROLLMENT WINDOW:

The Enrollment Period started May 3, 2004, and ends June 30, 2004. During this period only, active employees will not be required to submit proof of good health to qualify for coverage.

Visit MetLife's web site, <http://stateofmichigan.metlife.com> to obtain plan information and rates.

INFORMATIONAL MEETINGS ON LONG TERM CARE INSURANCE

MAY 27- JACKSON

Jackson State Office Building First floor
301 E. Louis Glick
Jackson, MI 49201
9:00 & 11:00 a.m.

MAY 27-FLINT

Flint State Office Building
Sixth Floor Training Room
125 E. Union Street
Flint, MI 48503
9:00 & 11:00 a.m.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG

JUNE 7-LANSING

Michigan Library & Historical Center
Forum
702 W. Kalamazoo Street
Lansing, MI 48915
9:00 & 11:00 a.m.
4:00 p.m.

JUNE 8-LANSING

8:00 & 10:00 a.m.
1:00 p.m.

JUNE 9-LANSING

9:00 & 11:00 a.m.
1:00 p.m.

JUNE 10-LANSING

8:00 & 10:00 a.m.
1:00 p.m.

JUNE 14-DETROIT

Cadillac Place
Room L150
3044 W. Grand Boulevard
Detroit, MI 48202
9:00 & 11:00 a.m.

JUNE 15-DETROIT

8:00 & 10:00 a.m.
1:00 p.m.

JUNE 16-TRAVERSE CITY

Traverse Area District Library
610 Woodmere Avenue
Traverse City, MI 49686
1:00 p.m.



KYI

KEEPING YOU INFORMED

JUNE 4, 2004

On June 2, 2004, MCO received a fax from the Labor Relations Bureau informing the union that security levels for St. Louis, Bellamy Creek and Riverside would be lowered, resulting in the elimination of high-security retention pay for these officers.

In an emergency high-level meeting on June 3, 2004, with DOC Director Caruso, MCO strenuously opposed these changes and the manner in which the union was notified.

As a result, the DOC agreed to stop the planned changes giving MCO time to argue the issue. Security levels are a state function and MCO does not have any bargaining rights regarding them, however we can participate in the discussions and voice our concerns.

MCO also used this opportunity to re-visit the issue of Gun Tower staffing. We believe that cuts would be dangerous and will continue our public awareness campaign, including informational pickets at various facilities around the state.

EFFICIENCY ADVISORY COMMITTEE APPOINTMENTS MADE

The Efficiency Advisory Committee is established through our contract to facilitate the exchange of information and views between MCO, the MDOC and the OSE on certain issues, including current and proposed staffing levels, mix of various custody and security classifications and levels, and the distribution of tasks and responsibilities among positions and/or groups of positions. Its purpose is to identify situations in which staff functions and levels might be redeployed to maximize the safe and efficient delivery of state services within the Department of Corrections. Under the concessions agreement, the committee's scope has been expanded to include review of all types of potential Departmental cost savings. The role of the committee was expanded because MCO insisted there are other areas the Dept. could save costs and the committee gave an avenue for input.

The Committee is comprised of two representatives appointed by MCO, two representatives appointed by the

Director of the Department of Corrections, and one representative appointed by the Director of the Office of the State Employer.

MCO has appointed Labor Relations Representative Randy Eicher and MCO State Treasurer, Bill Henderson, to serve on the Efficiency Committee.

Randy Eicher worked as a CO in Jackson's Central Complex from 1979-1993, joining the staff at MCO Central as a Labor Rep in 1994. From 1987-1993, he held the position of MCO Chief Steward and/or Chapter President. In 1993 Mr. Eicher graduated Cum Laude from Cooley Law School and was admitted to the Michigan State Bar. Randy currently represents the Jackson, Adrian and Coldwater facilities, and handles ULP's and Drug Testing.

Bill Henderson is a RUO at Saginaw where he has served 3 terms as Chapter President and is our new

State Treasurer. Henderson also served 2 terms as Chief Steward at Egler. Bill is working hard to expand the MCO member rewards program and to build unity within MCO.

Our representatives to this Committee cannot do their job effectively without help from the membership. Please send your suggestions to either Randy Eicher at: randy@mco-seiu.org or Bill Henderson at: bill@mco-seiu.org

Backed by your input they can raise specific issues from around the state and work to make some changes. Without this input, the improvements may not be in our best interest.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



KYI

KEEPING YOU INFORMED

JUNE 10, 2004

HOUSE SIGNS OFF ON CORRECTIONS BUDGET FOR FY2004-5

In a marathon session on Wednesday, June 9, the House approved several spending plans for the upcoming Fiscal Year 2004-5. Included were the budgets for School Aid, Community Colleges, Education Department and the Corrections Department.

All of the budgets approved by the House must return to the Senate. The Senate will then vote on the changes made by the House.

While the House last month approved \$266.6 million in cuts from next years budget, some of these cuts were not included in the specific department spending plans approved yesterday. For example, the \$1.8 billion Corrections Dept. budget included \$29.2 million for prisoner

education. The House approved cuts totaling \$9.27 million from prisoner education last month.

According to House Speaker Rick Johnson, R-LeRoy, some versions of the prior approved cuts will be in the final drafts of the department budgets, which will be returned to the lawmakers for a final vote before their summer recess.

As you may recall, when the Senate approved the Corrections Budget and moved it on to the House, they cut the funds for Hepatitis C testing and treatment from \$5.9 million to \$100.

After the results of the survey on the level of Hepatitis infection within Michigan's prisons (lower then expected) the Governor revised her

recommendation, lowering it from \$5.9 million to \$2.3 million.

The House's approved Corrections Budget increased funding for Hepatitis C testing and treatment, allowing \$1,150,000. This is half of what the Governor proposed, but significantly more than the Senate proposal of \$100. It will now be up to the Senate to accept or reject the changes made by the House, if accepted, it will go to the Governor.

For complete details on the current proposal, simply visit:

www.michiganlegislature.gov

and then enter "1064" in the Legislative Bill Search Box.

OFFICERS ASSAULTED AT MACOMB

Two Correctional Officers from the Macomb Correctional Facility sustained injuries from an assault by a prisoner on June 9th.

The inmate, who was being reviewed for a major misconduct, attacked the officers using a crutch he walks with to strike one officer in the head multiple times. Another Officer also sustained injuries to her back and/or her knee while trying to restrain the prisoner.

One CO underwent surgery on June 10th for a broken cheek/orbital bone.

MCO is making inquiries as to why this prisoner was recently released from segregation. He is a Level 5 prisoner with 194 tickets including assault on staff. It is our opinion that these injuries would have been averted had he remained in segregation or moved to a higher level.

Check out great deals on
Cedar Point Tickets and
Summer Activities!
Click on the "Event Tickets"
button on MCO's website at
www.mco-seiu.org

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG

FROM THE OFFICE OF MCO PRESIDENT TOM TYLUTKI, SEIU LOCAL 526M, AFL-CIO

sc:opeiu459aflcio



KYI

KEEPING YOU INFORMED

JUNE 24, 2004

ASSAULT AT OAKS HIGHLIGHTS STAFFING ISSUES AS LEVEL CHANGE OCCURS

The Oaks facility, which has recently been taken down from a Level V to a Level IV, suffered its first assault since the conversion.

On June 16, 2004, while Unit 7 was in transit to chow, a prisoner struck a CO in the head causing extensive damage to his ear drum. Another CO who intervened and took the prisoner to the ground sustained injuries to his elbow and both officers were transported by ambulance to the hospital. They remain off work

with their injuries at this time.

MCO is in an ongoing discussion with the DOC regarding the staffing issues, including the Level change at the Oaks.

This incident will no doubt play a roll in these discussions, reinforcing our position.

It is unfortunate that it takes events like this to demonstrate the issues we've been fighting for

OFFICER SAVES LIFE OF INMATE

On June 15, 2004, a CO at Muskegon observed an inmate who appeared to be choking. Acting quickly, the officer performed the Heimlich maneuver 7 or 8 times before finally dislodging what turned out to be a piece of hard candy.

DCH NOTES...

In a turn of events last week, MCO cancelled a meeting scheduled with the Director of the DCH after learning that they intended to exclude Chapter Presidents from attending the meeting.

Also of issue is that the DCH has failed to provide, after numerous requests, the position numbers in regard to the closure/reorganization. We will continue to press the DCH for the needed figures.

MCO has already received numbers from the MDOC, and is presently negotiating them.

MUSIC DISCOUNT CLUB AND MORE!

Many major artists - from Aerosmith to Yo-Yo Ma are union members. Now, as fellow union members, you can buy their music at special prices!

Get your CDs for only \$9.99 each with no shipping fees. Buy two CDs and get the third one at no cost.

Check the program out at: www.unionplus.org/music-cd-club.cfm

Starts July 1st!

Also, UnionPlus offers great

discounts at places like Goodyear Gemini Auto Service Centers, Cingular Wireless, and Powell's Bookstore online.

Check them out and take advantage of special savings for union members, while supporting union businesses.

For a complete listing, visit www.unionplus.org, or follow the link through our website at www.mco-seiu.org. Simply click on the "Benefits" button, scroll to the bottom, and follow the link to Union Plus.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



MCO PREVAILS IN THREAT BY OTHER UNIONS

THE DEADLINE FOR OTHER UNIONS ATTEMPTING TO RAID THE MCO BARGAINING UNIT PASSED YESTERDAY, WITHOUT INCIDENT. THERE WERE NO CARDS SUBMITTED TO THE CIVIL SERVICE DURING THE REQUIRED WINDOW PERIOD.

WHILE AN OVERWHELMING MAJORITY OF MEMBERS HAVE SHOWN SUPPORT FOR THEIR CURRENT REPRESENTATION, WE RECOGNIZE THAT MCO MUST CONTINUE BUILDING STRENGTH AND UNITY WITHIN THE MEMBERSHIP.

IT IS OUR PROMISE TO CONTINUE THE IMPROVEMENTS AND CHANGES YOU HAVE SEEN OVER THE LAST TWO MONTHS. THE EXECUTIVE BOARD IS EAGER TO EXPAND SUPPORT AND RESPECT FOR THIS UNION.

**BY WORKING TOGETHER, WE CAN ACHIEVE
THIS GOAL!**

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



KYI

KEEPING YOU INFORMED

JULY 9, 2004

CRITICAL INCIDENT AT CARSON CITY HIGHLIGHTS

GUN TOWER ISSUE

A warning shot fired at Carson City succeeded in re-gaining control in the "Big Yard" when a fight broke out between four inmates.

A conflict between cellmates spread over several days culminated in a disagreement in the yard on June 13, 2004. Yard officers intervened, called a "Code Blue," and restrained one prisoner when the other three inmates began

kicking the restrained individual in the head. Additional officers appeared on the scene but it took a shot fired from the Tower to gain control of all four of the offenders.

In instances like this, it is clear to us the need for an officer in the Gun Tower. Now we need your help in convincing the public.



LEVEL CHANGES LEAD TO CRITICAL

On June 16, 2004, 22 Level VI inmates from I-Max were being transported together to Alger Max as Level VI had been eliminated and they were now Level V's.

In the middle of the Mackinac Bridge, CO's noticed that one prisoner had freed his left hand, had slipped out of his chains and was holding his black box in his right hand. The bus pulled over in St. Ignace and requested back-up by the State Police, Sheriff and City Police. Another inmate destroyed a seat, removing metal, and other prisoners were found to have

removed clips from their waist chains.

These 22 inmates had 6, 279 combined Major Misconducts and 16 Felony Convictions for Assault on Staff. They never should have been transported together, and this event demonstrates the effect the Level Changes can have.

Thankfully our officers handled the situation and came out without injury.

Tom and Mel will be attending the Critique on July 15th.

TWO OFFICERS EXPOSED

Two officers were exposed to blood after inmates broke out into a fight in the gym at Carson City on June 26th.

The inmates used a lock tied up in a sock during the assault. One officer remains off work, the other returned after four days.

INFORMATIONAL PICKETS ON GUN TOWERS

SCHEDULED FOR WEDNESDAY,
AUGUST 4, 2004, AT ALGER MAX
AND MARQUETTE, AND FOR
MONDAY, AUGUST 9, 2004, AT
I-MAX.

TIMES YET TO BE DETERMINED.
OTHERS WILL BE SCHEDULED.

CORRECTION

In the June 24 KYI it was reported that an officer at Macomb saved the life of a prisoner who was choking. The location of the incident was Huron Valley Center.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



ASSAULT AT MTU LEAVES 9 STAFF INJURED

On Sunday, July 19, 2004, what started out as one prisoner caught with contraband, ended up as a group assault on officers and damage to the day room.

A prisoner at MTU was found to have dangerous contraband and when CO's approached him to put him in restraints for the trip to segregation the prisoner failed to cooperate. Officers tried to move the prisoner away from a staircase and the day room as it was filled with approximately 75 inmates at the time. The prisoner instead began to punch first one, and then another CO in the face and neck area.

Three prisoners at first, and then up to 20, joined in and began punching the CO's while they were restraining the original prisoner.

The inmates in the day room damaged the door trying to break out to participate, and also used the time to break into the vend-

ing machine (unsuccessfully).

A squad from Bellamy Creek was brought over to assist in escorting inmates to segregation and dispersion of inmates from the day room. Nine staff members needed medical attention at the hospital.

The injuries are not life threatening, however a Lieutenant obtained a broken nose requiring a specialist and plastic surgery, and a CO sustained a cranial fracture and is still undergoing tests.

Five prisoners received misconducts and another five are suspects in the assault.

Tom Tylutki toured MTU on July 20th, and spoke with four of the injured officers, who were still off of work. They commended the Supervisors for literally taking hits on their behalf. It was professionalism and level heads that stopped this incident from escalating further.

C.T.O CLASS AND TRANSPORTATION ISSUE MEETING

A meeting will be held at the MCO Office in Lansing at 10 a.m. on August 11, 2004, to discuss issues specific to the C.T.O. class, history on how the class was obtained, and a review of all of the recent changes in transportation.

We need to have all Regional Transportation Cadres and all Facilities with Hubs to appoint a representative to attend this meeting.

Representatives need to contact Cindy Sanderson to obtain Admin Leave ASAP.

GRANHOLM'S NEW ZERO TOLERANCE POLICY

Governor Granholm announced last week a new "Zero Tolerance Policy for Parolees and Probationers involved with Guns."

What this means is that effective immediately, there will be a new "gun continuance" policy that applies to the 17,000 prisoners on parole in the state of Michigan. If the parolee is found in possession of a gun or found associating with an individual who possess a gun (even legally), the individual will be returned to prison to continue their sentence for five years, or for the remainder of their maximum sentence, whichever is less. They will also be referred to the county prosecutor or U.S. Attorney for prosecution.

For the 57,000 felons on probation, this means that their probation agents will recommend the maximum penalty allowed by law to the courts.

In order accommodate this policy and the increased supervision it will require, the DOC has filled 33 positions and is establishing 41 new parole/probation agent positions statewide.



KEEPING YOU INFORMED

JULY 30, 2004

STATE'S CONTRIBUTION TO RETIREMENT CHANGES

Recently, some members have contacted MCO Central regarding the apparent drop in the expressed dollar value of the state's contribution to the retirement accounts of Defined Benefit enrollees.

First and foremost, be assured that this reduction does NOT mean a reduction in your pension benefits.

The reduction was done as part of a recommendation by the state's actuary, Segal Co., who conducted a 5-year study of the account. The recommendation is that the employer contribution rate for FY 2004 be reduced by .98% per pay period for the fiscal year. In order to achieve this by October, the rate has been reduced by 3.63% in the final quarter.

CENTER CLOSURES

MCO recently received notice that the Kalamazoo Center, the Woodward Center and Gilman TRV would all be closed by September 25, 2004. These closures will affect nearly 45 officers. A meeting is scheduled for next week to discuss seniority and vacancies available for those involved.

MEMBER BENEFITS PROGRAM TO INCLUDE AUTO'S, GOLF, CEDAR POINT, AND MORE!

If you haven't checked out MCO's website recently, maybe it's time you did! And, if you don't have Internet access, just give us a call and we'll fill you in!

Bill Henderson, Treasurer, has been working very hard to expand the benefits available to MCO members. Some of his achievements include:

⇒ Auto discount program - in most cases 1% less than invoice, plus any rebates at select Ford, Chevy and Dodge dealerships around the state (with more added daily)

⇒ Golf Pass Program - offering 50% off green fees and cart

rentals at 62 courses statewide

⇒ Cedar Point Tickets for members at the low price of only \$34.50 (that's a savings of nearly \$10 each!)

⇒ Geauga Lake tickets are also \$10 less for MCO Members,

⇒ and it's a \$5 discount for Soak City.

"Bill has really jumped in and is working hard to implement the Member Rewards program," states Tom Tylutki, MCO President. "He gets very excited about saving money, and being able to offer these exclusive deals for our members is very rewarding."

So, check out the website for all the details and start taking advantage of these great deals right away! If you have any questions, please feel free to contact MCO Central and we'll be happy to help you out.

And, make a point of checking out the website at least once each week as it changes that fast!

REMINDER!

Informational Pickets on Gun Towers will be held the following days, 11a.m.-4 p.m.

WEDNESDAY, AUGUST 4TH

Baraga Max

Alger Max

Marquette Branch

MONDAY, AUGUST 9TH

I-Max

TUESDAY, AUGUST 31ST

Jackson

Full Page Ads have been placed in the papers in those areas to coincide.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



OFFICER STABBED AT ALGER MAX

On Monday, August 9, an officer at Alger Max was attacked and stabbed three times by an inmate.

The incident occurred when the officer was feeding the prisoner and opened the slot to hand him a tray. The officer sustained two puncture wounds to the abdomen, and one scrape to the forearm. He underwent immediate surgery at Marquette General.

As of Tuesday, he was recovering well and had been released from the hospital.

Preliminary indications are that the weapons may have been made from the seg yard fencing.

MTU BRAWLS AGAIN

Just weeks after a brawl of 20+ inmates that resulted in 9 staff injured, another incident occurred at MTU on August 6.

This incident again involved nearly 20 individuals, jumping on 4 inmates. Several officers were injured, with one needing medical attention at the hospital.

The state's current method of reducing a prisoner classification from a Level V to a Level II in such a short time period, which may have played a role in this incident, is an issue MCO is pushing.

AMNESTY PERIOD FOR OPEN ENROLLMENT

Dept. of Civil Service, Employee Benefits Division

This year's Open Enrollment Period will also include the opportunity to remove ex-spouses and ineligible dependents from your insurance coverage during a special "amnesty period" which will run from **August 16 through August 31, 2004.**

Dependent Eligibility Guidelines are provided on page 4 of your Open Enrollment Documents. Questions concerning eligibility of any of your dependents should be directed to the MI HR Service Center at (877) 766-6447.

Ineligible dependents should be removed through MI HR Self-

Service or by contacting the MI HR Service Center.

If ineligible dependents are not removed during this amnesty period, appropriate corrective action will be taken. In addition, beginning October 1, 2004, the State will begin a statewide audit of dependent coverage. Letters will be sent to employees requesting documentation verifying eligibility for dependent coverages.

For more information about this amnesty period and dependent eligibility, visit the Employee Benefits web site at: www.michigan.gov/mdcs.

WORKERS' INCOME FELL...

For the first time in modern history, American's overall income fell for two consecutive years, according to an analysis of Internal Revenue Service statistics by the "New York Times."

When the figures are adjusted for population growth and inflation, the average individual income fell 9.2 % between 2000 and 2002.

In comparison, the median compensation for a CEO in the US increased by 15% last year!

UPCOMING PICKETS

Tuesday, August 31
Jackson

All pickets are 11 a.m. - 4 p.m.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



CONTRACT TALKS BEGIN WITH STATE

MCO and the Office of the State Employer sat down on Tuesday to start the process of bargaining a new contract.

State Vice President, Mel Grieshaber leads the MCO bargaining team this year. In his opening remarks, Grieshaber stated "MCO members have done more than their share" in helping the state address its budget shortfalls. He expressed frustration with concessions and said correctional and forensic officers have contributed enough. Quoting

MCO president, Tom Tylutki, he said officers are doing more with less. Grieshaber went on to say, it's becoming more dangerous in the institutions, staffing levels are down, morale is suffering and that officers deserve better.

The MCO bargaining team is composed of the Executive Board and staff. OSE staff lead the states team of departmental staff. Bargaining is tentatively scheduled to occur two days a week and will probably take several weeks to finish. If

agreement is reached, the contract will be sent to all members for a ratification vote. It would then go to the civil service commission for approval. If the bargaining team does not reach an agreement with the State, it would go before the Impasse Panel. After hearings, the panel would then impose a decision with approval by the civil service required. No vote of the membership would be allowed if we go to impasse.

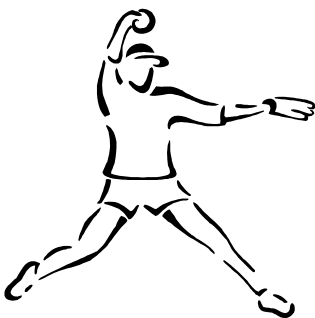
ATTACK AT MOUND

Another in a series of incidents around the state occurred at Mound in June. A Level IV inmate, who had been released from segregation 30 minutes earlier, approached the Officers' desk, when being released for chow, and began punching the officer in the face and head. The officer sustained extensive bruising and required stitches. It was later determined that the prisoner had also incurred a Major Misconduct earlier in the day while still in segregation....

These events are increasing...
BE ALERT!

ANNUAL SOFTBALL TOURNAMENT IN DANGER!

Due to reorganization, the Annual Corrections Officer softball tournament will not be taking place this year. The last few years the turnout has been low. Some of this can be attributed to the timing of the tournament which has traditionally been held the third week of August, and conflicts with state qualifier softball tournaments and family vacations. Another factor may be location.



tournament in or around Lansing to make it a little more central. Also a new organizer is being sought to arrange teams and take care of details. Anyone interested in taking over the tourney with a new approach and fresh ideas to bring the tournament back to its past glory of twenty plus teams would be greatly appreciated. Questions and concerns can be sent to:

mcotourney04@yaooo.com.

We are trying to relocate the



KYI

KEEPING YOU INFORMED

SEPTEMBER 2, 2004

MUSKEGON PRISONERS' ESCAPE PLAN FAILS

On August 3, 2004, officers discovered an attempt by two prisoners at Muskegon Correctional Facility to escape.

In their rooms officers found supplies to construct a ladder, materials to protect them when going over the razor wire, and the screws had been removed from their window frame for maintenance the day before.

The prisoners had just been bunked together that day, at the request of one of the inmates, and officers found similar materials in the vacated room as well.

The two individuals involved were written up and convicted of Major Misconducts for Possession of Dangerous Contraband and Attempted Escape.

Fortunately, the plot was discovered before they could execute their plan.

If they had made an attempt, however, it is almost certain that the Gun Towers would have played an important role in preventing their escape. They had the necessary supplies to make it over the fence without serious injury...thus the

"last line of defense" was certain to be the towers.

This event will play a prominent role in the media communications with the upcoming picket scheduled for the Muskegon Correctional Facility on September 27, 2004!

STANDISH MAX CRITICAL

While in the Bay Med on August 1, 2004, a prisoner became combative, verbally abusive, tried to remove his restraints, tear out his IV's and attempted to obtain one officers weapon.

The prisoner was given warnings to cease or chemical agents would be used. The prisoner refused and was gassed.

CRITICAL AT MARQUETTE

On August 25, 2004, a fight broke out between two inmates. In the scuffle, the officer who responded to break it up ended up at the hospital with a broken wrist.

BARGAINING CONTINUES

MCO continues to meet with the OSE for Contract talks...however at this point they are still discussing the language of the contract.

Issues such as health care benefits, pay raises, etc. will not be addressed until near the end of the process, which could be several more weeks.

MCO has requested an economic forecast presentation, which the Dept. of Management and Budget will present next week.

To avoid an Unfair Labor Practice, each side must limit publicizing exact details; except for expressing the discussions in "broad terms."

GUN TOWER INFORMATIONAL PICKET

MUSKEGON CORRECTIONAL FACILITY

SEPTEMBER 27, 2004

11 A.M. TO 4 P.M.

IF WE WANT TO KEEP OUR
TOWERS, AND WE WANT THE
MEDIA AND PUBLIC ON OUR
SIDE...

YOU HAVE TO COME OUT AND
LET THEM KNOW HOW YOU
FEEL!

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



KYI

KEEPING YOU INFORMED

SEPTEMBER 10, 2004

OFFICER STABBED AT THE OAKS

As many of you may have heard in the news or on the radio this week, an officer was stabbed in the eye at the Oaks on Monday.

The incident occurred in the yard shack, where the prisoner stabbed the officer in the eye with an ink pen. Medical evaluation later revealed that the pen also penetrated his brain.

The officer underwent immediate surgery and is recovering. At this time it is uncertain if he will retain use of his eye, or the extent of any injury to the brain.

The prisoner, serving time for Murder in the 2nd degree, Criminal Sexual Conduct, and Armed Robbery, had previously been at

Alger Max but due to level classification changes was moved to the Oaks. He has now been sent to I-Max.

This is the second time in two weeks officers at the Oaks have faced an inmate with a weapon.

In the other instance an inmate was spotted trying to remove something from the Unit Laundry Cart. When asked to drop it he revealed a shank and ran through the day room and out onto the Basketball Court. There, he turned and advanced on the pursuing officer. A brief fistfight with the still-armed prisoner then broke out, but with

help from responding officers the inmate was restrained.

MCO issued a press release (available on our website) on these incidents to build awareness of the increased number of critical incidents around the state.

In light of the budget cuts to Gun Tower posts, safety is now an ever-greater concern. We are doing more with less...less staff, less protection from the towers, etc.

ECONOMIC FORECAST NOT PROMISING

MCO played host on Tuesday, September 7th, to an Economic Forecast presentation by the Dept. of Management and Budget.

Nearly 90 representatives from state employee unions gathered to hear the presentation by Dave Fink, Director, Office of the State Employer, Nancy Duncan, Deputy State Budget Director, and Jeff Guilfoyle, Manager, Forecasting, Michigan Department of Treasury. The presentation was requested by MCO as part of the bargaining process.

It was no surprise that the forecast for FY 2005-06 shows little improvement.

BUDGET APPROVED...CUTS TO TOWERS IMMINENT

The Michigan Legislature voted to approve a budget on Thursday that includes a cut of \$18 Million to the DOC. The DOC indicated to a Legislative Budget Conference Committee on Tuesday that it intended to save \$12 Million by closing all gun towers on 3rd shift across the state.

MCO continues to fight this issue and raise the public's awareness of the dangerous environment in which we work.

We have been saying that we are "doing more with less," in

regard to staffing shortages, and now we will be "doing more with less Gun Towers."

Let's work together to keep this issue alive and each other safe. MCO has been in regular contact with the media and did receive significant coverage of our recent pickets and concerns about this budget cut throughout the last week.

Watch for more public awareness campaigns by MCO in the near future!



KEEPING YOU INFORMED

SEPTEMBER 17, 2004

OFFICER ATTACKED DURING SEARCH

During visitation at Florence Crane on August 29th, officers noticed that a visitor had taken her hair out of a bun, replaced it, and then moved over to have her photo taken with the prisoner. The prisoner was then observed with his hand inside his pants.

Officers, with "probable cause," took the prisoner for a search. They found a packet containing an unknown substance in his underwear. The prisoner then turned and attacked the officer to retrieve the contraband. He was able to flush it during the scuffle, which resulted in abrasions and cuts to the officer's jaw, back, chest, face, and shoulders.

OFFICER REVIVES INMATE

Also on August 29th, but on the other end of the state in Marquette, an officer saved the life of an inmate.

While conducting rounds the officer discovered the prisoner on the floor having an epileptic seizure. The officer immediately called for medical assistance but by the time the officer and RN got to the prisoner both his breathing and heart had stopped.

The officer and RN performed CPR and were able to resuscitate him successfully for transportation to Marquette General. The prisoner is expected to make a full recovery. *Prisoner or not, saving a life makes you a hero!*

WESTERN WAYNE UPDATE

Western Wayne's closure has been delayed due to the conversion of Huron Valley Center. The remodeling necessary to convert the DCH facility into a womens DOC facility is taking longer than expected and has thus delayed the transfer of prisoners.

At this time, the facility will remain open until December.

FSA's TO DOC UPDATE

The legislation, HB 6085, that will allow FSA's to convert to DOC employees was approved by a Government Operations Committee on Wednesday.

Both the DOC and MCO testified before the committee recommending this legislation be approved. It is now waiting for further approval by the full House.

CRISIS FUND POKER TOURNEY!

NO LIMIT TEXAS HOLD'EM
THURSDAY, SEPTEMBER 23RD, 2004

WESTSIDE LOUNGE
IONIA, MI

6 P.M.

\$40 BUY-IN

CASH BAR AND MENU AVAILABLE

100% OF ALL PROCEEDS BENEFIT
THE MCO CRISIS FUND

WINNER TAKES ALL!

WHAT'S THE TAKE?



TWO (2) TICKETS

DETROIT LIONS

VS.

PHILADELPHIA EAGLES

FORD FIELD

SUNDAY, SEPT. 26TH, 2004

(A \$250 VALUE)

CONTACT CO RON TRACHET AT
WORK: MTU (616) 527-3100

CORRECTION:

The prisoner that attacked a CO at the Oaks last week had previously been at Baraga, not Alger as reported.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



INSANE

Prisons Closing Gun Towers



Call The Governor

As you may have heard, MCO has put up over 20 billboards around the state like the one you see above.

For a complete list of locations, visit the website at www.mco-seiu.org.

CLOSER TO HOME

The Closer to Home Transfer window is open from October 1-31st. To apply during that time, e-mail or write John Bowers at MCO Central with your request. Please indicate name, address, phone, current and desired facility.

In order to be eligible for a Closer to Home Transfer, the following must apply:

- ✓ You cannot have any current discipline.
- ✓ You cannot be a probationary employee.
- ✓ Your desired facility must be within a 40 mile radius of your home.
- ✓ And, you cannot have transferred voluntarily in the 12 months prior to your application date.

BARAGA BRAWL

During the lunch meal on September 12th, two prisoners at Baraga broke into a fight. Two officers immediately intervened to separate the inmates. It took two more officers to subdue and restrain the inmates.

Two of the four officers were sent to Baraga Memorial Hospital for possible exposure and another officer was treated for a sore knee. A Razor blade and handle were later found under the table where the fight took place. It is unknown who had the weapon. Michigan State Police investigated the crime scene.

OAKS SCUFFLE

An RUO at the Oaks was assaulted on September 10th, when a prisoner objected to a strip search. The inmate rushed the officer, taking him to the ground, and punching his face. The officer sustained abrasions and contusions to his back, both elbows, face, head, and leg.

MARQUETTE CRITICAL

On September 16th, an officer at Marquette was sliced across the nose and face (just missing the eye) while picking up food inserts from a prisoner. The assault happened through the bars with an unknown weapon, but nothing was found on the prisoner during shake down.

LEGISLATIVE UPDATE

The Governor has signed the DOC and DCH budgets.

DOC—Fiscal Year 04/05 (starting Oct 1st): \$1.71 Billion; 6% higher than current year.

DCH—FY 04/05: \$2.56 Billion; 2% less in general funds than current year.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



KYI

KEEPING YOU INFORMED

OCTOBER 5, 2004

BARGAINING UPDATE

Contract negotiations continue with the State. Progress has been slow. MCO and the OSE have been methodically working our way through the contract. Although some of the less controversial articles have been concluded, the parties still have major differences on certain important items. MCO's theme throughout has been the danger and stress of the job we do every day, and that corrections and forensic officers have already done their share. The state is citing overtime costs, and budget restraints. Unfortunately, in any bargaining process much of the discussion that takes place must "remain at the table." However, in general, it's no secret the State is aggressively trying to eliminate the prohibition of crossing worksite lines. MCO is aggressively fighting back. In the economic area, the state has basically offered no guaranteed wage increases and has proposed some increases in health care costs to the employee. MCO has proposed increases in compensation and keeping the status quo on health care with only a few minor enhancements.

On October 1st, MCO and OSE filed for Impasse Assistance. Negotiations will continue over the next few weeks. If a voluntary agreement cannot be made, notice to the Impasse Panel of that situation will be given and hearings will be held.

Officers Attacked at MTU

As some of you may have seen on WOOD TV8 out of Grand Rapids yesterday, three officers from MTU were attacked with "lock in a socks" on Sunday evening.

The CO had written a ticket for a 24 hr. top lock on a prisoner. Later, when the officer responded to commotion in the area he was attacked and pinned to the floor. Another prisoner then joined in and beat the CO with his fists and a "lock in a sock." Two officers responded and were subsequently attacked as well. The prisoners then ran down to the day room to try to roust up other inmates however officers were able to secure the room.

The ERT team then appeared in full gear and secured the situation.

All three officers required medical attention with one receiving nearly 60 stitches and staples to his head.

WOOD TV8 came to Lansing and interviewed Tom and later interviewed one of the COs involved. **To view the news coverage, simply visit: <http://www.woodtv.com/>** Then, if you scroll down to "Today's Top News Videos" you can watch the 6 pm newscast of the incident.

Thankfully no one was permanently injured and our plight was brought to the public.

MCO & OSE Meet to Discuss DCH Issues

MCO and the Office of the State Employer met today to identify and address issues related to the events of the HVC move.

It was determined that Bargaining Unit Seniority will be utilized in all FSA placement.

Final details of the process will soon be concluded. An MCO informational meeting will be held when a facility is secured.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG

FROM THE OFFICE OF MCO PRESIDENT TOM TYLUTKI, SEIU LOCAL 526M, AFL-CIO

sc:opeiu459aflcio



KYI

KEEPING YOU INFORMED

OCTOBER 20, 2004

BARGAINING UPDATE

MCO and the OSE have not bargained since last week. Although many non-controversial articles have been settled, there is major disagreement on several others.

MCO is fighting the OSE's proposal to allow the Department to assign officers across worksite lines. Another controversial OSE proposal would not count sick leave as a workday. Under the proposal, if an employee uses sick time, any overtime worked within the pay period would not be paid at the overtime rate until the employee worked enough hours to cover the sick time use. After meeting that threshold, the employee would be paid at the usual overtime rate.

The state has offered a minimal wage proposal and health care continues to be an area of contention. MCO is arguing that correctional and forensic officers have already taken enough "hits" over the last 12 years and have contributed enough. The MCO bargaining team is also emphasizing danger and stress of the job.

The state impasse panel has extended the deadline to Monday, October 25, for the first set of documents, which would include articles of disagreement. Additional documentation is due the following week. After that, an actual impasse panel hearing date would be set. It is possible bargaining could continue during this time frame, but not necessarily guaranteed.

At the time of print, no other unions have come to a voluntary agreement with the state. Most unions are scheduled to continue negotiations this week. MCO is tentatively scheduled to return to the table on Friday, October 22nd.

Attempted Escape at Chippewa

Formal count at 2100 hours on October 5th, revealed a prisoner missing. Exterior rounds located the prisoner attempting to hide in the trees near the fence in a restricted area. The prisoner had numerous layers of clothing, supplies, phone numbers, and other items that would have assisted him if he had been successful.

Earlier that day the fence had been alarming regularly due to high winds. A second perimeter vehicle had been added several hours before the incident.

Officer named to CO Training Council

Andy Potter, a CO at the Handlon Training Unit and currently a MCO Executive Board Member-At-Large, has been appointed to represent state corrections officers on the Correctional Officers' Training Council.

Potter will serve a term expiring March 30, 2007. He succeeds Dennis L. Sommers, whose term recently expired.

Thanks to Denny Sommers for his service and congratulations to Andy Potter!

Closer To Home Reminder

The Closer to Home Transfer window is open from October 1-31st.

To apply during that time, e-mail or write John Bowers at MCO Central with your request. Please indicate name, address, phone, current and desired facility.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



CONTRACT AGREEMENT REACHED!

KEEPING YOU INFORMED

OCTOBER 29, 2004

A tentative agreement was reached between MCO and the State at 5:40 a.m. Friday, October 29th. Complete terms of the agreement will be mailed out with the ratification ballot to all members in the near future. Basic elements of the package are being communicated to MCO chapter leaders at this time. Bargaining took several months and the bargaining team fought hard to retain benefits and to secure wage increases during hard economic times. Highlights of the agreement follow:

Base wage increases totally 10% over the term of the contract. (Actually compounds to 10.4%)

October	2005	- 1%	April	2006	- 1%	April	2007	- 2%	April	2008	- 2%
			October	2006	- 2%	October	2007	- 2%			

BLT

Banked Leave Time program starting in January to October, 2005 at four hours per pay period. Current BLT expires on November 6th, so member will experience increase in pay check for a few months before returning to BLT in January.

Guarantees...

- ...that no permanent or temporary layoffs will occur during term of BLT
- ...no reduction in hours (meal period issue) during the term of the whole agreement
- ...will not be a 3rd year of BLT during the life of the contract.

Also...

- ...the right for member to take an annual day off, even if the vacation book is full, during the pay period in which the employee's birthday is used, during calendar year 2005.
- ...in the year 2006, 22 hours will be added to the formula to help increase vacation slots.

Increase in uniform allowance

Insurance:

- Premium split remains at 95/5%
- Current deductibles will be maintained.
- Current dental and vision maintained.
- Certain improvements include increases in allowable amount for preventative services.
- Some medical enhancements obtained.

Prescription Plan

Prescription plan does change to the 3 tier system where it is possible some members would be required to pay \$30 for certain prescriptions. However, in most cases, another brand name drug, or generic drug is available. In those cases the current \$15 for name brand and \$7 for generic charge will be maintained.

LTD

LTD changes include a limitation to 2 years for any mental-nervous disability and age limit will be reduced from 70 to 65 years of age.

CLARIFICATION

On October 1, 2005, the entry-level pay step for new hires will be lowered somewhat. No current employees will be affected by this provision. This was one way to find money to increase wages in the higher pay steps. It was recognized that we do not represent people who have not yet been hired (they can choose whether to accept the job or not) and the Union thought it best to get higher percentage increases for current employees because every employee (include the new hires) will end up with those increases in their base wage and enjoy it for the rest of their careers. All employee unions accepted this provision.



BOARD TOURS IN ADVANCE OF CENTRAL

OCTOBER 18, 2004

MARQUETTE

October 25, 2004

6-2 & 2-10

Adam Douglas/Ray Sholtz

NEWBERRY

October 26, 2004

2-10

Jim Johnson/Bill Henderson

10-6

Adam Douglas/Ray Sholtz

CHIPPEWA

October 24, 2004

11 a.m. - 5 p.m.

Scott Fischer/Andy Potter

October 26, 2004

6-2 & 2-10

Adam Douglas/Mike Taylor

ALGER MAX

October 25, 2004

6 p.m. - 2 a.m.

Scott Fischer/Andy Potter

October 26, 2004

6-2

Jim Johnson/Bill Henderson

KINROSS

October 25, 2004

6-2 & 2-10

Ray Sholtz/Jim Johnson/
Bill Henderson

OJIBWAY

October 24 & 25, 2004

varying times

Tom Tylutki/John Ost

BARAGA

October 26, 2004

varying times

Tom Tylutki/John Ost

HIAWATHA

October 26, 2004

8 - 11 a.m. & 8 p.m. - 2 a.m.

Scott Fischer/Andy Potter

STRAITS

October 26, 2004

12 noon - 6 p.m.

Scott Fischer/Andy Potter

CAMP KOEHLER

October 25, 2004

5 a.m. - 8 a.m.

Scott Fischer/Andy Potter

CAMP CUSINO

October 25, 2004

12 noon - 3 p.m.

Scott Fischer/Andy Potter

FROM THE OFFICE OF MCO PRESIDENT TOM TYLUTKI, SEIU LOCAL 526M, AFL-CIO

sc:opeiu459afcio



KEEPING YOU INFORMED

NOVEMBER 4, 2004

MCO STOPS GUN TOWER CLOSURES...FOR NOW

Wednesday, November 3, 2004, MCO went to court in attempt to gain a Temporary Restraining Order to stop closures of the gun towers. To avoid a TRO, the Attorney General's office agreed to stop closures until a preliminary injunction hearing could be held. That hearing has been scheduled for Friday, November 19, 2004.

The fight continues....

Contract Updates and mailings

The most up-to-date information about the Contract can be found on the website, which is updated almost daily. Accompanying this KYI is a separate flyer to be posted with the most recent details.

We have convened an E-Council meeting for next Tuesday, November 9, where we will provide the Chapter Presidents with more information to disseminate to members.

A packet will be sent out to all members detailing every aspect of the contract within the next few weeks, depending on printer/

m a i l e r
s c h e d u l e s .
These pack-
ets will also
contain your
ballots and
v o t i n g
instructions.



Executive Director announces retirement

MCO Executive Director, Fred Parks, has announced his retirement after serving MCO for 27 years. Fred was honored at Central Committee last week for his dedication to MCO and its members throughout the years.

In a related story...

There is an opening for the position of Executive Director at MCO!

We have begun the application process. If you are interested in applying, the job posting is listed on the MCO website.

Please e-mail your application as soon as possible to:
sacha@mco-seiu.org
or

fax to: (517) 485-3319

Interviews with the Search Committee will begin shortly.

MCO loses an officer and a friend

MCO mourns the loss of HVC-Nursing Chapter President, Lana Stewart. Lana passed away unexpectedly on Saturday, October 30th. She will be greatly missed by all.

Want a Ballot? Update your address!

If you have moved and not notified the Union of your new address you may have difficulties receiving the contract package and ballot. Please contact MCO Central at (517) 485-3310 or (800) 451-4878 to update your address as soon as possible. The mailing lists will be going to the mailers next week!

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



MCO Stops Gun Tower Closures

Court Grants Preliminary Injunction

On Friday, November 19, MCO won a preliminary injunction against the DOC. The injunction maintains the status quo for current Gun Tower staffing. ***If there are any closures of Gun Towers for any reason please call Tangee Laza at MCO Central immediately.***

This injunction is in effect pending the outcome of a Civil Service Hearing which will occur later next month.

The fight continues....

Contract Summary and Ballot mail date...

A contract summary and ballot package will be in the mail no later than Friday, November 26th. Please watch your mail over the holiday weekend. If you do not receive a package by December 3rd, please contact Stephanie at MCO Central and she will send a replacement.

Reminder: ballots must be received by December 13, 2004. Please do not make any stray marks on the ballot, and do not obscure your name and address on the Business Reply Envelope. This address is what allows us to verify membership is valid. The exterior envelope with the address is separated from the interior "Ballot Enclosed" envelope before it is opened so confidentiality is maintained.

WCF Transfer Forms in the Mail

The letters and forms for transfers from the WCF closure have been mailed. These forms need to be turned in to the Personnel Office at WCF by 4:00 p.m. Monday, November 29th. **BY ALL MCO MEMBERS** at the facility (even if you are going to go to the new women's facility).

Similar letters will go out to the affected FSA's at CFP and HVC as soon as the WCF forms have been processed.

UAW Local 6000 ratifies contract

In a vote of 5,666 to 959, the UAW Local 6000 overwhelmingly ratified its contract last week.

They are the first of the five unions to do so.

*Have a Happy
Thanksgiving*

*Enjoy the family!
Enjoy the food!*



MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
WWW.MCO-SEIU.ORG



KYI

KEEPING YOU INFORMED

DECEMBER 14, 2004

MCO Ratifies Contract!

With 40% of the Membership voting... the 2005-2007
Contract overwhelmingly passed with:

3134 Yes votes

471 No votes

...for an 87% passage rate!

All state employee union contracts will go before
the Civil Service Wednesday, December 15, 2004,
for final approval.



KYI

KEEPING YOU INFORMED

DECEMBER 17, 2004

MCO Ratifies Contract!

With 40% of the Membership voting... the 2005-2007 Contract overwhelmingly passed with:
3134 Yes votes 471 No votes
...for an 87% passage rate!

The contract was officially approved by the Civil Service Wednesday, December 15, 2004.

MCO Board Votes to Appeal...

MCO recently lost the Gender based lawsuit in the U.S. 6th Circuit Court. MCO was fighting to keep male officers in the female facilities, and had won at the U.S. District Court level. However, the state appealed the case to the 6th Circuit Court of Appeals where that decision was overturned.

This past week the Board met to discuss the future of the Gender lawsuit and decided to appeal, requesting the entire Court of the 6th Circuit to hear the case. *The fight continues...*

**ALL MCO MEMBERS ARE INVITED
TO A RETIREMENT RECEPTION FOR
FRED PARKS
FRIDAY, JANUARY 21, 2005
4 P.M. - 7 P.M.
AT THE MCO CENTRAL OFFICE
IN LANSING
MORE INFORMATION TO COME!**

New Executive Director Exchange Transfer List Named to Clear for New Year

On Wednesday, December 15, 2004, the Executive Board, after conducting second interviews of the finalists, announced that Mel Grieshaber, MCO Vice President and Legislative Director will become the new Executive Director of MCO.

Mr. Grieshaber served as a Forensic Officer for 12 years at the Forensic Center, and as Vice President/Legislative Director for MCO in Lansing for the past 17 years.

The Executive Director Search Committee reviewed over 50 applications before selecting 6 to interview. Three were then chosen for a second interview before the full Executive Board.

Mel will assume his duties as Executive Director effective January 1, 2005.

It is almost the start of a New Year, and thus it's time to do some housecleaning. The Exchange Transfers list which appears on the last page of the MCO Report is long, and often outdated because employees don't alert us when they've made their move!

So, the list will effectively be cleared for the January issue. If you would like your name to remain on the list, or are interested in adding your name, please send an e-mail, or mail the following information ASAP to Sacha at Central (sacha@mco-seiu.org):

Name
Rank. (E-9, E-10, etc.)
Current Facility
Desired Facility
Phone # of Current Facility