



MCO REPORT

NEW YEAR NEW FACES NEW CHALLENGES



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PROFILES

OFFICER "SLUGS" IT OUT ON NATIONAL TV

Daren Ferden, a CO at Jackson, made national headlines in December when he won NBC's "Fear Factor" and the \$50,000 prize.

To win, Ferden had to ride a slide 100 ft. above the ground and capture flags, eat a sausage covered with nightcrawlers and red worms, and then leap under a flaming lake to release six giant Christmas ornaments. Only two contestants made it to the final task.

Now that things have calmed down a bit....Here's what Ferden had to say in an interview recently with MCO about his experience.

HAVE THINGS CHANGED FOR YOU AT WORK?

"No, not really. Although they did get to see a different side of me than they normally encounter at work. I did feel a sense of camaraderie though, everyone was very supportive. The prisoners even said "Good Job." I got a special thanks from the Warden for portraying a professional image on TV, which was very nice."

WHAT HAS COME OUT OF THIS EXPERIENCE THAT YOU DIDN'T EXPECT?

"I got to do a TV commercial for State Employees Credit Union,

I certainly never expected something like that."

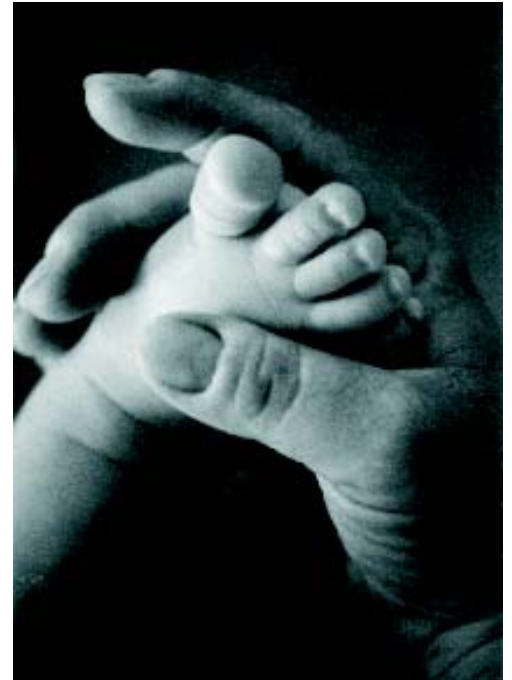
IS THERE ANYTHING SPECIAL YOU WOULD LIKE TO SAY TO YOUR FELLOW CO'S?

"I really think that paying attention during academy training made a difference. It teaches you how to be observant, how to plan ahead. This really made a difference when I was facing the different challenges. It helped me to plan my strategy and learn from the other contestants' mistakes."



PHOTO COURTESY OF NBC

DOUBLE DUTY AT CRANE



The Barker-West Twins!

Cole	Kaleb
5 lbs. 14 oz.	6 lbs.
18"	18"
11:24 pm.	11:46 p.m.

December 11, 2003

Congrats to Rochelle and Chris!



OFFICERS RUSH TO RESCUE AT CAR FIRE

Monday, December 8, 2003, started out like any other day for CO's Bret Miller, Melody Teunis, Stanley Crisp, Robert Stahl and RUO Bonnie Hubbard of Pugsley.

That would change. At approximately 2:30 that afternoon they came upon a two car head on collision on US-131, about a mile south of M-113. The heroic acts that followed can be told best by the officers involved, yet they prefer to consider what happened nothing out of the ordinary.

One car, containing two passengers, was flipped onto its roof. The other vehicle, while upright, was unrecognizable.

CO Crisp immediately climbed

through the windshield and pulled the driver of the overturned vehicle to safety. CO Teunis then administered First Aid and comfort to the rescued driver who sustained substantial injuries but survived the incident.

CO Miller made repeated attempts to remove the second passenger, only to have the vehicle become engulfed in flames. Miller continued his rescue efforts, receiving burns to his right hand, but was eventually pushed back by intense flames and smoke. The passenger ultimately perished in the fire.

What made the failed rescue particularly difficult was the discovery that the rescued driver

was the granddaughter of the passenger who perished. The drivers' continued requests to save her grandmother still ring in the officers' ears.

CO Stahl, RUO Hubbard and CO Crisp assisted the driver of the other vehicle who also received substantial injuries but did survive the accident.

Of particular note is how the officers took care of business without concern for their personal safety. CO Teunis commented that they all took on different roles without direction or hesitation, a direct reflection on the type of staff employed at MPF and throughout the department.

IN MEMORIUM

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 Buckeye Beach.

A Gladstone Public Safety dive-team recovered the body

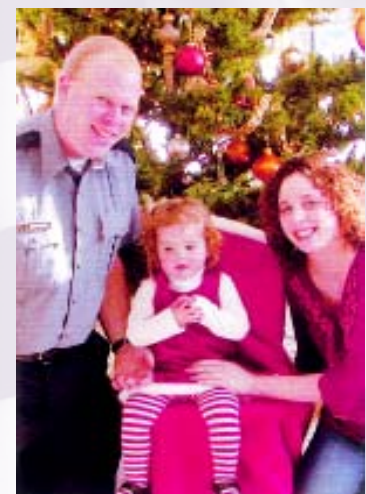
after a five-hour search. After difficulties with freezing equipment, a portable heating tent was set up and a third team of divers brought in.

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, local officers and staff have raised over

\$1,500 to date, to assist his young family.





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.....



EM-12/03

TWO PLANS...TWO WAYS TO SAVE



**THE MICHIGAN EDUCATION TRUST...
LETS YOU PAY FOR TOMORROW'S
TUITION AT TODAY'S PRICES**

With three options under the MET program, parents, grandparents, and others can purchase tuition for children as soon as they are born!

Under the Full Benefits Plan, MET will provide in-state tuition and mandatory fees at Michigan public universities or in-district or out-of-district tuition and mandatory fees at Michigan public community colleges up to the number of credit hours required for a standard four-year undergraduate degree.

In addition to paying for tomorrow's education in today's dollars, contributions to the MET are deductible on a purchaser's Michigan income tax form in the year they are made. In addition, purchasers and students will not pay state or federal income tax on earnings when the benefits are used for qualified higher education expenses.*

Limited Benefit and Community College plans are also available.

Tuition can be purchased with lump sum deposits, or by monthly installments. For a complete description of the MET plans, costs, and application forms, visit www.met4kid.com.

*this tax exemption is scheduled to end in 2010



Michigan Education Savings Program

**INVEST TODAY FOR A BRIGHTER
TOMORROW**

The Michigan Education Savings Plan is a 529 College Savings Plan. This means that MESP accounts can be used to pay for qualified higher education expenses at thousands of eligible colleges, universities, vocational schools, or other postsecondary institutions in the state of Michigan or anywhere in the country.

With just a \$25 deposit to open the account, you can be on your way to saving for your child's education.

Contributions to the MESP grow free from federal and state income tax until withdrawal. In addition, the earnings portion of withdrawals will be free of both federal and Michigan income tax.*

Contributors can deduct up to \$10,000 for joint filers and \$5,000 for singles filers from their Michigan income tax each year for contributions made by December 31st of that year.

In addition, the beneficiary may be eligible for a matching grant of \$1 for each \$3 contributed up to \$200 if the beneficiary resides in a household earning \$80,000 or less. This is only available during the first year of enrollment.

For more information or to apply, simply visit www.misaves.com

*this tax exemption is scheduled to end in 2010



UNIONS: DEDICATED TO EDUCATING OUR WORKFORCE

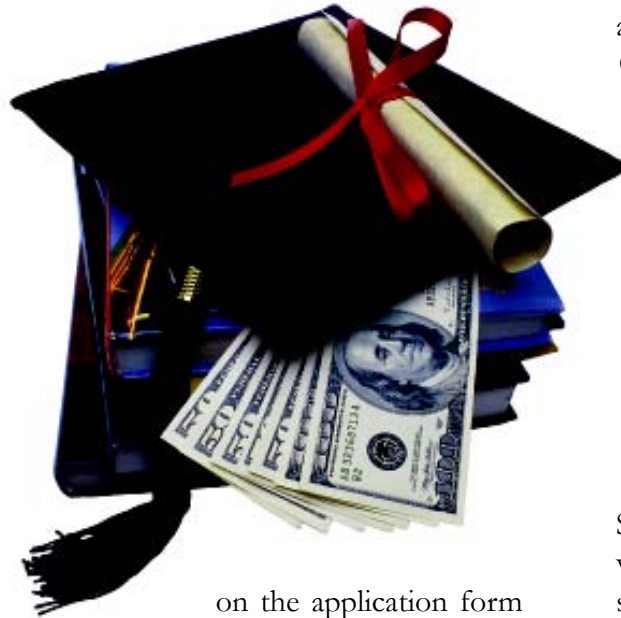
Now that the excitement of the holidays is over, it's time to get back to the hum drum of life. For many of you, that may mean it's time to start filling out paperwork to send your senior to college next year. As you sort through applications, loan forms, letters of recommendation and essays, look no further than SEIU and MCO. With a number of scholarship programs providing a total of nearly \$85,000 in annual assistance, we can help make it all a little easier.

The SEIU Scholarship Program awards 48 scholarships each year, including fifteen \$1,000 scholarships which are renewable for up to four years, and thirty-three \$1,500 one time scholarships.

SEIU also offers the SEIU Moe Foner Scholarship program for Visual and Performing Arts. This scholarship is a one time \$5,000 award to a student pursuing a degree or training in the visual and performing arts and who believes that the arts are an important vehicle for promoting cultural identity and social change.

In addition, there is also the SEIU Jesse Jackson Scholarship program. This is a \$5,000 annual scholarship, which can be renewed up to a maximum of four years, given to a student whose work and aspirations for economic and social justice reflect the values and accomplishments of the Rev. Jesse Jackson.

All applicants for SEIU scholarships must read "Stronger Together," a booklet about SEIU, and complete all of the questions



on the application form to qualify. Additional essays or portfolio materials may be required for specific scholarships.

Completed application forms are then entered into a lottery drawing selection process.

Application materials, including the "Stronger Together" booklet, can be obtained by visiting www.seiu.org/resources/scholarship on-line, or by contacting Sacha Crowley via e-mail at sacha@mco-seiu.org. Spanish application materials are also available upon request. The application deadline for SEIU Scholarships is March 1, 2004.

Started in 2000, MCO also

offers a scholarship program. Funded through MCO's general fund. Twenty entering or returning students are selected each year to receive a \$500 scholarship.

To be eligible, a student must be a graduate from a High School or G.E.D. program by August 2004, be enrolled as a college freshman by the fall semester 2004, or be returning as a sophomore, junior or senior as of the fall semester 2004. Eligibility is for a child, stepchild, adopted child of an MCO member in good standing for three continuous years as of January 1, 2004.

To apply, simply complete the Scholarship Application, submit verification of ACT/SAT test scores, as well as a 500 word essay describing your general knowledge of MCO and its importance to the members.

The MCO Scholarship application materials will be available in mid-February, as well as included in the March MCO Report. You may also obtain applications by contacting Sacha Crowley via e-mail at sacha@mco-seiu.org, by phone at 800.451.4878 or on-line through our website at www.mco-seiu.org. The deadline for MCO Scholarship Applications is June 1, 2004.



LABOR REP. CHERELYN DUNLAP

CHIEF STEWARD'S TRAINING JANUARY 8, 2004

LABOR REPRESENTATIVES CHERELYN DUNLAP AND RON PARKINSON SPENT THE DAY DISCUSSING THE GRIEVANCE PROCESS AND LABOR/MANAGEMENT RELATIONS AND THE CHIEF STEWARD'S HAD THE OPPORTUNITY TO SHARE SITUATIONS AND EXPERIENCES THEY'VE ENCOUNTERED AT THEIR FACILITIES.



LABOR REP. RON PARKINSON

PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 25 YEARS



**OJT
RECEPTION
JANUARY 8,
2004**

MCO PRESIDENT, KARY SOWELS, SPEAKING TO THE RICHARD E. JOHNSON CLASS



MEMBERS OF THE JANUARY 2004 GRADUATING CLASS GATHER TO
SHARE PIZZA, AND QUESTIONS, WITH UNION OFFICIALS.





THE UNION BEAT

MCO IN COURT ON TWO FRONTS

PAPERLESS EARNINGS STATEMENTS

To stop the “Paperless Earnings Statement” program, MCO filed a grievance, an unfair labor practice against the state, and pursued an injunction in court. Ultimately, the state was forced to sit down with MCO and discuss the ramifications of the program.

In a meeting with the Office of the State Employer, MCO argued the program caused privacy concerns for members, excess time spent waiting in line to obtain their information, whether on break, or their own time, and the fact there was insufficient computer access in the facilities.

The OSE agreed to settle the matter concluding the “Paperless” system was not appropriate for Security Unit employees due to their unique work environment. Attempts by OSE to continue the system for MCO members in DCH failed.

A “show cause” hearing was scheduled for February 5th, where MCO was to argue objections to this unilateral mandate and provide “real life” data on how the program worked at the DCH facilities. The program went into effect for DCH members on January 29th. That implementation

has now been reversed so no security bargaining unit members will be included in the “paperless” program unless they have their own, individual computer at work.

“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**

GENDER BASED LAWSUIT HEARD BY US COURT OF APPEALS

On February 4th, the 6th Circuit Court of Appeals in Cincinnati heard the *Everson v Department of Corrections* lawsuit.

The suit, funded by MCO, was won by the union in U.S. District Court. MCO fought the Department on a variety of levels, when the MDOC attempted to remove all male officers from female housing units. MCO viewed the action as discriminatory and a violation of federal law.

MCO had successfully stopped the legislature from mandating that only female officers work in the housing units. Losing there, the MDOC decided to unilaterally change its policy. MCO quickly decided to expend the necessary resources to fight the department.

After losing in District Court, Governor Engler decided to appeal the decision. The Court of Appeals heard MCO lawyers argue the states actions violated correctional officer

civil rights. The Court could take up to six months to decide the case.

MCO spent approximately a half million dollars to fight the case. After winning in District Court, the state was forced to reimburse MCO for all costs, since this was a civil rights case. When the state appealed the decision, it was required the money be placed in an escrow account. If MCO continues to win, the money will be completely turned over to MCO.



COMPARE THE FACTS...

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 layoffs, 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.

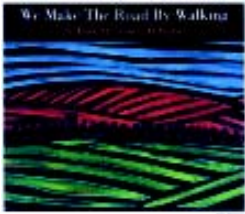
MSPTA

- ◆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



A YEAR OF SOLIDARITY

SEIU is proud to announce that the new social justice calendar, "We Make the Road By Walking," for 2004 has arrived!



Each month honors original artwork designed to portray a social justice quote...one that goes to the heart of SEIU's mission.

Calendars include important dates in labor history in addition to its themes of solidarity, activism and justice.

ORDERING INFORMATION

Calendar for 2004:

\$12.95 plus s/h

Union Member Discount:

\$7.00 plus s/h



Make checks payable to **Bread and Roses** and mail to:



1199/SEIU's Bread and Roses Cultural Project
330 W. 42nd Street, 7th floor
New York, NY 10036

To order on-line, contact **Terry Sullivan:**
terrys@1199.org.



MCO STATEMENT OF ACTIVITIES

(SIX MONTHS ENDED JUNE 30, 2003)

Revenues	Amount
Membership Dues	\$2,304,853
Non-Member Fees	24,638
Interest and Dividends	19,039
Insurance Proceeds	3,755
Total Revenues	2,352,285
Expenses	
Administrative Leave	68,021
Annual Leave	684
Arbitration	18,205
Books, Dues and Subscriptions	6,806
Computer	17,225
Consulting	8,120
Continuing Education	5,576
Contributions	55,685
Depreciation	50,493
Insurance	90,920
Leased Property	5,036
Legal and Accounting	82,308
MCO Report	24,168
Meetings and Conferences	138,046
Member Crisis (net)	4,634
Office and Administrative	21,648
Organizational Unity Materials	8,530
Pension Contribution	70,035
Political (net)	63,859
Postage	23,614
Professional Organization Membership Fees	27,467
Athletic Team, Social Activity, Advertising,	
News Release and Related Expenses	6,310
Repairs and Maintenance	14,599
Salaries	469,060
Taxes - Payroll	39,881
Taxes - Per Capita	656,417
Telephone	21,503
Utilities	13,834
Total Expenses	2,012,684
Increase in Unrestricted Net Assets	\$339,601



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. If you would like your "ad" in the next issue, you must submit your information no later than the first of the prior month. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. Please contact us as well if you need to remove your name from the list.

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY Phone
Bernard Lavia, E-10	Michigan Training Unit, Ionia	Pugsley, Oaks	616-527-3100
Charles Helzer, Jr., E-9	Ionia Maximum	Camp Manistique/Newberry	616-527-6331
Brian Crothers, E-9	Alger Max	Marquette	906-387-5000
Greg Bennett, E-9	Ojibway	Marquette	906-787-2217
Michael Thomas, E-10	Standish	Saginaw	989-846-7000
R. Towers	Oaks	Any facility in Jackson or Ionia	231-723-8272
Mitchell L. Ross	Chippewa	Thumb or Saginaw	906-495-2275
Chet Dums, E-9	Ojibway	Marquette or Alger Max	906-787-2217
Brian Maddox, E-9	Huron Valley Men's	Mound	734-572-9900
Michele Sivrais, E-10	Camp Lehman	Standish Max	989-348-8101
Don Peer, E-9	Standish Max	Camp Lehman	989-846-7000
Malcolm L. Davis, E-9	Parr Highway	Ypsilanti TRV Center	517-263-3500
Wes Frizzle, CTO-10	Pugsley	Macomb or Thumb	231-263-5253
Kelly Russell, E-10	Oaks	St. Louis or Carson City	231-723-8272
Bryan Friend, E-9	Camp Lehman	Mid-Michigan or Pine River	989-348-8101
Troy A. Crow, E-10	SAI	Egeler-RG&C	734-475-1368
Monty R. Chriswell, E-10	Standish Max	Saginaw or Thumb	989-846-7000
Biran Lierman, E-10	West Shoreline	Grand Rapids Center	231-773-2097
David Dean, E-9	Huron Valley Men's	Parr Highway, Cotton, Parnall	734-572-9900

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST	
_____	_____
MCO Member	Deceased's Name
_____	_____
Relationship to Deceased	Deceased's Date of Death
_____	_____
Chapter, Chapter President	Religious Preference

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

Address Service Requested

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Permit No. 664



MCO STATE EXECUTIVE BOARD

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MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

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Jake Campbell, Straits
Gary Whitman, Thumb Correctional
Robert Sikkenga, West Shoreline
Phyllis White, Western Wayne

The MCO REPORT is an award-winning publication of the Michigan Corrections Organization, Service Employees Union Local 526 M, AFL-CIO. The editor reserves the right to refuse any incoming articles that are detrimental to MCO, SEIU Local 526M and its policies and the policies of the SEIU. All articles or letters must be submitted by the first of the month prior to the next issue.

MCO does not accept paid advertising in the *MCO Report*. No one is authorized to solicit advertising for the *MCO Report* in the name of MCO or SEIU Local 526M.

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To send e-mail to an MCO staff member, type his or her first name followed by: @mco-seiu.org.

If you have changed your address or phone number, please inform MCO immediately at 1-800-451-4878 (phone), 1-800-327-5266 (fax), or send an email by following the directions listed above.

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT

2004 MICHIGAN CORRECTIONAL OFFICER OF THE YEAR



PABLO OLVERA, SAGINAW CORRECTIONAL FACILITY



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UNION VOICES

YOUR ATTITUDE...YOUR CHOICES...YOUR UNION

We have all heard lately about a growing movement in the ranks to try to replace MCO. The rumors of the F.O.P. (Fraternal Order of Police) or P.O.A.M. (Police Officers Association of Michigan) representing us abound.

I have only been a member of this union for little more than 3 years. In this time I have made some observations about MCO. Our agreement with the state employer is pretty good. All complaining aside, we are in the top 3 corrections departments nationwide for wages, training and benefits. MCO is the reason we have achieved this status.

The more senior officers can tell you of a day when a Corrections Officer in this state only made \$15,000 a year or less and had few benefits. You may say, "That was a long time ago." You're right on the money. MCO was there way back when we didn't have an employee agreement like we have now. Through the years of representation by MCO most of what we have now has been achieved.

In the early eighties when MCO was just voted in, the membership was really fired up about the new representation they now had. They attended meetings, walked picket lines and took part in the union. This made MCO stronger.

The membership of MCO has lost the dedication that makes this union work. It seems that a lot of members expect the union to make things happen for them with no effort on their part in the union process. When it doesn't

happen, they complain that the union didn't get the job done. MCO is only as effective as the membership is dedicated to the union cause. To keep this same attitude with new representation will only put a new face on the same problem.

To have a strong union, we must show strength in unity. This can only be achieved through a dedicated membership. Not by new representation. Do you really want to start from square one again after all these years of gain?

We all know that we have been losing ground at the bargaining table for awhile. This is partially due to the lack of membership support of MCO. To reject MCO and vote in a new representative union would mean throwing out the existing employee agreement and starting from scratch. The F.O.P. or P.O.A.M. organizations have never had to negotiate an agreement on a scale like the one we have now. In these fiscally challenging times, do you think we will gain back what we already have now? A new representative union with no large scale negotiating experience would have a hard time. This could have a negative effect on our employment conditions and benefits.

When you make your choices about your union, make an informed decision. The choices you will make will have a lasting effect, positively or negatively, on our employment future as Corrections officers.

If the membership thinks that our

union should be more effective than it is now, get involved and do your part to make it more effective. Don't wait for change to happen, make change happen. Get involved.

I support MCO and plan on staying active in the union process, whatever the membership chooses. I challenge all other members to do the same. A dedicated membership makes a stronger union. A strong union membership presence at bargaining time, results in a more satisfactorily negotiated agreement. This is my opinion, not necessarily that of anybody else.

Richard Benson
Straits Correctional Facility

SOWELS ANNOUNCES HE WILL NOT RUN

"It's time for change" stated President Kary Sowels at the Executive Council meeting held at MCO Central Office on February 19, 2004.

Speaking to Chapter Presidents and the Executive Board, Sowels lead off the day with his announcement that he will not run for office in the upcoming elections.



UNION VOICES

SPEND YOUR TIME WELL...

As you are aware I recently went through one of the most difficult times in my life... The loss of my daughter and granddaughter on the same day.

My daughter would have been 22 years old in March and my granddaughter turned 6 in November of last year. My daughter left behind another daughter that will be 2 this coming August.

I intend to use the check from the MCO Crisis fund to start a college fund for my remaining grandchild.

I have had great support from my union brothers and sisters at Camp Sauble and now have received the check from the membership as a whole.

In times like these it makes me feel fortunate to belong to such a fine organization. I worked in the corrections field for 16 years in a

non-union state and can tell you that those organizations would not have done anything so caring.

We never expect to have to bury a child let along a grandchild. If I have learned anything from this experience it is that family is a priority over employment. For those of the membership that work massive amounts of overtime chasing the dream of having lots of money, know this, take time for your family as they are more important than any amount of money.

Hopefully none of you will ever find yourself in my situation where you can only visit your children in your dreams. Please take the time to be with, experience and love your family members because you never know what tomorrow may bring.

Thank you again for your donation and expressions of support.

Sincerely,

Donald Zimmerman
Camp Sauble

WESTERN WAYNE ELECTIONS

PRESIDENT

PHYLLIS WHITE

CHIEF STEWARD

GREGORY CROUCH

STEWARDS

SCOTT SCHISLER

KENNETH HEARD

PHYLLIS WHITE

**CONGRATULATIONS
ON YOUR
NEW POSITIONS!**

IN MEMORIUM

MCO mourned the unexpected passing of Richard C. Hyland on January 22, 2004, at his home in Manistique.

He was a member of the V.F.W., the D.A.V. and the American Legion. Hyland served in the U.S. Marine Corps from 1958-1964.

Richard leaves behind his

wife, three sons, two daughters, two stepchildren and seven grandchildren.

Hyland was employed by the Michigan Department of Corrections as a Corrections Officer at the Marquette Prison, Camp Cusino in Shingleton and at the Alger Max facility in Munising, retiring in 1997.



PROFILES PROUDLY REPRESENTING US

ONE TOUGH CROWD!

The Corrections Officers who made it to the finals of the Michigan Corrections Officer of the Year selection for 2004 represent the ideals we strive for in our profession.

Officers are nominated from each institution and are judged on the basis of their work ethic, MDOC policy compliance, communication skills and professionalism. Each of the five finalists were subjected to personal interviews on January 29, 2004, by a committee of former officers of the year, an MCO representative, a custody supervisor and a training representative.

The winner, Pablo Olvera of the Saginaw Correctional Facility has been credited with intervening in an altercation between two prisoners, taking a shank to the shoulder to block an attack by one prisoner on the other.

Olvera also played a critical role in the reporting of a hijacked sheriff's van parked in front of the Administration Building at the Mound Correctional Facility.

In addition to his eight years of service, Olvera has actively worked to raise money for the families of two Corrections Officers who passed away this year.

We must also recognize the tough competition Olvera faced in this year's selection process.

Steven Larsen, a RUO at Mid-Michigan Correctional Facility is a primary weapons instructor and an

instructor for PA-415 training. His record demonstrates his ability to maintain control of difficult situations, including a commendation for coming to the aid of a prisoner being stabbed.

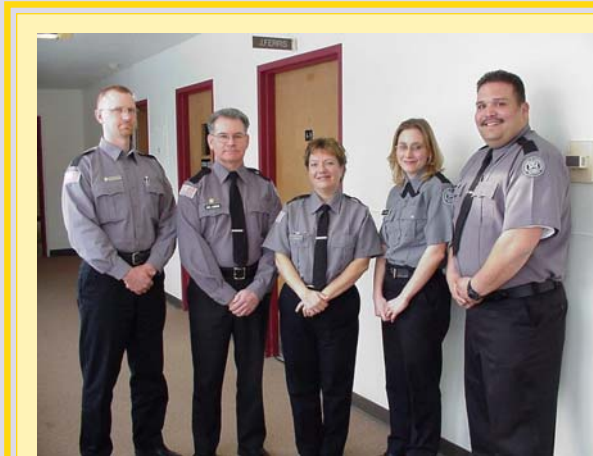
Kirsten Scheidler, a Resident Unit Officer at Camp Branch, is an active member in the Parole Violator Diversion Program. While monitoring more than 150 graduates of the PVDP program, she recognized challenges and made suggestions for improvements. Her four and a half years of service have been busy as she balances her correctional duties with her housing unit and is credited with helping to make the PVDP an effective cost savings program.

Resident Unit Officer Grant Sage has served the DOC for 14 years. His accomplishments include training co-workers on the use of new computer-driven technology used in conjunction with the opening of the Bellamy Creek Correctional Facility. Sage is known for

his attentiveness, resulting in many confiscated weapons, and has served as a member of the Ionia Max ERT. Sage is active in MCO and is very involved in his community, serving as coach of the 7th grade football team at Belding Junior High.

Diana Stimpson, a Corrections Officer from Southern Michigan Correctional Facility, has spent nineteen years working to serve the needs of prisoners, their families, and fellow co-workers, including the unique issues to being a female officer in a male institution. Stimpson developed a children's reading center in the visitor's room, received a Citizenship award for coming to the aid of victims and another officer in a fatal car accident, and provides PA-415 training to name a few.

To all our nominees...MCO is proud of the hard work you do and the example you set by acting beyond "the job."



FINALISTS, FROM LEFT:

- RUO GRANT SAGE,
- RUO STEVEN LARSEN,
- C/O DIANA STIMPSON,
- RUO KIRSTEN SCHEIDLER,
- AND
- RUO PABLO OLVERA



THE LEGAL WATCH

DO I NEED A WILL?

BY: ATTORNEY DANIEL A. PAWLUK

If you die without a will, Michigan Statutes will dictate the distribution of your assets. By executing a will, you can elect the individuals, charities and/or organizations to receive your assets. A will is the direct mechanism to avoid “*intestacy*”, the generic term for descent and distribution of assets pursuant to Michigan Statutes. For example, the intestate share, states in part, for your surviving spouse is one of the following:

- ✍ The entire estate if none of your descendants (children, grandchildren, great-grandchildren, etc.) or parents survive you
- ✍ The first \$150,000 plus ½ of any balance of your estate if all of your surviving descendents are also descendants of your spouse regardless of whether or not your spouse has other descendants.
- ✍ The first \$150,000 plus ¾ of any balance of your estate if none of your descendants survive you, but one of your parents survives you.
- ✍ The first \$100,000 plus ½ of any balance of your estate if none of your surviving descendants are descendants of your spouse.

You may want to include certain stepchildren, children of a previous marriage, or other adult friends to receive certain assets. It is best to carry out this intent through a will since certain individuals, such as stepchildren, are not

included in the state’s intestate successive scheme under the Estates and Protected Individuals Code (EPIC). In addition, you can also specify in a will which individuals you intend **not** to receive certain assets. However, omitted children and/or spouse are subject to certain provisions and compliance under the code. For example, EPIC does not cover children born or adopted **before**



the execution of the will, but rather speaks to omitted children born or adopted **after** the execution of the will. In other words, a person could potentially omit certain children existing **before** the execution of their will by not naming them in the will, subject to some minor exceptions.

A will can also serve to identify the selection and appointment of a personal representative of your estate or appoint a guardian for care and financial protection of your minor children. In addition, as part of your estate plan, it is important to execute a Durable Power of Attorney (DPA). A DPA allows you

to name an agent to assist in your financial matters if you should become incapacitated. A DPA can allow an individual to have unlimited power to sell, purchase, or transfer assets, pay bills, make gifts, to name a few. Identifying a person as your DPA relieves your family members from having to rush into court to appoint a conservator to handle your financial affairs.

An equally important concern that should be addressed as you create your will is appointing a Patient Advocate to make medical decisions should you become so ill that you are incapacitated. Your Patient Advocate can then make pre-determined choices regarding your life support issues in accordance with your wishes.

There is no best time to execute a will than NOW! Don’t let the things that matter least take priority over the things that matter most.

Daniel A. Pawluk is a principal of Pawluk Law Group, P.C. and is a participating panel attorney for the Union Plus Legal Services Plan, a division of Union Privilege. His office is at 302 S. Waverly Rd., Suite 2, Lansing, MI 48917, (517) 321-3211



WANT A BETTER CONTRACT?

TALK TO US...WE'RE LISTENING

As the year begins to tick away, it is time for us to focus on the upcoming contract negotiations. The State budget deficit, and rising costs of health care (up 39% in the last two years), make for a tough bargaining environment.

By starting now, we can come to the bargaining table prepared to speak confidently about our membership and your needs.

To ensure that we accurately represent issues important to you, the members of MCO, it is critical that you complete the enclosed survey. This is an opportunity to speak out about the issues that affect you and your family. By telling us which issues are more relevant than others, we can concentrate our efforts to secure them.

Historically, negotiations during times of tight fiscal budgets lead to great improvements in the language of a contract. Changes in language don't cost money upfront, but can lead to important changes that will impact the membership throughout the year. So, our challenge to you is to pick it apart,

tell us problem areas that have come to your attention, things that work, things that don't, etc.

We understand you are not happy about the recent Concession agreement with the State or the process we went through to achieve it. It could have been handled better by MCO.

Members have told us that we "opened up our contract," and will simply open it up again, giving over even more concessions, during contract bargaining. The fact is, the State had the ability to do what they were threatening within the contract and we were doing our best to protect your interests. But we need to do better.

MCO is entering the upcoming negotiations just like any other bargaining year, with

the desire to do the best for our membership.

We have been negotiating contracts with the OSE for nearly 25 years, and as such, MCO has established a "history." We have fought for many unique benefits and despite attempts in the past by the OSE to remove them, they remain a part of our contract due to this "history."

We will not sugarcoat the fact that fiscal budget issues are a big concern. The economy is struggling, and citizens face it every day. Many working families are paying nearly \$600 a month for employer sponsored health insurance, and still face deductibles and co-payments. Unfortunately, the world we live in is not the same as our parents era and times change. That being said, we are not going to "roll-over" and give everything up.

Talk to us, talk to your stewards, talk to your chapter presidents. Only through communication can we work together to strengthen the union and show solidarity at the bargaining table.



2004

MCO SCHOLARSHIP



MCO \$500 Scholarship Program

MCO is proud to offer the MCO Scholarship Program. This program will offer 20 \$500 grants per year to children of MCO members who are entering college.

Eligibility

- Child, stepchild, adopted child of an MCO member in good standing. Membership must be for three continuous years as of January 1, 2004.
- Graduate from a high school or G.E.D. program by August 2004 and be enrolled as a college freshman by the fall semester of 2004, or
- Be returning to an accredited college or university as a sophomore, junior or senior as of the fall semester 2004; or attending an accredited community college as of the fall semester 2004.

Application Instructions

- Complete sections 1, 2, 3, 5, 6 and 7 (incomplete applications will be disqualified)
- Have a school official fill out section 4.
- Submit a typewritten 500-word essay describing your general knowledge of MCO and its importance to the members. Also include a brief paragraph on your career goals.

Send this application to:
2004 MCO Scholarship
421 W. Kalamazoo Street
Lansing, Michigan 48933

**Applications must be
postmarked by
June 1, 2004**



MCO 2004



Scholarship Application

SECTION 1. Applicant Information

Please print or type clearly

1. Social Security Number _____/_____/_____

2. Name

Last

First

Middle Initial

3. Address

Street

City

State

Zip Code

4. Home Phone Number () _____ - _____

5. Birthdate ____/____/_____

6. Results of SAT: Verbal _____ Math _____ Results of ACT _____

PLEASE NOTE: Applicants must provide test scores from the SAT or ACT in the space above and attach a copy of these results to this application.

Scholarship assistance from MCO will be made according to academic achievement and without regard to sex, race, religion, age or disability of any applicant

FOR OFFICIAL USE ONLY

Committee member: _____ Region: _____

Date reviewed: _____ Score: _____

sc:opeiulocal459aflcio

SECTION 2. MCO Membership Information

This section must be completed. Applications without correct MCO information will be disqualified.

1. MCO Member's SSN# _____/_____/_____

2. MCO Member's Name _____

3. How long have you been a member of MCO, SEIU

Local 526M? _____

4. Relationship to applicant: _____

5. Parent(s)'s Employer(s)

Mother's: _____

Father's: _____

6. Parent(s)'s Annual Salary

Mother's: _____

Father's: _____

1. In what student activities did you participate in high school and/or college? Please list all.

2. List any offices held or honors received in these activities.

3. List any academic honors you have received.

SECTION 3. School Information

List every secondary school you have attended (whether you have graduated or not), giving exact dates of attendance.

Name of High School and/or College or University	Dates Attended	Graduation Date
---	-------------------	--------------------

SECTION 4. Scholastic Record

This portion of the application should be completed by a school official (i.e., principal, teacher, advisor, etc.)

Name of School

Address

City State Zip Code

Rank in class and Grade Point Average (GPA):

This student is _____ in a class of _____ and has a GPA of _____.

Make sure the following documents are attached to this page and please sign below:

- Copy of applicant's SAT or ACT results
- Transcript
- Letter of recommendation

School Official's Signature

Date

Title

SECTION 5. Work Experience

Indicate any work experience you have had. Please include the following information:

Name/Address of Employer; Occupation; FT or PT; Dates Employed

SECTION 6. Area of Study

Please list the area you plan to study and explain why you have chosen this field:

SECTION 7. Finalization

Please review and sign this application

Signature of Applicant

Date

NOTE: Some of the criteria for selecting applications will include: financial need, academic achievement, community involvement, and the content of the essay.

**ALL APPLICATIONS MUST BE
POSTMARKED BY
June 1, 2004**

MEMBERSHIP 2004 BARGAINING RESPONSE FORM

FACILITY _____ LENGTH OF SERVICE _____

PLEASE FILL OUT SURVEY, FOLD AND RETURN TO MCO

1. Please prioritize the following bargaining topics in rank order, from 1 through 14, assigning #1 to your highest concern and #14 to your least important concern.

- | | |
|---|--|
| _____ Wages | _____ Shift Transfers |
| _____ Health and Other Insurance Benefits | _____ Institutional Transfers |
| _____ Compensatory Time | _____ Leaves of Absence |
| _____ Drug Testing | _____ Contagious/Communicable Diseases |
| _____ Disciplinary Process | _____ Safety Issues |
| _____ Grievance/Arbitration Procedure | _____ Uniforms |
| _____ Overtime Equalization | _____ Other (Identify) |

2. Please expand on the three issues which you have identified in question #1 as being of greatest importance to you. What changes would you recommend?

3. Please prioritize the following non-mandatory bargaining topics in the same manner in which you responded to question #1, assigning #1 to your highest concern and #8 to the least important.

- | | |
|---------------------------------|-----------------------------------|
| _____ Drugs in the Workplace | _____ Staffing |
| _____ Privatization | _____ Light Duty Assignments |
| _____ Classification Issues | _____ Harassment in the Workplace |
| _____ Workers' Compensation/LTD | _____ Other (Identify) |

4. Please expand on your top selection.

5. Please complete the following: "The *one* area of our MCO contract I would most like to see changed is...":
(please cite Article and Section and provide replacement language)

6. How would you rate your health care coverage? What modifications would you like to see?

7. I believe that the following represents a fair wage increase for each year of a multi-year agreement:
2005-2006 _____% 2006-2007 _____% 2007-2008 _____%

8. Other comments: (please use the back of this page for additional suggestions you may have regarding the MCO contract or to complete any response.)



Please tri-fold on the lines so that MCO's return address is showing. Please apply a small piece of tape to keep tri-fold closed. Do not staple.



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



BUSINESS REPLY MAIL
FIRST-CLASS MAIL PERMIT NO. 690 LANSING MI

POSTAGE WILL BE PAID BY ADDRESSEE

MICHIGAN CORRECTIONS ORGANIZATION
Local 526M • Service Employees International Union • AFL-CIO
421 W. KALAMAZOO ST.
LANSING MI 48933-9917





GRADUATION OF THE RICHARD E. JOHNSON TRAINING CLASS



Nearly 180 graduates filed into the auditorium at the Hill Vocational Center to a standing room only audience.



After opening remarks by DOC Director, Patricia Caruso, the Richard E. Johnson class heard a moving speech from their class namesake. With nearly 40 years of work in the corrections field, Johnson shared his experiences, beliefs, and vision for the future.



Also to speak was Matthew Morgan, the 2003 Michigan Corrections Officer of the Year.



JANUARY 16, 2004



NOTICE REGARDING UNION SECURITY AGREEMENTS AND AGENCY FEES

As a general matter, employees covered by a collective bargaining agreement containing a union security clause are required, as a condition of employment, to pay an agency fee. While the wording of these clauses is not perfectly uniform, none requires more than the payment of this agency fee to retain employment.

Under the Michigan Corrections Organization's agency fee procedure, employees who are not members of the Union, pursuant to a union security clause, will pay an agency fee that is based on certain kinds of Union expenditures.

Briefly stated, MCO's agency fee procedure works as follows:

- 1. The agency fee payable by non-members will be based on MCO's expenditures for those activities or projects normally or reasonably undertaken by the Union to represent the employees in the bargaining unit with respect to their terms and conditions of employment.

Among these "chargeable" expenditures are those going for negotiations with the employer and employing departments, enforcing collective bargaining agreements, informal meetings with representatives of the employer or employing departments, discussion of work-related issues with employees, handling employees' work-related problems through the grievance procedure, administrative agencies or informal meetings, and union administration. In the past, approximately 85% of the Local Union's (MCO) expenditures have gone for such activities. Reflected in this percentage is the chargeable portion of the affiliation fees (per capita) paid to SEIU International Union. The percentage of the International Union's expenditures on "chargeable" activities has been generally 75-80%.

Among the expenditures treated as "non-chargeable," which non-members will not be required to support, are those going for community service, public relations activities, support of political candidates, cost of affiliation with organizations (and unions) other than SEIU International Union, recruitment of members to the Union and members-only benefits. In the past, approximately 15% of MCO's expenditures have gone for such "non-chargeable" activities. The percentage of SEIU International Union's expenditures on "non-chargeable" activities has been generally between 20-25%.

- 2. Non-members will be given a full explanation of the basis for the fee charged to them. The explanation will include a more detailed list of the categories of expenditures deemed "chargeable" and those deemed "non-chargeable," and the independent certified public accountants' report showing the Union's expenditures on which the fee is based. Audited financial information relating to the chargeable, non-chargeable expenses of SEIU International Union will be provided at the same time. Non-members will have the option of challenging the Union's calculation of the fee before an arbitrator, pursuant to the American Arbitration Association (AAA) Rules of Impartial Determination of Union Fees. Details on the method of making such a challenge and the rights accorded to those who do so are found in MCO's Agency Fee Procedure, a copy of which will be provided to non-members along with the explanation of the fee calculation.

EN:cs/opciu459afl-cio

MCO STATEMENT OF ACTIVITIES (NINE MONTHS ENDED SEPTEMBER 30, 2003)

Table with 2 columns: Revenues, Expenses, and Amount. Total Revenues: 3,582,877. Total Expenses: 3,000,762. Increase in Unrestricted Net Assets: \$582,115.



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. If you would like your "ad" in the next issue, you must submit your information no later than the first of the prior month. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. Please contact us as well if you need to remove your name from the list.

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY Phone
Bernard Lavia, E-10	Michigan Training Unit, Ionia	Pugsley, Oaks	616-527-3100
Charles Helzer, Jr., E-9	Ionia Maximum	Camp Manistique/Newberry	616-527-6331
Brian Crothers, E-9	Alger Max	Marquette	906-387-5000
Greg Bennett, E-9	Ojibway	Marquette	906-787-2217
Michael Thomas, E-10	Standish	Saginaw	989-846-7000
R. Towers	Oaks	Any facility in Jackson or Ionia	231-723-8272
Mitchell L. Ross	Chippewa	Thumb or Saginaw	906-495-2275
Chet Dums, E-9	Ojibway	Marquette or Alger Max	906-787-2217
Brian Maddox, E-9	Huron Valley Men's	Mound	734-572-9900
Michele Sivrais, E-10	Camp Lehman	Standish Max	989-348-8101
Don Peer, E-9	Standish Max	Camp Lehman	989-846-7000
Malcolm L. Davis, E-9	Parr Highway	Ypsilanti TRV Center	517-263-3500
Wes Frizzle, CTO-10	Pugsley	Macomb or Thumb	231-263-5253
Kelly Russell, E-10	Oaks	St. Louis or Carson City	231-723-8272
Bryan Friend, E-9	Camp Lehman	Mid-Michigan or Pine River	989-348-8101
Troy A. Crow, E-10	SAI	Egeler-RG&C	734-475-1368
Monty R. Chriswell, E-10	Standish Max	Saginaw or Thumb	989-846-7000
Biran Lierman, E-10	West Shoreline	Grand Rapids Center	231-773-2097
David Dean, E-9	Huron Valley Men's	Parr Highway, Cotton, Parnall	734-572-9900
Jennifer Edwards, E-9	Western Wayne	Mound	734-459-2500
Chris Bourne, E-10	Oaks	Any Muskegon Facility	231-723-8272

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

MCO Member	Deceased's Name
Relationship to Deceased	Deceased's Date of Death
Chapter, Chapter President	Religious Preference

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

Address Service Requested

Non-Profit
Organization
U.S. POSTAGE
PAID
Lansing, Michigan
Permit No. 533



MCO STATE EXECUTIVE BOARD

Kary Sowels, President

Mel Grieshaber, Vice President
Tom Tylutki, Financial Secretary
Bonnie Johnson, Recording Secretary
John Ost, Member at Large
Mark Nelson, Member at Large

Bill Henderson, Member at Large
Al West, Member at Large
Rich Wickstrom, Member at Large
Bonnie Lewis, Member at Large

MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

MCO CHAPTER PRESIDENTS

Larry Henley, Alger Maximum
Rick VanAlstine, Baraga Maximum
Sheryl Shreve, Bellamy Creek
Bryon King, Boyer Road
Matthew Pohl, Brooks Correctional
Mark Nelson, Camps Vice President, Region I
Rod Denley, Camps Vice President, Region II
Kip Smith, Camps Vice President, Region III
Bruce Waldron, Carson City
Cecil Pedrin, Chippewa
John Ost, Corrections Centers
Bonnie Love, Cotton Facility
Garry Brickley, Sr., Deerfield
Sam Allen, Egeler
James Sims, Florence Crane
John Fetters, Forensic Center
Randy Burrow, Gus Harrison
Michael Feighner, Hiawatha
Lana Stewart, Huron Valley Center; Nursing
Daryl Moore, Huron Valley Center; Security
Charles Wright, Huron Valley Corrections Facility
Thomas Tefft, Ionia Maximum
Thomas Hackel, Jackson Cooper Street
Gary Kott, Kinross
Kamal Cariuty, Jr., Lakeland

Scott Fischer, Macomb
Jerry Pope, Marquette
Dennis Beecham, Michigan Training Unit
James Prince, Mid-Michigan
Adam Douglas, Mound Correctional
Julie Cabana, Muskegon
Gary VanSickle, Newberry
Paul Golembiewski, Oaks Correctional
Ronald Niemi, Ojibway Correctional
Stuart Bridgewater, Parnall Correctional
Randy Burrow, Parr Highway
Edward Cooley, Jr., Pine River
Marcus Polychuk, Pugsley Correctional
Michael Wohlscheid, Riverside
Alfred West, Ryan Correctional
Bill Henderson, Saginaw Correctional
Timothy Ryder, SAI Program
Stennis George, Scott Facility
Brent Kowitz, Southern MI
Robert Davis, Standish Maximum
Ray Sholtz, St. Louis
Jake Campbell, Straits
Gary Whitman, Thumb Correctional
Robert Sikkenga, West Shoreline
Phyllis White, Western Wayne

The MCO REPORT is an award-winning publication of the Michigan Corrections Organization, Service Employees Union Local 526M, AFL-CIO. The editor reserves the right to refuse any incoming articles that are detrimental to MCO, SEIU Local 526M and its policies and the policies of the SEIU. All articles or letters must be submitted by the first of the month prior to the next issue.

MCO does not accept paid advertising in the *MCO Report*. No one is authorized to solicit advertising for the *MCO Report* in the name of MCO or SEIU Local 526M.

MCO CENTRAL STAFF

Fred Parks, Executive Director

Mel Grieshaber, Political Director
Dave VanKoevinger, Labor Relations Coordinator
Cynthia Beal, Labor Relations Representative
John Bowers, Labor Relations Representative
Randy Eicher, Labor Relations Representative
Tangee Laza, Labor Relations Representative
Karen Mazzolini, Labor Relations Representative

Ron Parkinson, Labor Relations Representative
Cherelyn Dunlap, Labor Relations Representative
Cindy Sanderson, Administrative Assistant
Sacha Crowley, Communication Specialist
Cindy Kogut, Bookkeeper
Lori Iding, Grievance Coordinator
Stephanie Short, Receptionist/Secretary

To send e-mail to an MCO staff member, type his or her first name followed by: @mco-seiu.org.

If you have changed your address or phone number, please inform MCO immediately at 1-800-451-4878 (phone), 1-800-327-5266 (fax), or send an email by following the directions listed above.

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT

TOGETHER, WE CAN BUILD SOMETHING GREAT



CENTRAL COMMITTEE TAKES FIRST STEP



INSIDE THIS ISSUE

Page 2-3	Union News	Page 6	Officers Testify Before Senate
Page 4	Central Committee	Page 7	Exchange and Transfers List
Page 5	Legal Watch	Page 8	MCO Contacts



UNION NEWS

CHIPPEWA REGIONAL SCORES A GOAL FOR MARCH OF DIMES

The 3rd Annual Chippewa Regional Facility Father/Son/Daughter Hockey Game was held on March 8, 2004. Children ranging in age from 4-17 played a great game and came away with a win!

After the game, participants revived themselves with pizza and pop and they all received event T-shirts. The kids also got goodie bags with Hockey cards, Hockey pucks, water bottles, Frisbees, candy and Gatorade. After expenses for icetime and food, a generous donation was made to the March of Dimes Hockey tournament, held in the Soo the end of March.



Thanks for a great time...for a great cause!

PLUNGE FOR FUNDS

Back in February, when the cold weather had settled upon us in brute force, brave officers representing Thumb Correctional took the plunge for Special Olympics.

C/O's Anderson, McGough, and Capt. McCall from TCF raised \$1600. Law enforcement and corrections staff raised nearly \$10,500 through the event.

Representatives from Saginaw, St. Louis, Mid-Michigan, Southern Michigan, and Egeler were also among the 50 participants this year who dove into frozen Haithco Lake in Saginaw.

The money raised was donated to the Law Enforcement Torch Run for Special Olympics Events Committee.

The brave swimmers were warmed up with donuts and coffee from *Tim Horton's* before the plunge, and refueled with lunch by *Damon's* afterwards.

Bush's Record

50 percent

increase in average worker's cost for family health insurance 2000-2002, from \$1,619 to \$2,412/yr.

-Kaiser Family Foundation; Health Research and Educational Trust

8 million

workers could lose overtime pay under Bush's proposed Fair Labor Standards Act changes

-Economic Policy Institute

1.7 percent

decrease in median family income, 2000-2002, from \$43,374 to \$42,654/yr.

-U.S. Census Bureau

7.4 percent

of federal taxes paid by corporations, 2003, compares with 27.5 percent in the 1950's.

-Fiscal Year 2005 federal budget, Historical Tables, Table 2.2

230,000

federal employees' union rights up for grabs

WE NEED YOUR HELP!

HB 4459, the bill introduced each year since 1997 to allow State Employees to choose either the Defined Benefit or Defined Contribution Retirement Plan, is stuck in committee.

Call your own state Representatives and let them know how you feel. Or, 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!



2004 MEMBERS' COLLECTION

FOR EVERY ITEM YOU PURCHASE \$2 WILL BE DONATED TO THE M.C.O. CRISIS FUND
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Or call Custom Embroidery (989) 227-9338 and ask for the MCO Collection!



POLO SHIRT

\$23.00 w/EMBROIDERED LOGO
100% Cotton
2 Buttons
Jacquard Collar and Matching Cuffs
Color: Black
Size: S-4X

BASEBALL CAP
\$10.00 w/Embroidered Logo
6 Panel Front
Adjustable Fabric Strap with Brass Buckle
Color: Black
Size: One Size Fits All



T-SHIRT

\$12.00 w/Embroidered Logo
\$10.00 Screenprinted Logo
100% Preshrunk Cotton
Color: Black, Oxford, Ash or White
Size: S-3X



FLEECE LINED JACKET

\$53.00 w/Embroidered Logo
Poly/Cotton Poplin Shell
Color: Black with Grey Fleece Lining and Inside Pockets
Knit Cuffs and Waistband
Size: S-4X



SWEATSHIRT

\$29.00 w/Embroidered Logo
80/20 Cotton/Poly
V-insert on front neckline, locker patch at back, fullcut set-in sleeves
Color: Black, Oxford, Ash or White
Size: S-3X



Other items available include Travel Mug(\$4.89), Denim shirt (\$35), 50/50 Sweatshirt (\$20) and 3-button Henley shirt (\$23).

MICHIGAN C/O OF THE YEAR SELECTED AS NATIONAL FINALIST

Pablo Olvera, Michigan's Correctional Officer of the Year has been selected as one of five finalists for the National Correctional Officer of the Year Award presented by the International Association of Correctional Officers.

Nomination forms were sent to over 5000 institutions nationwide soliciting the best of the correctional field.

Olvera will travel to Washington, D.C. the weekend of May 1-2, 2004 to be recognized for his accomplishments in a formal Awards Ceremony by IACO.

The presentation of the National Correctional and Supervisor of the Year awards launches National Correctional Officer Week, held the first week in May each year.

IACO is a professional, non-profit corporation whose primary objective is the professional advancement of correctional officers at all levels. Any correctional officer interested in finding out more about IACO membership can contact them at (517) 485-3356.



On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe workplaces. We will fight to make workers' issues a priority and to keep and create good jobs in this country. We will fight for the freedom of workers to form unions and, through their unions, to speak out and bargain for safe jobs, respect and a better future. We will keep fighting until the promise of safe jobs for all workers is a reality.



CENTRAL COMMITTEE

When the going gets tough ...sometimes it's hard to think beyond the present. Central Committee members attempted to do just that when they met in Lansing on March 19, 2004, for a special session.

Assisted by Hal Stack, the Director of Labor Studies at Wayne State University, delegates discussed, debated, and took the first step towards building a stronger, better future for MCO.

In order to move ahead, leaders took a hard look at what the problems are, what improvements need to be made, and what facets of MCO are valuable and worth preserving. This process needs to include members, as well as leaders, not only identifying these issues, but finding solutions to resolve them and then setting a plan in motion to effect that change.

A lot of brainstorming by small groups, who then shared their findings with the rest of the delegates, lead to an involved and productive discussion.

A bi-product of this meeting is a survey members will be receiving

shortly in the mail. If you want MCO to become stronger...If you want MCO to do better...then take the time to complete the survey. This is how you can help shape the future of MCO and make it the union you want it to be.



The survey provides you with the means to easily tell us what you need from your union. It's your turn to take action and responsibility for the outcome.

At the meeting it was apparent the members felt the union needed to

become better connected to the membership. This is the first step.

Future opportunities for member impact will be implemented through meetings, surveys and a variety of other means. MCO leaders understand many members are frustrated. The Central Committee, composed of representatives from all Chapters, is determined to make this a better union. Please help them to offer MCO's new leadership, to be elected this May, an agenda for the future of MCO.





THE LEGAL WATCH

So, WHAT DOES MY AUTO INSURANCE REALLY COVER?

BY: ATTORNEY DANIEL A. PAWLUK

We have all heard the term “No-Fault” when associated with auto accidents and auto insurance in Michigan. The description of no-fault, however, is a misnomer. In practice, it is a generic term used to determine which insurance company has priority to pay your claim or not.

Auto insurance claims are divided into two priorities entitled **First Party** and **Third Party** benefits. When you are injured in an auto accident, your auto insurance company (first party) is responsible for paying your medical, wage and rehabilitation expenses, regardless of fault, hence the term “no-fault”. The payment of your claim, however, may be subject to coordination of benefits, which, for example, depending on your policy, directs your health insurance carrier (i.e. Blue Cross) to pay the medical expenses first for your auto injuries. The degree of coverage under a First Party claim is extensive, depending on the severity of your injuries. For example, the benefits may include the need for a wheelchair, ramps to your home, or even adequate transportation, to name a few. There is a catch though...First Party benefits are provided, regardless of fault, when you incur an “accidental bodily injury **arising out** of the ownership, operation, maintenance or use of a motor vehicle **as a motor vehicle!**” In addition, the cost must be **reasonably** necessary for your care, recovery, or rehabilitation, **reasonable** in the amount, and be actually an incurred expense.

What does this all mean?

In short, the interpretation of First Party benefits, although liberally construed, does allow insurance companies a way out to deny your first party claim or its related benefits. Remember, your injury must result from the ownership, operation, maintenance or use of a motor vehicle as a motor

vehicle. For example, a person who unlawfully uses a motor vehicle is excluded from coverage as an owner of an uninsured vehicle would be. In addition, your auto insurance company can take a position that the medical expenses were not “**reasonably**” necessary for your care or not “**reasonable**” as in the cost of the treatment or rehabilitation (i.e. acupuncture, massage, herbal remedies, etc.).

The other priority, Third Party benefits, engages the wrongful driver’s insurance company. To successfully sue the wrongful driver for injuries received in an auto accident, you must first establish a “threshold” injury. A threshold injury falls within three general areas:

1. A permanent injury;
2. Serious impairment of a bodily function; or
3. Death.

If you prevail, the wrongful driver’s insurance company pays an amount up to the cap of the bodily injury portion of the policy (i.e. \$20,000, \$100,000 or \$500,000). Keep in mind the insurance company, however, is only responsible up to the cap amount of the policy. The wrongful driver, on the other hand, remains responsible for the excess amount. For example, if the jury verdict awards \$100,000 and the policy limit cap is for only \$20,000, then the wrongful driver remains responsible for the \$80,000 difference. The question then is whether the wrongful driver is collectible for the balance.

So, what can you do to tighten the scope of your own auto insurance coverage?

Increase your bodily injury coverage of your own policy to at least \$100,000 or more (I have a \$500,000 cap).

Make sure you definitely have both **uninsured AND underinsured** coverage

to at least \$100,000. **This is a must!** As far as I know, most insurance companies won’t issue this coverage beyond \$100,000.

Make sure you have full wage and medical coverage as opposed to coordinated benefits. This way, your auto insurance pays directly and prevents them from hiding behind your health care provider in paying the medical first. There are certain exceptions here. For example, if the auto injuries occurred during the course of performing job duties, then Worker’s Compensation would take priority for your wages and medical expenses, etc.

Last, but not least, find out how your auto insurance company typically covers claims. Do they have a good track record? Do they have a reputation to resist or deny claims as a standard business practice? Talk to several agents, preferably independent, and get informed.

Remember, insurance companies are a business. They are not social workers or your best friend. They are out to make a profit on your dime.

Would you like to be sure that your policy coverage is sufficient?

I would be more than happy to review your auto insurance policy’s declaration sheet (the invoice that breaks down the policy coverage categories) – on my dime. I extend this offer to the SEIU MCO brothers and sisters, and their family members. Just give my office a call!

Daniel A. Pawluk is a principal of Pawluk Law Group, P.C. and is a participating panel attorney for the Union Plus Legal Services Plan, a division of Union Privilege. His office is at 302 S. Waverly Rd., Suite 2, Lansing, MI 48917, (517) 321-3211



MCO SPEAKS OUT AT STATE SENATE HEARING

I-Max chapter leaders testified March 2, 2004, before the Michigan Senate Judiciary & Corrections Committee. Officers shared their positions 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. 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.

Senator Prusi (D) 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 DOC testified 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. MCO argued the need for gun towers at facilities across the state.

The Committee's budget proposal passed the Senate the end of March and is now in the House Appropriations Corrections Committee. The proposal cites savings of \$12,808,800 due to staffing reductions made possible by increased security technology including cameras and personal protection devices.



I-MAX President Thomas Teft, 2nd Vice-President Joe Wohlfert and Chief Steward Steven Karber alongside MCO State Vice-President Mel Grieshaber appear before the Senate Judiciary and Corrections Committee.





EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. If you would like your "ad" in the next issue, you must submit your information no later than the first of the prior month. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. Please contact us as well if you need to remove your name from the list.

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY Phone
Charles Helzer, Jr., E-9	Ionia Maximum	Camp Manistique/Newberry	616-527-6331
Greg Bennett, E-9	Ojibway	Marquette	906-787-2217
R. Towers	Oaks	Any facility in Jackson or Ionia	231-723-8272
Chet Dums, E-9	Ojibway	Marquette or Alger Max	906-787-2217
Brian Maddox, E-9	Huron Valley Men's	Mound	734-572-9900
Don Peer, E-9	Standish Max	Camp Lehman	989-846-7000
Malcolm L. Davis, E-9	Parr Highway	Ypsilanti TRV Center	517-263-3500
Wes Frizzle, CTO-10	Pugsley	Macomb or Thumb	231-263-5253
Kelly Russell, E-10	Oaks	St. Louis or Carson City	231-723-8272
Troy A. Crow, E-10	SAI	Egeler-RG&C	734-475-1368
Biran Lierman, E-10	West Shoreline	Grand Rapids Center	231-773-2097
David Dean, E-9	Huron Valley Men's	Parr Highway, Cotton, Parnall	734-572-9900
Jennifer Edwards, E-9	Western Wayne	Mound	734-459-2500
Chris Bourne, E-10	Oaks	Any Muskegon Facility	231-723-8272
Dominica Delagarza, E-10	Cotton	Mound or Ryan	517-780-5060

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST	
_____	_____
MCO Member	Deceased's Name
_____	_____
Relationship to Deceased	Deceased's Date of Death
_____	_____
Chapter, Chapter President	Religious Preference

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

Address Service Requested

Non-Profit
Organization
U.S. POSTAGE
PAID
Lansing, Michigan
Permit No. 533



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Mark Nelson, Member at Large

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MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

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Visit us on the web at:
www.mco-seiu.org

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT

ELECTION 2004



NEW EXECUTIVE BOARD

WATCH FOR MORE DETAILS
ABOUT THE
MAY 6, 2004
CENTRAL COMMITTEE
AND A LETTER FROM YOUR
NEW LEADERS IN THE NEXT
ISSUE!



INSIDE THIS ISSUE

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UNION VOICES

TO THE EDITOR:

I am an officer at Lakeland Correctional Facility and I am NOT in favor of disassociating myself with MCO. I am NOT in favor of FOP or POAM running my union. And this is why:

1. Although every three years MCO negotiates a new contract, FOP or POAM would have to start from scratch. All the contract language that we have won and kept through the years could be gone. Holidays, overtime, annual leave, comp time, staffing, work location, safety, seniority, health care articles, max pay, physical fitness bonus are all at risk. All the arbitration agreements in the past that offer protection to officers are at risk. There is no historical document of hard won issues to fall back on. We could lose work location rights, bumping rights, etc. The contract history is gone and we have an empty book of blank pages. (Does anyone want to go back to \$8.00 per hour?)

2. I do not want supervisors in my union. FOP top officers are Chiefs of Police, Capts., Lt's., etc. That may work out well for a small sheriff's department, but not an organization as large as the MDOC. CO's cannot hold office in these groups unless you are a sworn police officer. FOP and POAM do not have the authority to make MI Corrections Officers sworn police officers. MI FOP only allows Corrections Officers to be stewards.

3. I have been told that neither FOP nor POAM could retain binding arbitration for their members in the county sheriff organizations. MCO's attorney Ted Sachs wrote the law and secured this for Michigan Firefighters; the police jumped on board. The Sachs firm represents firefighters, some police agencies, the AFL-CIO, many legislatures and MCO. Binding arbitration has to be a constitutional amendment. It is NOT a negotiated contract article. Any one who states, "Oh, yeah, we can get that for you" as if it is just the matter of the stroke of a pen is not telling the truth. And if they haven't been quite honest about this issue, what other issues are they not being quite honest about?

4. MCO has fought and will continue to fight for binding arbitration on behalf of its members. MCO expended lots of time and money in 2002 on that effort.

5. POAM "raided" MCO in the 1980's but was unsuccessful. POAM also successfully raided the Conservation Officers three years ago. POAM lost a few good contract provisions that the officers wanted (work locations, WAGES), and Conservation Officers went back to MSEA after less than two years. At Impasse, POAM didn't bother to submit a wage proposal, and the Conservation Officers got nothing while MCO got wage increases.

6. At least 23 county sheriff dept. corrections officers have contacted MCO seeking representation. MCO has talked with them but not "raided". FOP and POAM currently represent them. (No, I will not give out their names.)

7. And just what is it that FOP and POAM can get for me? More money? In this economy, I sincerely doubt it. I will get a 4% raise in October. FOP and POAM are going to get me 6%? No way. Will they get me better insurance? Why does anyone believe that? Will they get me more annual leave? Better retirement? I doubt that also. We have a generous annual leave program and retirement changes have to come from the legislature. Why should we believe FOP or POAM could get us more? And, MCO is continuing to fight to get improved retirement for those hired after March, 1997.

To those disgruntled union members and fee payers who hate MCO, and to that individual who didn't get his written reprimand reduced to a counseling, and to those who won't work for MCO but will encourage its de-certification, I offer this:

Try holding union office, representing fellow officers and working from the inside. If

the membership believes that the leadership in their union is the root of the problem, then I suggest that the membership work to resolve the issues and change the leadership. Vote new leadership as needed and amend the by-laws. Stop blaming everyone else for our problems. It is time we took responsibility for our problems and look to ourselves for solutions. The union is only as good as the members who belong to it.

The faction at LCF who is pushing this latest attempt at "union raiding" never held office or offered to learn to be a shift steward. Yet, he is the first one to harass union officials, criticize the contract when it doesn't play out the way they want it to, and spread misinformation to cause disharmony among the membership. This is not the way to make changes or advance the issues that corrections and forensic officers face.

Work to make this a better union instead of throwing out more than 20 years of blood, sweat and tears by very capable officers who have gone before us, had less than we do in wages, hours of annual leave, and benefits. We owe those officers a debt of gratitude for what they have accomplished rather than trash all the work they have done.

We stand to lose everything we have fought for. This is not the time and these are not the organizations to take over leadership. Get on the ballot at your facility, learn the contract, and get some experience and then work to make a difference in your union

GET INVOLVED IN YOUR UNION RATHER THAN STAND ON THE OUTSIDE OF IT AND CONTINUALLY COMPLAIN ABOUT WHAT OTHERS ARE TRYING TO DO.

Fraternally,
RUO K. Van Niman
LCF



UNION NEWS

FRADULENT ACTIONS BY PRISONERS...BEWARE!

In recent months prisoners have increased their participation in an old and widespread scheme to “copyright” their names. By “copyrighting” their names, the prisoners can file a lien for money against an officer at every utterance of their name. This technique has been used to harass staff, judges, prosecutors, and corrections officers statewide.

The DOC has issued a memorandum which states, “Effective immediately, prisoners are no longer authorized to have any books, pamphlets, forms or other material regarding actions that can be taken

under the Uniform Commercial Code (UCC). These items are to be considered contraband since they can be used to facilitate criminal activity and pose a risk to the custody and security of the facility.”

To find out if a prisoner has filed a lien against you, visit the following web site.

<https://mi-mall.michigan.gov/webapp/wcs/stores/servlet/StoreCatalogDisplay?storeId=10251>

Click on *Debtor Name Quick Search* and follow the instructions.

The DOC is pursuing legislation to put a halt to this fraudulent and harassing activity. The Department of the Attorney General has agreed to provide assistance to those who are the subject of a fraudulent lien filed by a prisoner. You may contact the Office of Audit, Internal Affairs and Litigation through their local litigation coordinator if such assistance is needed or if you have questions regarding a UCC claim filed against you by a prisoner.



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!



ATTENTION RETIREES

If you are retiring, you are entitled to a pro-rated portion of your Uniform Allowance for the time worked the year you retire.

These funds are not automatically distributed, the Human Resources office at your facility has to calculate and issue them.

Don’t forget to check with your HR Dept. to make sure they are doing this for you! These funds are rightfully yours and some are mistakenly leaving them with the state!



ELECTIONS 2004

PRESIDENT

SCOTT FISCHER, *MRF*
DECLINED NOMINATION

GARY WHITMAN, *TCF*
9 VOTES

CHARLES WRIGHT, *HVM*
10 VOTES

TOM TYLUTKI, MCO-TREASURER
120 VOTES ✓

VICE PRESIDENT

MEL GRIESHABER, MCO-VICE PRESIDENT UNANIMOUS ✓

RECORDING SECRETARY

SCOTT FISCHER, *MRF*
DECLINED NOMINATION

KEITH PELKY, *MPF*
DECLINED NOMINATION

BONNIE LEWIS, *MCO-MEMBER-AT-LARGE*
23 VOTES

STEVE HAMMOND, *JCF*
28 VOTES

BONNIE JOHNSON, *MCO-SECRETARY*
33 VOTES

JIM JOHNSON, *KCF*
58 VOTES

RUN-OFF

BONNIE JOHNSON, *MCO-SECRETARY*
39 VOTES

JIM JOHNSON, KCF
104 VOTES ✓

TREASURER

KATHLEEN HALLADAY, *ECF*
18 VOTES

BILL HENDERSON, MCO-MEMBER-AT-LARGE 118 VOTES ✓

MEMBER-AT-LARGE

LARRY HENLEY, *LMF*
32 VOTES

JIM PRINCE, *STF*
28 VOTES

SCOTT FISCHER, *MRF*
54 VOTES

GARY WHITMAN, *TCF*
37 VOTES

BONNIE JOHNSON, *MCO-SECRETARY*
25 VOTES

BONNIE LEWIS, *MCO-MEMBER-AT-LARGE*
19 VOTES

ADAM DOUGLAS, NRF
75 VOTES ✓

RAY SHOLTZ, *SLF*
57 VOTES

PAUL HOWE, *TCF*
5 VOTES

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

MARK NELSON, *MCO-MEMBER-AT-LARGE*
37 VOTES

RANDY BURROW, *ARF/ATF*
36 VOTES

GARY KOTT, *KCF*
38 VOTES

JAMES SIMS, *ACF*
31 VOTES

MIKE TAYLOR, *MBP*
42 VOTES

STEVE KARBER, *ICF*
25 VOTES

TOM TEFFT, *ICF*
14 VOTES

ANDY POTTER, MTU
90 VOTES ✓

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

KATHLEEN HALLADAY, *ECF*
9 VOTES

ROBERT DAVIS, *SMF*
8 VOTES

MATTHEW POHL, *LRF*
17 VOTES

RUN-OFF

SCOTT FISCHER, MRF
74 VOTES ✓

GARY WHITMAN, *TCF*
46 VOTES

RAY SHOLTZ, SLF
81 VOTES ✓

JOHN OST, MCO-MEMBER-AT-LARGE 75 VOTES ✓

MARK NELSON, *MCO-MEMBER-AT-LARGE*
50 VOTES

GARY KOTT, *KCF*
53 VOTES

MIKE TAYLOR, MBP
81 VOTES ✓

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



THE LEGAL WATCH

BANKRUPTCY – A NEW BEGINNING?

By: ATTORNEY DANIEL A. PAWLUK

If I could change any word or term in the legal arena, it would be “Bankruptcy”. Just the thought of Bankruptcy itself causes many to bow their head, with feelings of financial failure. But, is it really all that bad? You wouldn't think so, especially from the latest statistics showing that bankruptcy filings have increased roughly 40% this year.

The term Bankruptcy could be better viewed as a new beginning. For some individuals, bankruptcy may not be the right solution. However, for others, who cannot seem to make ends meet, it may be the best choice. If you really think about it, it really isn't the debt that's disturbing, but rather the creditors. For someone who is struggling with debt, in reality, the creditors have already destroyed his or her credit rating. So, the blemish of bankruptcy on your credit rating is just a small price to pay to get back on even footing and start afresh. Typically, the average individual files what is called a “Chapter 7” Bankruptcy.

Chapter 7 is one part of the numerous federal bankruptcy laws that allows an individual to discharge certain debts. A chapter 7 discharge is a court order releasing the debtor from certain debts and preventing the creditors from attempting to collect.

Some debts, however, with very limited exceptions, cannot be discharged under Chapter 7, such as debts for:

- § Certain taxes
- § Alimony, maintenance or child

support

- § Fines or penalties
- § Student loans, unless the debt imposes undue hardship

In addition, there are certain individuals who are not eligible for Chapter 7, such as persons who have:

- § Been granted Chapter 7 status/relief within the last six years
- § Concealed, transferred, or destroyed property to defraud their creditors or trustee
- § Concealed, destroyed, or falsified records of their financial conditions



And yes, a husband and wife can file a joint Chapter 7 petition. If fact, in most cases a married couple should file jointly, especially if the debts are owed by both husband and wife. If only one spouse files, as in this instance, then the creditors can attempt to collect against the non-filing spouse.

Here are a few thoughts on when **not** to file Chapter 7 Bankruptcy:

- § If you foresee incurring additional debts in the near future.
- § If you are due to receive a tax refund or some other asset.

- § If you will acquire property or money through an inheritance, life insurance or divorce within 180 days if you were to file a Chapter 7.

Under federal bankruptcy laws, certain property is declared exempt and cannot be taken by creditors. Generally, exempt property is retained by the debtor and may not be distributed by the trustee. Exempt property may include real property, automobiles, household furnishings, clothes, musical instruments, tools, to name few. However, those secured creditors, such as a bank that has the loan against a home, can be reaffirmed as a creditor under Chapter 7. This, in turn allows the individual to keep and continue to pay his or her mortgage. And as to the unsecured creditors, the court sends an order form called “Discharge of Debtor” to the creditors, releasing the individual from the discharged debts.

Remember, bankruptcy is a personal and private choice. And for some, it is the best alternative to clean the slate of spiraling debt and keep the creditors at bay.

Daniel A. Pawluk is a principal of Pawluk Law Group, P.C. and is a participating panel attorney for the Union Plus Legal Services Plan, a division of Union Privilege. His office is at 302 S. Waverly Rd., Suite 2, Lansing, MI 48917, (517) 321-3211



THE UNION BEAT

HEPATITIS...IF YOU WORK IN A PRISON...YOU'RE AT RISK

Last month the Michigan Senate Corrections and Judicial Sub-Committee, lead by Senator Alan Cropsey (R), recently took Governor Granholm's proposal for \$5.9 million to test and treat Hepatitis C infected prisoners in Michigan and cut the funding to a mere \$100. This is in the face of soon to be released results of a study to determine the level of infected prisoners in Michigan, and the declaration by Governor Granholm that May is Hepatitis Awareness Month.

As a Corrections Officer you are at high risk of being infected with hepatitis B or C; along with health care providers, fire fighters, EMT's, police, and those who received a blood transfusion prior to 1992.

Hepatitis B and C are virus' that cause inflammation of the liver. The infection can cause liver cell damage, leading to cirrhosis and cancer. Hepatitis infections are the leading cause of liver transplants in adults today, and the disease is expected to pass AIDS as the leading cause of death in the US by 2010.

Hepatitis B is spread through contact with infected blood, sex contact, contaminated needles, tattoo/body piercing and other sharp instruments. Infected mothers pass it along to newborns, and it can also be spread by a human bite.

Hepatitis C is spread through the same means, including contaminated

IV's, razors, etc., however it is not easily transmitted through sex.

There may be no symptoms of a Hepatitis infection. Some experience mild flu-like symptoms, dark urine, light stools, jaundice, fatigue and fever. Treatment with Interferon is 35-45% effective for those with Hepatitis B, and 10-20% for those with Hepatitis C.

necessary antibodies. If you are enrolled in the State Health Plan PPO and have your family physician do a titre test, you will be responsible for the costs unless you are symptomatic of Hepatitis B. In that case, the costs would be covered 100% once the yearly deductible has been met and the test is done at a participating lab.

The State PPO Health Insurance plan covers 100% of Hepatitis C screening once a year as part of your preventative services as long as the testing is done by an In-Network provider and the \$750 annual limit hasn't been reached.

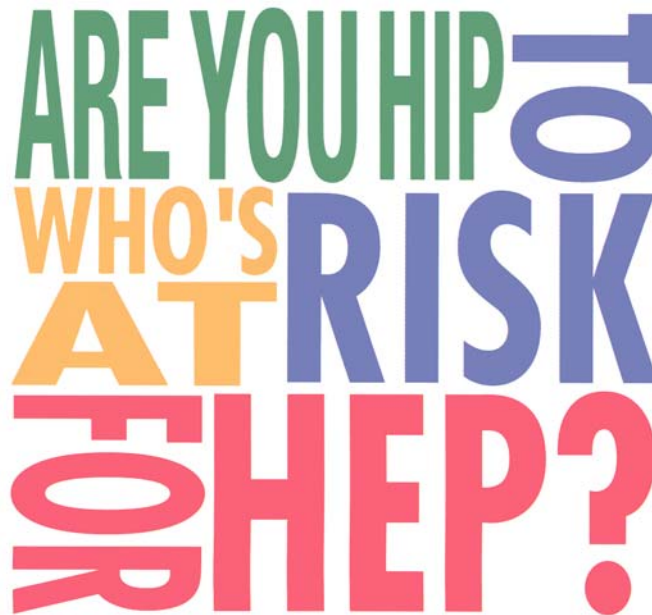
HMO enrollees would have to check with their carrier for applicable coverage.

To stop the spread of the insidious disease in the correctional setting, each Corrections Officer and prisoner in the MDOC *should* be tested. In addition, each infected individual *should* be allowed the appropriate medical attention so that countless others are not infected.

For your health, the safety of your family, and those you come in contact with, get tested today. It won't cost you anything, and doing nothing could cost you your life.

For more information, call the American Liver Foundation at 1-800-223-0179.

In the meantime, contact your local Senator and let them know how you feel about working in a prison with untested, untreated prisoners every day.



To prevent infection, avoid risky behavior, clean up blood with bleach and wear protected gloves. Also, do not share razors or toothbrushes.

The good news is that there is a vaccine for Hepatitis B, given in three doses to persons of any age, and it is offered by the MDOC. For officers vaccinated after 10-18-01, a titre test is also required within 60 days of the completion of the third dose of the vaccine. This test is done to determine if the employee has developed the



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. If you would like your "ad" in the next issue, you must submit your information no later than the first of the prior month. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. Please contact us as well if you need to remove your name from the list.

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY Phone
Charles Helzer, Jr., E-9	Ionia Maximum	Camp Manistique/Newberry	616-527-6331
Brian Crothers, E-9	Alger Max	Marquette	906-387-5000
Greg Bennett, E-9	Ojibway	Marquette	906-787-2217
R. Towers	Oaks	Any facility in Jackson or Ionia	231-723-8272
Chet Dums, E-9	Ojibway	Marquette or Alger Max	906-787-2217
Brian Maddox, E-9	Huron Valley Men's	Mound	734-572-9900
Michele Sivrais, E-10	Camp Lehman	Standish Max	989-348-8101
Don Peer, E-9	Standish Max	Camp Lehman	989-846-7000
Malcolm L. Davis, E-9	Parr Highway	Ypsilanti TRV Center	517-263-3500
Wes Frizzle, CTO-10	Pugsley	Macomb or Thumb	231-263-5253
Kelly Russell, E-10	Oaks	St. Louis or Carson City	231-723-8272
Robert Mills	Newberry	Kinross Area	906-293-6300
Biran Lierman, E-10	West Shoreline	Grand Rapids Center	231-773-2097
David Dean, E-9	Huron Valley Men's	Parr Highway, Cotton, Parnall	734-572-9900
Jennifer Edwards, E-9	Western Wayne	Mound	734-459-2500
Chris Bourne, E-10	Oaks	Any Muskegon Facility	231-723-8272
Chasity Boyer, E-9	Florence Crane	Parnall, Egler or Copper Street	517-279-9165
Michael Payton	Cotton	Ionia, Huron Valley	517-780-5000
James Schiebner, E-10	Oaks	Puglsej	231-723-8272

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST	
_____	_____
MCO Member	Deceased's Name
_____	_____
Relationship to Deceased	Deceased's Date of Death
_____	_____
Chapter, Chapter President	Religious Preference

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

Address Service Requested

Non-Profit
Organization
U.S. POSTAGE
PAID
Lansing, Michigan
Permit No. 533



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Mel Grieshaber, *Vice President*
Bill Henderson, *Financial Secretary*
Jim Johnson, *Recording Secretary*
Adam Douglas, *Member at Large*
Andy Potter, *Member at Large*

John Ost, *Member at Large*
Ray Sholtz, *Member at Large*
Scott Fischer, *Member at Large*
Michael Taylor, *Member at Large*

MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

MCO CHAPTER PRESIDENTS

Larry Henley, *Alger Maximum*
Rick VanAlstine, *Baraga Maximum*
Sheryl Shreve, *Bellamy Creek*
Bryon King, *Boyer Road*
Matthew Pohl, *Brooks Correctional*
Mark Nelson, *Camps Vice President, Region I*
Rod Denley, *Camps Vice President, Region II*
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Bruce Waldron, *Carson City*
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Bonnie Love, *Cotton Facility*
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Randy Burrow, *Gus Harrison*
Michael Feighner, *Hiawatha*
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Daryl Moore, *Huron Valley Center; Security*
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Scott Fischer, *Macomb*
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Dennis Beecham, *Michigan Training Unit*
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Julie Cabana, *Muskegon*
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Paul Golembiewski, *Oaks Correctional*
Ronald Niemi, *Ojibway Correctional*
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Stennis George, *Scott Facility*
Brent Kowitz, *Southern MI*
Robert Davis, *Standish Maximum*
Ray Sholtz, *St. Louis*
Jake Campbell, *Straits*
Gary Whitman, *Thumb Correctional*
Robert Sikkenga, *West Shoreline*
Phyllis White, *Western Wayne*

The MCO REPORT is an award-winning publication of the Michigan Corrections Organization, Service Employees Union Local 526M, AFL-CIO. The editor reserves the right to refuse any incoming articles that are detrimental to MCO, SEIU Local 526M and its policies and the policies of the SEIU. All articles or letters must be submitted by the first of the month prior to the next issue

MCO does not accept paid advertising in the *MCO Report*. No one is authorized to solicit advertising for the *MCO Report* in the name of MCO or SEIU Local 526M.

To send e-mail to an MCO staff member, type his or her first name followed by: @mco-seiu.org.

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Cynthia Beal, *Labor Relations Representative*
John Bowers, *Labor Relations Representative*
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Tangee Laza, *Labor Relations Representative*
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Cherelyn Dunlap, *Labor Relations Representative*
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Stephanie Short, *Receptionist/Secretary*

If you have changed your address or phone number, please inform MCO immediately at 1-800-451-4878 (phone), 1-800-327-5266 (fax), or send an email by following the directions listed above.

Visit us on the web at:
www.mco-seiu.org

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

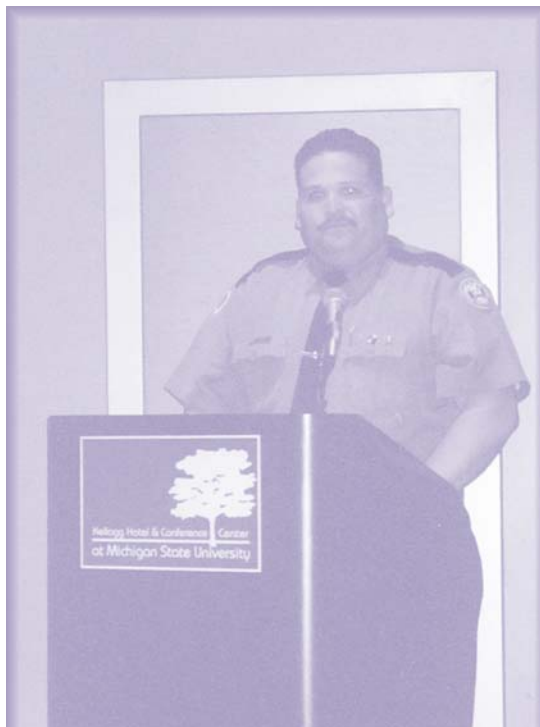
Editor - Sacha Crowley

JUNE 2004



MCO REPORT

2004 CORRECTIONS OFFICER OF THE YEAR BANQUET



HONORED FOR EXCELLENCE



INSIDE THIS ISSUE

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UNION VOICES

PRESIDENTIAL PONDERINGS

BY: TOM TYLUTKI, MCO PRESIDENT



Since I haven't had the chance to meet all 10,000 members, I'd like to take this opportunity to talk to you a little bit about who I am, and what I plan to do as your new President.

I began my career in 1984 and have been a member of MCO for the past 20 years. I have served at the local level as President, Vice-President, Chief Steward and Shift Steward for 19 of those years. I served 6 years on the State Executive Board; 2 years as trustee, 1 year as Recording Secretary, and 3 years as Treasurer. In addition, I have been a Board Member of the International Association of Correctional Officers and served as its Treasurer for the last two years.

What some of you may not be aware of is that my wife has been an FSA at the Forensic Center for the last 25 years. As a result, our family feels every pinch by the State. In turn, we are solely dependant on the benefits and contracts this union delivers. I will do what is best to protect the interests of fellow corrections and forensic officers statewide and help this union to become the active, dominant force it has been before.

Since becoming President a few weeks ago, I have toured I-MAX,

Bellamy Creek, Western Wayne, Huron Valley Center, Forensic Center and Macomb Correctional Facilities. Under my leadership, the new State Executive Board will be in the field as well, gathering members concerns in regard to work conditions and the direction of MCO. This includes how we can improve union services and ways to reconnect with the members.

A critical issue I am addressing right now is Gun Posts. On May 25th I attended a Labor Management Meeting at the I-Max Correctional Facility and put the Department on notice... *MCO opposes any reduction in Gun Post coverage!* In fact, MCO is educating the public on the importance of Gun Posts...how they impact the security of the institution, protect officers inside and the communities outside the walls. We will also be holding informational pickets around the state to further our message.

With conversion of I-MAX from a Level 6 to 5, Oaks from a Level 5 to 4, and the R.T.P. units at Huron Valley Mens, MCO is in a struggle to maintain adequate staffing levels at these institutions.

The Western Wayne, HVC, HVM and CFP movement in the Southeast will dominate our activities this summer. MCO has already secured jobs for all effected members. Now we must address bumping and transfer rights.

An MCO priority has always been the retirement plan for bargaining unit members hired since 1997. MCO is committed to give all corrections and forensic officers the choice between Defined Benefit and Defined Contribution Retirement plans. We introduce this issue every year, currently House Bill 4459, which is stuck in committee. We ask all bargaining unit members to contact your reps in Lansing to support HB 4459 and get this fixed!

I recognize that this is a critical time for MCO, and my tenure as President will be full of challenges... from the budget deficit and contract negotiations...from DOC/DCH facility movements...and from membership discord.

However...*these are challenges we can fight!* I look forward to making changes, improvements, and taking action to build the strength of this union and the members it represents.



UNION NEWS

IN MEMORY

CO Daniel Richard Holloway, 32, of Lansing, died May 19, 2004, due to injuries sustained in a motorcycle accident. He leaves behind his wife Suzanne and 3 children; Alexandria, Taylor, and Zachary.

Holloway served in the Marine Corps, and had been a Corrections Officer at Ionia Max since 1998.

MCO President, Tom Tylutki, delivered a Memorial Bible and a check from the Crisis Fund to the family to aid them in this difficult time.

JUNE 3, 2004

THREE DOC EMPLOYEES KILLED IN UPPER PENINSULA (PRELIMINARY DETAILS AT TIME OF PRINT)

CO Richard DeMerse, of the Marquette Branch Prison, was killed June 3, 2004, as a result of a motorcycle/bus accident on prison property. DeMerse leaves behind his wife Terri, and two children; son Joel and daughter Jain.

Lt. David Wonch of the Alger Max Correctional Facility and his wife, ARUS Tricia Wonch of the Brooks Correctional Facility died June 3, 2004, as a result of an automobile accident in the eastern Upper Peninsula.

GO ELECTRONIC!

Over the next few months, MCO will be working to make more efficient and timely communications with the membership.

In the past, some members received the KYI electronically, however this list was incomplete and ineffective.

We would like to start fresh and collect e-mail addresses from those of you that are interested in receiving the

KYI and/or the MCO Report electronically.

In addition, there may be times when we need to send out additional information where an e-mail communication could prove to be quicker and more effective.

These e-mail addresses will not be shared with outside sources without your permission, and you can opt-out at any time.

To register for electronic communications, simply visit our website at www.mco-seiu.org and click on the "Go Electronic!" button, just below the KYI and MCO Report buttons. Simply provide your e-mail address and a First Name to register. You will receive an e-mail asking you to confirm your subscription. Click on the link enclosed in the e-mail and you will begin to receive electronic communications in about a week!



WHO WE ARE

JUST LOOK AT THE STATS!

	SECURITY UNIT	STATE AVERAGES
TOTAL FEMALES	19.7%	50.6%
TOTAL MALES	80.3%	49.4%
TOTAL BLACK EMPLOYEES	14.4%	17.7%
TOTAL WHITE EMPLOYEES	80.9%	76.8%
TOTAL HISPANIC EMPLOYEES	2.3%	2.7%
TOTAL AMERICAN INDIAN/ ALASKAN NATIVE EMPLOYEES	2.1%	1.2%
TOTAL ASIAN/PACIFIC ISLANDER EMPLOYEES	<1%	1.1%
TOTAL DISABLED EMPLOYEES	2%	3.9%
AVERAGE YEARS OF SERVICE	10.1 YEARS	12.4 YEARS
AVERAGE AGE	40.4 YEARS	43.8 YEARS
AVERAGE WAGE	\$19.26/HR.	\$21.28/HR.
AVERAGE SICK LEAVE USAGE	12.1 DAYS DOC 10.9 DAYS DCH	10.9 DAYS
AVERAGE ANNUAL LEAVE USAGE	19 DAYS DOC 18.4 DAYS DCH	19 DAYS
TURNOVER RATE	7.5%** DOC 21.7%** DCH	16.1%**
STATE HEALTH PLAN ENROLLED	61%	54%
HMO ENROLLED	33%	35%
STATE DENTAL PLAN ENROLLED	92%	88%
VISION PLAN ENROLLED	95%	91%
LTD PLAN ENROLLED	95%	91%

Source: Twenty-Fourth Annual Work Force Report - Fiscal Year 2002-2003*

* Wage information was recorded as of pay period ending 9-27-03

** Includes early retirements

MEMBERSHIP 2004 BARGAINING RESPONSE FORM

FACILITY _____ LENGTH OF SERVICE _____

PLEASE FILL OUT SURVEY, FOLD AND RETURN TO MCO

1. Please prioritize the following bargaining topics in rank order, from 1 through 14, assigning #1 to your highest concern and #14 to your least important concern.

- | | |
|---|--|
| _____ Wages | _____ Shift Transfers |
| _____ Health and Other Insurance Benefits | _____ Institutional Transfers |
| _____ Compensatory Time | _____ Leaves of Absence |
| _____ Drug Testing | _____ Contagious/Communicable Diseases |
| _____ Disciplinary Process | _____ Safety Issues |
| _____ Grievance/Arbitration Procedure | _____ Uniforms |
| _____ Overtime Equalization | _____ Other (Identify) |

2. Please expand on the three issues which you have identified in question #1 as being of greatest importance to you. What changes would you recommend?

3. Please prioritize the following non-mandatory bargaining topics in the same manner in which you responded to question #1, assigning #1 to your highest concern and #8 to the least important.

- | | |
|---------------------------------|-----------------------------------|
| _____ Drugs in the Workplace | _____ Staffing |
| _____ Privatization | _____ Light Duty Assignments |
| _____ Classification Issues | _____ Harassment in the Workplace |
| _____ Workers' Compensation/LTD | _____ Other (Identify) |

4. Please expand on your top selection.

5. Please complete the following: "The *one* area of our MCO contract I would most like to see changed is...":
(please cite Article and Section and provide replacement language)

6. How would you rate your health care coverage? What modifications would you like to see?

7. I believe that the following represents a fair wage increase for each year of a multi-year agreement:

2005-2006 _____% 2006-2007 _____% 2007-2008 _____%

8. Other comments: (please use the back of this page for additional suggestions you may have regarding the MCO contract or to complete any response.)

Please tri-fold on the lines so that MCO's return address is showing. Please apply a small piece of tape to keep tri-fold closed. Do not staple.



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UNITED STATES

BUSINESS REPLY MAIL
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Local 526M • Service Employees International Union • AFL-CIO
421 W. KALAMAZOO ST.
LANSING MI 48933-9917





THE LEGAL WATCH

TAKING CARE OF YOUR FAMILY'S FINANCIAL FUTURE WITH REVOCABLE TRUSTS

BY: ATTORNEY DANIEL A. PAWLUK

The use of Revocable Trusts has been a very popular mechanism in estate planning. It is an ideal planning device to assist a person, the grantor, with asset management should he or she become incapacitated.

A Revocable Trust is also known and identified as a "Revocable Living Trust", "Living Trust" (not to be confused with a Living Will), and "Revocable *Inter Vivos* Trust" (a trust created during the lifetime of the grantor). The Grantor, or Settlor, is the individual creating the trust.

A Trustee is oftentimes a financial institution or another individual, such as an accountant, selected by the Grantor to manage and administer the trust property while the property remains in the trust. The trustee acts under a cloak of fiduciary capacity (one held to a higher standard of responsibility, confidence and duty) and has a duty to manage the trust property for the benefit of the designated beneficiary. In a typical common variety revocable trust, the grantor acts as the trustee and the beneficiary during his or her lifetime. At the grantor's death, the selected trustee then acts for the other named beneficiaries.

The avoidance of probate is one of the main advantages of a revocable living trust. As important, a revocable

trust also takes the burden off family members in having to petition the probate court for the appointment of a conservator should the grantor become incapacitated. A revocable trust is also a very helpful device when minor children are involved. For example, an individual can direct the trustee to make installment payments when a child reaches certain ages or to care for a disabled child indefinitely.

Trust property can include any variety of assets, including real estate, securities (i.e., stock), brokerage accounts (investment portfolio), bank accounts, tangible personal property, and assets that designate a beneficiary, such as life insurance policies, retirement plans, IRAs, to name a few. And yes, you can name your trust as a beneficiary to your life insurance policy and other retirement plans.

Although the trustee can manage trust assets to your benefit when you become incapacitated, it is imperative that you also execute a medical and financial durable power of attorney. A will is effective at death. A revocable trust only manages the property held in the trust. So, a durable power of attorney acts in your favor outside the instruments of a will and revocable trust. For peace of mind and control over the future, take time to establish your estate planning. If you are

married, or have children, not having the proper estate plan in place is a major mistake. Don't let things that matter least take priority over things that matter most!



Daniel A. Pawluk is a principal of Pawluk Law Group, P.C. and is a participating panel attorney for the Union Plus Legal Services Plan, a division of Union Privilege. His office is at 302 S. Waverly Rd., Suite 2, Lansing, MI 48917, (517) 321-3211



MCOY 2004
PABLO OLVERA
IS NATIONAL
FINALIST



ACTIVITIES

NATIONAL CORRECTIONS

MAY 2-

CORRECTIONS OFFICERS HONOR THOSE
WHO HAVE FALLEN IN THE LINE OF DUTY
AT THE NATIONAL LAW ENFORCEMENT
MEMORIAL IN WASHINGTON, D.C.
MAY 2, 2004



MICHIGAN CORRECTIONS OFFICERS

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HONORING CORRECTIONAL OFFICER WEEK MAY 8, 2004



GOVERNOR
GRANHOLM AND
DOC DIRECTOR
CARUSO
CONGRATULATE
OFFICERS AT THE
MICHIGAN
CORRECTIONAL
OFFICER OF THE
YEAR BANQUET,
MAY 5, 2004



CORRECTIONAL OFFICER OF THE YEAR FINALISTS

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BENEFITS AND SERVICES

NEW MEMBER REWARDS PROGRAM ON ITS WAY

Bill Henderson, MCO's new Treasurer, has been busy in his first few weeks! One of his priorities is establishing partnerships with area attractions and businesses to secure special pricing for MCO Members.

We're proud to announce that MCO members can now get special discount tickets to Geauga Lake, a family amusement park in Aurora, Ohio (near Cleveland).

The park offers 10 roller coasters, a historic 1918 Marcus Illions Carousel and the Americana



Ferris Wheel.

Geauga Lake tickets also include admission to Hurricane Hannah's Waterpark, with a 25,000 square-foot wave pool, Turtle Beach for little tykes, and waterslides that propel you up to 30 miles an hour!

General admission to Geauga Lake normally costs \$34.95. *MCO members can now get in with a special price of \$24.00 per person!* Junior tickets,

available at the gate for those under 48" tall, are just \$19.95, and children 2 and under are FREE!

For more information about Geauga Lake including directions and travel times, simply visit www.geaugalake.com!

To obtain MCO special price tickets, simply call Cindy Kogut at (517) 485-3310 or e-mail her at cindyk@mco-seiu.org.

START THE SUMMER OFF RIGHT!

SPECIAL OPEN ENROLLMENT PERIOD FOR LONG-TERM CARE

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. Generally it refers to assistance with everyday activities, but it can also include more involved services and even 24-hour care.

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. This coverage can help protect you and your family from these high costs.

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. The effective date of the plan will be August 1, 2004. If you apply for coverage at a later date or if you are a retiree, you will need to complete a full statement of health.

You may visit MetLife's web site at <http://stateofmichigan.metlife.com> to obtain plan information and rates.

We encourage you to carefully review this information and attend one of the informational meetings that are being held around the state throughout May and June. For meeting dates, visit our website at www.mco-seiu.org or call 1-800-438-6388.



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. If you would like your "ad" in the next issue, you must submit your information no later than the first of the prior month. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. Please contact us as well if you need to remove your name from the list.

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY Phone
Charles Helzer, Jr., E-9	Ionia Maximum	Camp Manistique/Newberry	616-527-6331
Brian Crothers, E-9	Alger Max	Marquette	906-387-5000
Greg Bennett, E-9	Ojibway	Marquette	906-787-2217
R. Towers	Oaks	Any facility in Jackson or Ionia	231-723-8272
Chet Dums, E-9	Ojibway	Marquette or Alger Max	906-787-2217
Brian Maddox, E-9	Huron Valley Men's	Mound	734-572-9900
Michele Sivrais, E-10	Camp Lehman	Standish Max	989-348-8101
Don Peer, E-9	Standish Max	Camp Lehman	989-846-7000
Malcolm L. Davis, E-9	Parr Highway	Ypsilanti TRV Center	517-263-3500
Wes Frizzle, CTO-10	Pugsley	Macomb or Thumb	231-263-5253
Kelly Russell, E-10	Oaks	St. Louis or Carson City	231-723-8272
Robert Mills	Newberry	Kinross Area	906-293-6300
Biran Lierman, E-10	West Shoreline	Grand Rapids Center	231-773-2097
David Dean, E-9	Huron Valley Men's	Parr Highway, Cotton, Parnall	734-572-9900
Jennifer Edwards, E-9	Western Wayne	Mound	734-459-2500
Chris Bourne, E-10	Oaks	Pugsley	231-723-8272
Chasity Boyer, E-9	Florence Crane	Parnall, Egler or Copper Street	517-279-9165
Michael Payton	Cotton	Ionia, Huron Valley	517-780-5000
James Schiebner, E-10	Oaks	Pugsley	231-723-8272
Manuel Medeiros, E-9	Gus Harrison	Egeler-RG&C Annex	517-265-3900
Daniel Pinkerton, E-9	Alger Max	Oaks, Camp Sauble, Pugsley	906-387-5000
Gary Miller, E-10	Thumb	Saginaw	810-667-2045
Robert Mills, E-9	Newberry	Kinross Area	906-293-6200
Dominica Delagarza, E-10	Cotton	Mound or Ryan	517-780-5060
Randall MacDonald, E-10	Pine River	Lakeland	517-278-6942
William Bock, E-10	MI Training Unit	Carson City or Boyer Road	616-527-3100

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST	
_____	_____
MCO Member	Deceased's Name
_____	_____
Relationship to Deceased	Deceased's Date of Death
_____	_____
Chapter, Chapter President	Religious Preference

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

Address Service Requested

Non-Profit
Organization
U.S. POSTAGE
PAID
Lansing, Michigan
Permit No. 533



MCO STATE EXECUTIVE BOARD

Tom Tylutki, *President*

Mel Grieshaber, *Vice President*
Bill Henderson, *Financial Secretary*
Jim Johnson, *Recording Secretary*
Adam Douglas, *Member at Large*
Andy Potter, *Member at Large*

John Ost, *Member at Large*
Ray Sholtz, *Member at Large*
Scott Fischer, *Member at Large*
Mike Taylor, *Member at Large*

MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

MCO CHAPTER PRESIDENTS

Larry Henley, *Alger Maximum*
Rick VanAlstine, *Baraga Maximum*
Val Corl, *Bellamy Creek*
Bryon King, *Boyer Road*
Matthew Pohl, *Brooks Correctional*
Mark Nelson, *Camps Vice President, Region I*
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Kip Smith, *Camps Vice President, Region III*
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Cecil Pedrin, *Chippewa*
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Bonnie Love, *Cotton Facility*
Garry Brickley, Sr., *Deerfield*
Sam Allen, *Egeler*
James Sims, *Florence Crane*
John Fetters, *Forensic Center*
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Daryl Moore, *Huron Valley Center; Security*
Charles Wright, *Huron Valley Corrections Facility*
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Thomas Hackel, *Jackson Cooper Street*
Gary Kott, *Kinross*
Kamal Cariuty, Jr., *Lakeland*

Scott Fischer, *Macomb*
Jerry Pope, *Marquette*
Dennis Beecham, *Michigan Training Unit*
James Prince, *Mid-Michigan*
Adam Douglas, *Mound Correctional*
Julie Cabana, *Muskegon*
Gary VanSickle, *Newberry*
Paul Golembiewski, *Oaks Correctional*
Ronald Niemi, *Ojibway Correctional*
Stuart Bridgewater, *Parnall Correctional*
Randy Burrow, *Parr Highway*
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Marcus Polychuk, *Pugsley Correctional*
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Alfred West, *Ryan Correctional*
Bill Henderson, *Saginaw Correctional*
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Stennis George, *Scott Facility*
Brent Kowitz, *Southern MI*
Robert Davis, *Standish Maximum*
Ray Sholtz, *St. Louis*
Jake Campbell, *Straits*
Gary Whitman, *Thumb Correctional*
Robert Sikkenga, *West Shoreline*
Phyllis White, *Western Wayne*

The MCO REPORT is an award-winning publication of the Michigan Corrections Organization, Service Employees Union Local 526M, AFL-CIO. The editor reserves the right to refuse any incoming articles that are detrimental to MCO, SEIU Local 526M and its policies and the policies of the SEIU. All articles or letters must be submitted by the first of the month prior to the next issue

MCO does not accept paid advertising in the *MCO Report*. No one is authorized to solicit advertising for the *MCO Report* in the name of MCO or SEIU Local 526M.

To send e-mail to an MCO staff member, type his or her first name followed by: @mco-seiu.org.

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If you have changed your address or phone number, please inform MCO immediately at 1-800-451-4878 (phone), 1-800-327-5266 (fax), or send an email by following the directions listed above.

Visit us on the web at:
www.mco-seiu.org

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT



SPEAKING OUT ON GUN TOWERS TO FOX 47 NEWS' KRISTIN MOORE



INSIDE THIS ISSUE

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UNION VOICES

PRESIDENTIAL PONDERINGS



Tom Straub

Since our last talk there have been several important achievements. Most notably, the decertification effort was defeated. I would like to thank each and every one of you who helped defeat the challenge. The Executive Board, chapter leaders, members and staff pulled together in a way that hasn't been seen in awhile. Your new Executive Board is determined to reconnect with the membership. They are out touring; engaging with the members seeking to see how they envision MCO in the future. They have impressed me touring on R.D.O's, Annual days, etc. Their commitment is breathtaking and I'm blessed and honored as President to have this Board.

In the last month I have visited the Scott, Cotton, Huron Valley Mens, Carson City, and Ojibway facilities. In my tours it is obvious the MDOC is asking the CO's to do more with less. We must continue to fight to have adequate staffing in our institutions. A meeting specifically on Ojibway has already been set.

We were able to add 20 F.T.E.'s to handle the double bunking and movement at the Oaks since its conversion from a Level 5 to a 4. This is still not enough and I have a follow-up meeting with Deputy Director Straub scheduled for July 12th to address concerns mainly on 3rd. shift. We will also be meeting with Straub on July 21st to address staffing in the R.T.P. units at HVM.

I was recently interviewed by FOX 47 News on Gun Towers which aired July 9th. We are also holding informational pickets and running ads in papers statewide to educate the public on our concerns.

LET OUR VOICES BE HEARD!

Informational Pickets have been scheduled for Wednesday, August 4, 2004, at Marquette and Alger Max in the Upper Peninsula, and at I-MAX on Monday, August 9, 2004, in the Lower Peninsula.

Come out and help us to raise awareness on the serious issue of Gun Towers and the attempts to close them by the DOC!

CHANGES TO SERVICE BY-BACK PLAN

If you are enrolled in the defined benefit retirement plan and are considering purchasing service credit, please be aware of a decision made by The State Employees Retirement Board at its April 22, 2004, meeting.

The change involves the application of interest payments for service credit purchased under the tax-deferred payment (TDP) program. In the TDP plan, payments are deducted from your paycheck and taxes are deferred until you receive your monthly pension check.

Effective October 1, 2004, any new TDP agreements will be subject to the 8% percent interest annually once the agreement has been in effect for one full fiscal year. This interest WILL NOT apply to TDP agreements that were signed prior to October 1, 2004.

Any service credit you purchase would not be considered covered service, and is not subject to the 2% multiplier, which is a feature of supplemental covered retirement. The state's standard multiplier of 1.5% would apply to purchased time.

Buying service credit can increase

your pension or qualify you to retire at an earlier age. However, TDP agreements are binding and irrevocable. Thus, once you have agreed to the plan, the amount of the biweekly deductions cannot be lowered or stopped.

If you leave employment with the state, or if you die, before you are vested, you will be refunded 100% of the payments you have made, including any interest. If you leave or die after becoming vested, you will receive credit for the years of service purchased.

In depth information is provided by the Office of Retirement Services and appears in greater detail on its website at www.michigan.gov/ors. Various publications and booklets regarding planning for one's retirement are also available at this website.

You may also call (800) 381-5111 for a "billing statement." A "billing statement" just provides the type, amount and cost of service credit that the individual member can purchase. It is just a statement, not an obligation to pay.



UNION NEWS

COMING TO PAPERS NEAR YOU...

There are many hot issues facing Corrections today...gun towers, Hepatitis C funding, staffing levels and more. It is times like these when we need to garner community support for these issues and make it a public concern, not just a corrections officer concern.

At Central Committee, President Training, Chief Steward and Steward Trainings we've been talking about something called Earned Media.

Earned Media is a communications plan to get our messages in the papers, and in the public's mind...through means other than paid advertising. Purchased advertising can, however, play a part in the campaign, and tends to be much more effective when done in conjunction with an Earned Media Campaign.

MCO has been working with local chapter Presidents, Officials, and willing members on this campaign since the beginning of the year. The idea is that CO's from all around the state submit letters, developed by MCO, to their local newspapers for use as an Op-Ed piece or Letter to the Editor. This is done in a coordinated effort to raise awareness of a particular issue at a particular time.

A published letter frequently leads to response letters from other CO's and the public who read it.

Letters have been sent to papers

around the state in March and June on the topic of Gun Towers. The focus in May was Hepatitis C, to tie in to Hepatitis C awareness month and

bring a heightened awareness of the hazards we face in regard

to this disease.

We are currently working on more letters on

Gun Towers and then a

set regarding staffing issues for use in July. By focusing on one issue at a time, and hitting it all across the state, it has a substantially greater impact.

With an Earned Media campaign, it is not guaranteed that the letter will get printed, but it likely will as long as it follows the newspapers' guidelines.

With each topic, there are normally two different letters, submitted by different officers, to show the extent of concern about these issues by the people who are faced with them daily.

If you are willing to help us out with this campaign, simply contact either Sacha or Mel at MCO and we'll add your name to the list to receive a future letter. All that we ask is that you sign the letter, submit it to the paper, and then watch for it to be printed. If it is

printed, please

send a copy on to Lansing so

that we can show the fruit of our efforts.

MCO will also be purchasing some

ad space in papers to reinforce these

messages and get the public to support the budget expenditures that are necessary to allow us to do our job right.

OPEN ENROLLMENT WINDOW IN AUGUST

During the first week of August, Civil Service's Employee Benefit Division will mail a publication to state employees with information on Open Enrollment, a rate chart and directions on how to proceed.

Open enrollment will be conducted from August 16, 2004, through August 31, 2004. If you need to make any changes or enroll in a state-sponsored group insurance plan such as health, dental, vision, life insurance, and/or long-term disability, then this is your chance. The effective date of any changes made will be October 10, 2004.

To review, enroll, or change your coverages, simply go to www.michigan.gov/selfserv.

If you do not have Internet access, you may contact the newly expanded "MI HR Service Center" at 1 (877) 766-6447 Monday - Friday, 7:00 a.m. - 6:00 p.m.

Your Department's HR Office (Personnel) is *not* handling Open Enrollment this year.

Turn to page 6 for more information about the new "MI HR Information" and "MI HR Service Center!"

"We are outnumbered by as much as 50 to 1. We are unarmed except for the officer on duty in the gun tower. Eliminating one of our strongest defensive measures in the name of cost cutting is extremely short sighted and dangerous."

"I feel compelled to alert my fellow citizens..."



THE LEGAL WATCH

CHILD CUSTODY & YOUR RIGHTS

BY: ATTORNEY DANIEL A. PAWLUK

Many of us are confronted with a child custody issue at some point during our children's lives. Many of you who have gone through a separation or divorce have first hand experience with the often lengthy, complex and confusing legal process used to determine child custody and parenting time.

Michigan has two forms of custody: **Legal Custody** and **Physical Custody**.

Legal Custody is the important decision making powers concerning your child. This should be pursued in a contested custody case as it allows a parent to be included in decision making responsibilities that may have a significant impact on the child as well as the parents. Many Friend of the Court agencies and courts routinely grant joint legal custody to parents during a contested custody matter unless the parents are unable to amicably communicate to further the best interests of their child. In these rare cases, the courts may award one parent sole legal custody and may condition the award on the parents attending counseling to address the issues of communicating with each other.

Physical Custody refers to the physical location where your child will be residing. Physical custody is often sought by parents in contested custody cases. Sole physical custody occurs when the child resides with one parent the majority of the time. Joint physical custody occurs when the parents share equal or near equal time with the child.

If parents are unable to agree to a legal and physical custody arrangement, legal and physical custody is determined by application of the **"Best Interest"** factors set forth in the Child Custody Act of 1970, MCLA 722.20 et seq. These factors include:

1. The love, affection and other emotional ties existing between the parties involved and the children.
2. The capacity and disposition of the parties involved to give the child love, affection and guidance and to continue the education and raising of the child in his or her religion or creed, if any.
3. The capacity and disposition of the parties involved to provide the child with food, clothing, medical care or other remedial care recognized and permitted under the laws of this state in place of medical care, and other material needs.
4. The length of time the child has lived in a

stable, satisfactory environment, and the desirability of maintaining continuity.

5. The permanence, as a family unit, of the existing or proposed custodial home or homes.
6. The moral fitness of the parties involved.
7. The mental and physical health of the parties involved.
8. The home, school, and community record of the child.
9. The reasonable preference of the child, if the court considers the child to be of a sufficient age to express a preference.
10. The willingness and ability of each of the parties to facilitate and encourage a close and continuing parent-child relationship between the child and the other parent or the child and the parents.
11. Domestic violence, regardless of whether the violence was directed against or witnessed by the child.
12. Any other factor considered by the court to be relevant to a particular child custody dispute.

Typically, a disputed custody case is first heard by a Friend of the Court Conciliator within approximately two to six weeks from the commencement of the divorce or custody action. The Conciliator will attempt to bring the parties to a consent resolution to the issues of legal and physical custody. If the parties are unable to agree the Conciliator will render a recommendation based on the application of the above-referenced child custody factors. In some counties the Conciliators' recommendation is immediately adopted by the court as a temporary order. In other counties the Conciliators' recommendation only becomes an order if neither party objects to its' entry within a specified time. A party may contest the temporary order or Conciliator's recommendation by filing Objections and scheduling a hearing before the circuit court judge or referee assigned to the case. At this hearing the judge or referee may modify the temporary order/recommendation or decline to modify it and order a formal, thorough Friend of the Court investigation into the disputed issue(s). A formal evidentiary hearing will then be scheduled after he or she conducts an investigation and renders a recommendation. An investigation can take several months and may include psychological evaluations of the parties, children, drug testing and alcohol

testing.

It is absolutely essential to pursue and protect your custody rights at the beginning of a child custody dispute because of the stringent evidentiary standards imposed after an established custodial environment has been established. A custodial environment of a child is established if over an appreciable period of time the child naturally looks to the custodian in that environment for guidance, discipline, the necessities of life and parental comfort. The age of the child, the physical environment, and the inclination of the custodian and the child as to permanency of the relationship shall also be considered. Typically when the parties first commence an action, no established custodial environment has been established if the child has resided with both parents. If no established custodial environment exists, then in order to be awarded physical and/or legal custody, the prevailing party must prove by a preponderance of the evidence that, based on the child custody factors, it is in the best interest of the child to be in his or her physical and/or legal custody. The preponderance standard at this stage merely means that 51% or more of the child custody factors are in his or her favor.

When an established custodial environment exists, a party seeking to change physical or legal custody must first prove that there has been a material change of circumstance to warrant a change of physical or legal custody, and then must prove by clear and convincing evidence that a change of physical or legal custody is in the best interests of the child. The clear and convincing standard requires a showing that the *majority* of the child custody factors weigh in favor of the petitioning party.

The attorney you choose to represent you in a custody action should have a thorough understanding of the Child Custody Act and local court procedures. Further, as custody cases can be emotionally tolling, your attorney should be compassionate, approachable and readily available to answer your questions. **Do not settle for less** as you are paying for quality legal representation.

Daniel A. Pawluk is a participating panel attorney for the Union Plus Legal Services Plan. His office is at 302 S. Waverly Rd., Suite 2, Lansing, MI 48917

MCO CRISIS FUND GOLF OUTING

Helping COs and FSAs in Need

FRIDAY, AUGUST 27, 2004

HIGHLAND HILLS GOLF CLUB

1050 E. ALWARD ROAD

DEWITT, MICHIGAN

FIRST 36 PAID TEAMS (WILL BE NOTIFIED) ARE ELIGIBLE TO PARTICIPATE

\$60 COST PER PERSON INCLUDES: CART, 18 HOLES, BRATS AND DOGS AT THE TURN, FREE DRIVING RANGE, LUNCHEON AFTERWARDS



FOUR PERSON SCRAMBLE
9 A.M. SHOTGUN START
FOUR-PERSON TEAM*

TROPHIES AWARDED TO WINNERS OF MEN'S, WOMEN'S AND MIXED DIVISIONS, 50/50 DRAWING AND DOOR PRIZES

HOLE IN ONE SPONSOR!



WIN A 2005 CHEVY EQUINOX!

ENTRY DEADLINE IS AUGUST 13, 2004

FOR MORE INFORMATION: CONTACT JOHN BOWERS OR RANDY EICHER AT:

517-485-3310 OR 800-451-4878.

***SOFT SPIKES ONLY**

Entry Registration

Captain

Name: _____ Phone: _____

Address: _____

Player 2: _____

Player 3: _____

Player 4: _____



Entries must be received no later than August 13, 2004. Checks or money orders should be made out to: *MCO Crisis Fund*, and mailed to: **MCO Golf Outing, 421 W. Kalamazoo Street, Lansing, Michigan 48933.**



NEW "MI HR" PROGRAMS EXPAND "SELF SERVICE"

Many of you are familiar with the "Self Service" program currently available which allows you to update your home and e-mail address, beneficiaries, and direct deposit information, as well as obtain information and forms for Flexible Spending Accounts, Earnings Statements, Leave balances, Insurance coverages, and more. This program has now been expanded to include two new avenues for information; MI HR Service Center and MI HR Information.



So, in addition to the information and abilities of MI HR Self-Service which you will use during the upcoming Open Enrollment period, you can also look to the MI HR Service Center for help. The MI HR Service Center is operated by a core of trained HR representatives whose job it is to assist you with any questions you might have. This includes completing your enrollment transactions if you do not have internet access.

The MI HR Service Center will be launched Monday, August 16, 2004, for issues relating to the Open Enrollment only. Full Service will begin August 30th for DCH employees, and become available to DOC employees on October 18, 2004. Many of the services performed by your Personnel office will be transferred to the MI HI Service Center on those dates. To contact the MI HR Service Center simply call 1 (877) 766-6447 Monday - Friday, 7:00 a.m. - 6:00 p.m.

Another program, MI HR Information, has also been added as an on-line tool to allow employees to access HR and Benefit information that is tailored to them. It covers the basic information on benefit, HR and payroll. To access "MI HR Information" simply click on the link from the "MI HR Self-Service" page at www.michigan.gov/selfserv.



MCO STATEMENT OF ACTIVITIES (NINE MONTHS ENDED DECEMBER 31, 2003)	Revenues	Amount
	Membership Dues	\$4,713,590
	Non-Member Fees	46,957
	Interest	37,264
	From Affiliates	5,240
	Insurance Proceeds	3,755
	Loss on Disposition of Fixed Assets	-906
	Total Revenues	4,805,900
	Expenses	
	Administrative Leave	147,109
	Annual Leave	8,458
	Arbitration	45,987
	Books, Dues and Subscriptions	11,087
	Collective Bargaining	69,633
	Computer	34,041
	Consulting	16,240
	Continuing Education	13,320
	Contributions	62,535
	Depreciation	101,299
	Elections	1,357
	Insurance	185,648
	Leased Equipment	10,756
	Legal and Accounting	193,965
	MCO Report	69,830
	Meetings and Conferences	317,660
Office and Administrative	64,710	
Organizational Unity Materials	53,524	
Pension Contribution	138,448	
Political	122,014	
Postage	30,986	
Professional Organization Membership Fees	54,432	
Athletic Team, Social Activity, Advertising, News Release and Related Expenses	25,927	
Repairs and Maintenance	54,532	
Salaries	1,004,388	
Scholarships	10,000	
Taxes - General	49,910	
Taxes - Payroll	77,964	
Taxes - Per Capita	1,294,492	
Telephone	53,862	
Utilities	31,221	
Total Expenses	4,355,335	
Increase in Unrestricted Net Assets	\$450,565	

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 25 YEARS**



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. If you would like your "ad" in the next issue, you must submit your information no later than the first of the prior month. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. Please contact us as well if you need to remove your name from the list.

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY Phone
Charles Helzer, Jr., E-9	Ionia Maximum	Camp Manistique/Newberry	616-527-6331
Brian Crothers, E-9	Alger Max	Marquette	906-387-5000
Greg Bennett, E-9	Ojibway	Marquette	906-787-2217
R. Towers	Oaks	Any facility in Jackson or Ionia	231-723-8272
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Kelly Russell, E-10	Oaks	St. Louis or Carson City	231-723-8272
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Brian Lierman, E-10	West Shoreline	Grand Rapids Center	231-773-1122
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Chasity Boyer, E-9	Florence Crane	Parnall, Egler or Copper Street	517-279-9165
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Dominica Delagarza, E-10	Cotton	Mound or Ryan	517-780-5060
Randall MacDonald, E-10	Pine River	Boyer Road	517-278-6942
William Bock, E-10	MI Training Unit	Carson City or Boyer Road	616-527-3100
Joe Stevenson, E-9	Standish	St. Louis, Thumb, Camp Gilman/ Brighton	989-846-7000
Yvonne LaPonsie, E-9	Newberry	Kinross Area	906-293-6200
Santiago Gomez, E-9	Thumb	Saginaw or Standish	810-667-2045
Patrick R. Pitcher, E-9	Parnall	Camp Lehman	517-780-6843

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

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3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

MCO Member

Deceased's Name

Relationship to Deceased

Deceased's Date of Death

Chapter, Chapter President

Religious Preference

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

Address Service Requested

Non-Profit
Organization
U.S. POSTAGE
PAID
Lansing, Michigan
Permit No. 533



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Michael Taylor, *Member at Large*

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Visit us on the web at:
www.mco-seiu.org

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT



INSIDE THIS ISSUE

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Pictures: top left - I-Max picket, top right - Marquette line, bottom left and center - Alger Max picketers, bottom right - (left to right) State Treasurer Jim Johnson, President Tom Tylutki, Marquette CO, Vice-President Mel Grieshaber, Labor Rep Cherelyn Dunlap, and Executive Board Member Mike Taylor



UNION VOICES

PRESIDENTIAL PONDERINGS



James Prince

Since our last talk we have moved forward with our Public Awareness and Picket campaign on Gun Post closures. As we promised the membership, MCO will fight this issue to the end. On August 3, I toured Alger Max with the Local MCO Officials and State Senator Mike Prusi. We visited a Gun Post, the Control Center, activated a fence alarm, toured a housing unit and watched a video of an incident that occurred there in January. In the incident, a warning shot was needed to disperse a fight between multiple inmates in the yard.

On August 4, we held pickets with officers, citizens and retirees who walked the lines at Baraga, Alger and Marquette. I would like to thank all the officers I met when I toured these facilities for their ideas and support of the pickets. We even had CO Wilson from Macomb and his son Justin stop out and show their support while vacationing near Alger.

On August 9, we held a picket at I-Max, and again I would like to thank all the officers for their support on the picket line. Special thanks goes out to Steve Karber and his son Grayson for great food and refreshments all day long.

By now most of you are aware of the incident on July 19 at MTU. Twenty plus prisoners assaulted staff resulting in nine staff needing medical attention. Supervisors, Leadership and Staff professionalism stopped this incident from escalating further. A squad from Bellamy Creek was brought in to assist in moving prisoners to segregation. On August 7, MTU once again had 20 inmates brawling in the dayroom resulting in one officer being sent to the hospital.

On August 9, I got a call, while on the picket line at I-MAX, that an officer was stabbed 3 times at Alger Max. At that time the officer was in route to the hospital. I talked with the hospitalized CO that evening and let him know the entire MCO family is concerned about his well-being.

Major incidents are happening, *frequently*. Brothers and Sisters, stay on your toes! Keep alert! Support MCO as we fight the Gun Tower issue, inadequate staffing and the new classification system that allows inmates to drop from a Level V to a II in a year...all of which lead to incidents like what has happened recently at MTU.

RUO EDWARD COOLEY, SR. RETIRES AFTER 17 YEARS OF SERVICE TO THE MDOC AND MCO

RUO Ed Cooley began his career with the MDOC in 1987. He was an officer at the Ionia Temporary Facility and Ionia Maximum Facility. Ed was the first status officer to be employed at the Mid-Michigan Correctional Facility when it opened. Ed was a Chief Steward, and also Vice President of the Local Chapter for four years. Ed also received a Letter of Commendation for preventing an attempted escape while employed at Mid-Michigan.

Edward Cooley and his wife Lorie have been married for 35 years. They have three sons, Edward Cooley, Jr., who is the MCO Chapter President at Pine River, Chris Cooley and Ben Cooley. Ed graduated from Ithaca High School in 1966 and then served in the



RUO Ed Cooley, Sr. is pictured with MCO Chapter President James Prince and Warden Paul Renico as he was presented with the MCO Years of Achievement Award on July 19, 2004.

United States Army from 1967 to 1969; stationed in Berlin, Germany. Ed was at the Spandau Prison guarding Adolf Hitler's deputy, Fuher Rudolf Hess. He also guarded the American sector of the Berlin Wall, was a guard at Checkpoint Charlie and served as an Honor Guard member. Currently,

Ed is a member of the Berlin U.S. Military Veterans Association and a VFW member.

Ed worked for Motor Wheel Corporation from 1970 until 1987 and was a Shop Union Steward, Shop Committeeman and then the President of the Local 182 Allied Industrial Workers Union. Ed took courses in Labor Education at the University of Wisconsin along with several courses in the School of Labor Program at Michigan State

University and Lansing Community College. Ed worked as a union organizer as well as on some political campaigns.

MCO Chapter President James Prince states, "It has been a pleasure working with Ed over the years. He has been an asset to the local MCO Chapter with his previous knowledge. Ed is viewed by fellow staff members as a team player and a mentor...he will be deeply missed."

All staff at Mid-Michigan and MCO wish Ed the best in his retirement years!



UNION NEWS

OFFICERS IN ACTION



State Executive Board Member Mike Taylor speaks to ABC Channel 5 & 10 at the Marquette Picket.



Marquette Chapter President, Jerry Pope was joined by his mom on the line!



Chief Steward Steve Karber from I-Max and his son Grayson tend to the grill at the picket on August 9th. Grayson worked hard feeding the line with his dad all day!



I-Max picketers on the line.



Alger Max Chapter President Larry Henley, Chief Steward Frank Sulskis, and MCO President Tom Tylutki talk with Senator Prusi after a tour of the Alger Facility.



Officers from the Emergency Response Team work to control the crowds and protesters during President Bush's recent visit to Marquette.



THE LEGAL WATCH

IS BANKRUPTCY AN OPTION FOR ME?

BY: ATTORNEY DANIEL A. PAWLUK

Layoffs, downsizing, pay cuts, and the sluggish economy coupled with holiday spending has undoubtedly caused financial stress on many people. With debt increasing seemingly by the minute, considering the interest, late fees, over the limit fees on debts make many people feel as if they are in financial quicksand with no way out. Many people turn to debt relief companies who promise to work out deals with creditors so that the debtor only has to pay pennies on the dollar, just to find that many of these companies are not distributing the money to the creditors that the individuals pay them and otherwise fail to keep their promises.

The good news is that federal bankruptcy laws provide a fairly quick and simple method of alleviating debt problems and giving people a fresh start to life without the constant worry of debt. The two most commonly filed bankruptcy actions are **Chapter 7** and **Chapter 13**.

□ **A Chapter 7** filing eliminates all unsecured debt (debt where a lien is not attached to the purchase, such as medical bills, and most credit card debt) but the debtor is required to either keep their secured debt (debt where a lien is attached to the asset such as a car or home) through reaffirming the debt with the creditor or surrender the secured merchandise to the creditor. Many people prefer a Chapter 7 filing because all unsecured debt is eliminated and the proceeding is finalized in a few months enabling the debtor to move on quickly with their new debt-free life.

□ **A Chapter 13** bankruptcy action involves a repayment to your creditors of a percentage of your debt based on your ability to pay. In order to file a Chapter 13 action, you must first meet two qualifications. First, you must have a steady source of income and second, you must have a window of money left after considering your immediate living expenses to enable you to pay installment payments to your creditors over the life of your bankruptcy action. In a

Chapter 13 proceeding the creditor formulates a plan to repay all or a portion of their debt. Some people prefer a Chapter 13 action as they feel better about paying a portion of their debt back to the creditors. However, a drawback to this form of debt relief is that the individual filing bankruptcy is involved in the bankruptcy action until all of the payments pursuant to the plan are paid, which can take several years, depending on the length of the plan.

A common misunderstanding of bankruptcy is the fear that people who file will lose all of their assets. This is simply untrue. Federal law provides certain exemptions, otherwise known as shields that debtors use to protect their assets. The exemption amounts are doubled when a debtor files a joint bankruptcy proceeding with their spouse that is highly recommended if the debt is in joint names. For instance, an individual may protect \$17,425.00 of equity in their home if filing individually or \$34,850.00 if filing with their spouse, \$2,775 of equity in a motor vehicle (\$5,550.00 for a joint filing), \$9,300.00 of household furnishings and clothing (\$18,600.00 for a joint filing), \$1,150.00 of jewelry (\$2,300.00 for a joint filing) and most retirement benefits. As you can see, most assets people own are protected by the exemptions. However, if one's assets exceed the exemption amount, it is still possible to protect the asset with the consent of the Trustee assigned to the case.

The bankruptcy process begins with filling out an intake sheet regarding your assets, liabilities and monthly budget and providing this information to your attorney. This information is placed in the bankruptcy petition and reviewed by the debtor before signing and filing. If a Chapter 13 proceeding is initiated, a Chapter 13 payment plan is also submitted to the bankruptcy court by the debtor. When the action is filed an

Order of Stay is issued by the Bankruptcy Court prohibiting all creditors from taking collection action against the debtor, including harassing telephone calls from debt collectors. Further, all garnishments and levies are stayed and eventually terminated through a discharge. A hearing called a 341 Meeting of Creditors is held approximately four to six weeks after the action is filed where the Trustee and creditors who sometimes appear may ask the debtor questions about their petition. In a Chapter 7, no other hearings are typically held and the debtor subsequently receives notice from the bankruptcy court that their debts have been discharged, thus ending the bankruptcy action. In a Chapter 13, after the 341 Meeting of Creditors, a Confirmation Hearing is held where the proposed plan of repayment is confirmed by the Court. Typically, no other hearings are held in a Chapter 13 proceeding and the debtor continues to pay the United States Trustee according to the duration of the particular plan.

Most debts can be discharged in a bankruptcy proceeding, including most credit card debts, medical bills, utility bills, cellular telephone bills, student loans that present an undue hardship for repayment, certain tax debt that is more than three years old, deficiency debts for repossessed vehicles and other unsecured loans. Debts that cannot be discharged include court ordered fines and costs, alimony, maintenance and child support, certain taxes and student loans that do not present an undue hardship for repayment by the debtor.

Daniel A. Pawluk is a principal of Pawluk Law Group, P.C. and is a participating panel attorney for the Union Plus Legal Services Plan, a division of Union Privilege. His office is at 302 S. Waverly Rd., Suite 2, Lansing, MI 48917, (517) 321-3211



WAL-MART IS NOT JUST NON-UNION....BUT ANTI-UNION

The news over the last few months has covered the historic standoff between grocery workers in Southern California (members of the United Food and Commercial Workers Union) and their employer. The employers were firm with their plan to cut health care benefits and wages in an attempt to be competitive with Wal-Mart Supercenters.

The amazing fact is that the Wal-Mart Supercenters were not even built yet. This marks the first time that a big corporation has had a direct influence on union negotiations in an area where they were not yet in the market.

Unions have always asked their members to support other Unionized companies and business, and asked members to boycott those that are not.

Wal-Mart, however, is not just non-union... but actively *anti*-union. They are the country's largest private employer with nearly 1.2 million employees nationwide. The average wage for a Wal-Mart employee is around \$8 an hour, and their health care coverage is so expensive and incomplete that most employees do not carry it, relying, instead, on state assistance.

During hiring, Wal-Mart eliminates any potential employee with a union background, and then goes a step further using personality testing to weed out those with activist, or cause-oriented tendencies. Managers are also cautioned against hiring employees who are overqualified; those who have made more money at some point in their life.

Some employees have even been forced to sign a form agreeing that they would not support any effort to unionize the store. This is a clear violation of federal law, however to the many low-income individuals seeking work, it is a better choice than to be unemployed. And to Wal-Mart, the potential consequences under the current law for such a violation are no more than posting a sign in the break room informing employees that "Wal-Mart violates workers' rights," or paying a

fine. This is of little concern to Wal-Mart in order to avoid unions.

If employees do attempt to unionize, a call is made to the Wal-Mart headquarters and a "labor relations team" is dispatched, usually that same day, by private airline to the store in question to "handle" the matter. Wal-Mart has been found guilty of violating workers rights including firing union sympathizers.

Wal-Mart stores overseas, however, have various levels of unionization, and in Japan, all Wal-Mart workers are unionized. In the United States, only one group of 10 butchers succeeded



More than 200 demonstrators, led by members of UFCW Local 789, surged past security guards and paraded through the aisles of the St. Paul Wal-Mart for more than 15 minutes, singing union songs and chanting "Share the Wealth, Wal-Mart!" during the store's grand opening May 19. The store, a former K-mart that closed during that chain's bankruptcy proceedings, is the first non-suburban Wal-Mart in the Twin Cities. St. Paul Union Advocate/ILCA photo

in unionizing, only to have Wal-Mart close their department and switch to packaged meat two weeks later. The employees were then distributed to different areas of the store. That case went to court and Wal-Mart was found to have acted improperly. They were forced to re-establish the butcher department and recognize the union. Wal-Mart is currently appealing the decision.

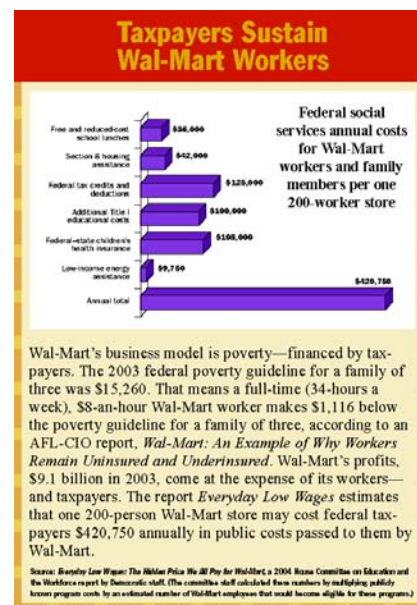
The United Food and Commercial Workers Union is currently the only union working to unionize Wal-Mart workers. However at only 1.4 million members, they are

tackling a corporation nearly as large as their membership.

Wal-Mart has begun donating large sums of money to political candidates, making them 2003's largest corporate contributor. Of those donations, nearly 85% are to Republicans, who Wal-Mart feels will support them, particularly as they move into more labor-friendly areas.

Community support is going to be critical in the effort against Wal-Mart. While there has been an attempt to encourage the community to not shop at their stores, in all reality, it is hard to overlook the low prices. But when people look at the statistics, it is beginning to show that while they may be saving money shopping at Wal-Mart, they are spending more tax dollars to support the families who work there. Some studies coming out of Georgia and Washington State show that Wal-Mart employees depend on public assistance for health care among others, at a far higher percentage than those employed by other large corporations.

So, the next time you head out the door... think twice about the long-term cost of supporting Wal-Mart, vs. the few extra cents it may cost you to shop elsewhere.





BEING A CO IS NOT EASY... NOR IS BALANCING WORK AND HOME LIFE. HERE'S SOME HELP!

Trying to manage work, family and your personal life can be difficult in today's fast-paced world. However, maintaining a quality work/life balance is very important in keeping stress under control.

Because unhealthy levels of stress can lead to a multitude of physical and psychological problems, the Michigan Department of Corrections (MDOC) and State Government have several avenues of assistance for state employees. The Employee Services Program and the Traumatic Incident Stress Management (TISM) program are two of those very beneficial tools.

MDOC decided to take these tools a step further and provide employees with one more approach to help manage and lessen stress. So, together with the Office of State Employer and Employee Services Program, the Department established the position of Work/Life Services Coordinator. Filling the position is Rosanne Leland. She is a DOC employee and is charged with researching and developing training modules to help corrections staff compile effective coping mechanisms to deal with stressors.

Leland has been visiting the various MDOC facilities, and has had the opportunity to meet with many people.

"I'm excited about this new position and I would like to hear suggestions or ideas from staff as I develop programs," Leland said.

Due to the confidential nature of the job, Leland's office is located within the Employee Services Program. She can be reached at (517) 373-7630, or e-mail her at Leland@michigan.gov.

In addition to providing information and programming, Leland can be helpful as a resource for employees and family members interested in learning and reading more about achieving a healthy work/life balance. The following books may be beneficial: *Stressed Out-Strategies for Living and Working with Stress in Corrections*, by Gary Cornelius. This book focuses on helping the readers identify stressors in their lives and establish a personal plan for coping with stress. *I LOVE A COP: What Police Families Need To Know*, by Ellen Kirschman, Ph.D. This book encourages families to work together as a team and figure out a healthy way to manage spillover between work and home.

MCO STATEMENT OF ACTIVITIES
(THREE MONTHS ENDED MARCH 31, 2004)

Revenues	Amount
Membership Dues	\$1,094,606
Non-Member Fees	17,080
Interest	10,712
Expense refunds	1,262
Loss on Disposition of Fixed Assets	-166
Total Revenues	1,123,494
Expenses	
Administrative Leave	26,994
Arbitration	6,216
Books, Dues and Subscriptions	6,898
Computer	3,701
Consulting	4,060
Continuing Education	4,184
Contributions	750
Decertification	35,234
Depreciation	24,699
Elections	34
Insurance	44,586
Leased Equipment	2,294
Legal and Accounting	48,109
MCO Report	5,342
Meetings and Conferences	88,964
Office and Administrative	9,949
Organizational Unity Materials	2,138
Pension Contribution	31,174
Political	50,000
Postage	7,761
Professional Organization Membership Fees	17,491
Athletic Team, Social Activity, Advertising, News Release and Related Expenses	1,100
Repairs and Maintenance	7,638
Salaries	193,340
Taxes - Payroll	19,561
Taxes - Per Capita	348,955
Telephone	11,680
Utilities	3,983
Total Expenses	1,006,835

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AND FORENSIC SECURITY OFFICERS FOR OVER 25 YEARS**



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. If you would like your "ad" in the next issue, you must submit your information no later than the first of the prior month. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. Please contact us as well if you need to remove your name from the list.

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY Phone
Charles Helzer, Jr., E-9	Ionia Maximum	Camp Manistique/Newberry	616-527-6331
Greg Bennett, E-9	Ojibway	Marquette	906-787-2217
R. Towers	Oaks	Any facility in Jackson or Ionia	231-723-8272
Michele Sivrais, E-10	Camp Lehman	Standish Max	989-348-8101
Don Peer, E-9	Standish Max	Camp Lehman	989-846-7000
Malcolm L. Davis, E-9	Parr Highway	Ypsilanti TRV Center	517-263-3500
Wes Frizzle, CTO-10	Oaks	Macomb or Thumb	231-263-5253
Kelly Russell, E-10	Oaks	St. Louis or Carson City	231-723-8272
Robert Mills, E-9	Marquette	Kinross Area	906-293-6300
Brian Lierman, E-10	West Shoreline	Grand Rapids Center	231-773-1122
David Dean, E-9	Huron Valley Men's	Parr Highway, Cotton, Parnall	734-572-9900
Jennifer Edwards, E-9	Western Wayne	Mound	734-459-2500
Chris Bourne, E-10	Macomb	Puglsej	231-723-8272
Chasity Boyer, E-9	Florence Crane	Parnall, Egler or Copper Street	517-279-9165
Michael Payton	Cotton	Ionia, Huron Valley	517-780-5000
James Schiebner, E-10	Oaks	Puglsej	231-723-8272
Manuel Medeiros, E-9	Parr	Egler-RG&C Annex	517-265-3900
Daniel Pinkerton, E-9	Alger Max	Oaks, Camp Sauble, Puglsej	906-387-5000
Dominica Delagarza, E-10	Cotton	Mound or Ryan	517-780-5060
Randall MacDonald, E-10	Pine River	Boyer Road	517-278-6942
William Bock, E-10	MI Training Unit	Carson City or Boyer Road	616-527-3100
Joe Stevenson, E-9	Standish	St. Louis, Thumb, Camp Gilman/ Brighton	989-846-7000
Yvonne LaPonsie, E-9	Newberry	Kinross Area	906-293-6200
Santiago Gomez, E-9	Thumb	Saginaw or Standish	810-667-2045
Patrick R. Pitcher, E-9	Parnall	Camp Lehman	517-780-6843
David Thompson, E-10	St. Louis	Saginaw	989-846-7000
Carla Losey,	Florence Crane	Egler	517-279-9165
Loren Prief, E-9	Thumb	Cooper Street	810-667-2045
Dustin Richard	Standish	Saginaw/BV Center/St. Louis	989-846-7000
Robert McGaffigan	Huron Valley Mens	Brooks	734-572-9900
Jesse Payne, E-9	Gus Harrison	RG&C, Egler, Cooper	517-265-3900
Michael Stellino, E-9	Brooks	Grand Rapids Center/Bellamy Creek	231-733-9200

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

_____	_____
MCO Member	Deceased's Name
_____	_____
Relationship to Deceased	Deceased's Date of Death
_____	_____
Chapter, Chapter President	Religious Preference

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

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Stephanie Short, *Receptionist/Secretary*

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Visit us on the web at:
www.mco-seiu.org

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT

INSANE

Prisons Closing Gun Towers

Call The Governor

**NOW DO WE HAVE
YOUR ATTENTION?**

(TURN TO PAGE 4)



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UNION VOICES

PRESIDENTIAL PONDERINGS



Tom J. Judd

I've been busy again touring SAI Bootcamp, Riverside, Deerfield, Jackson Max, Oaks, Newberry, Alger and Hiawatha since last month. I'd like to thank all the officers who provided input on these tours. It is what guides the new direction of MCO.

The public awareness campaign on the Gun Tower issue continues. We hit the streets in Carson City on August 30th and Jackson on the 31st to voice our concerns. I appreciate all the officers who took the time to come out and join us on the line. A special thanks to Mike Patrick who helped out with the food and to Officer Detloff from HVM and Officer Vantatenhove from IBC for taking time to drive over and support these campaigns. Numerous billboards across Michigan are going up to let the citizens know how their community's safety is at risk if the MDOC moves forward with this "INSANE" plan.

MAJOR INCIDENTS CONTINUE!

The prisoners in the Carson City escape plot had outside help, access to automatic weapons and a safe house. Thankfully this escape attempt was foiled by the inspector at Carson City. Standish Max had a critical incident on August 1st, when a prisoner in the Bay Med became combative, ripped out IV's, tried to remove his restraints and obtain an officer's weapon. On August 3rd, there was an escape plot discovered at Muskegon where the prisoners had the means to build a ladder and protect

themselves from the razor wire. Marquette saw their critical on August 25th when an officer suffered a broken wrist while breaking up a scuffle between two prisoners.

On Sept. 6th a CO at the Oaks was brutally attacked and stabbed in the eye with an ink pen while in the yard shack. With the pen still lodged in his eye this heroic officer then chased the prisoner into a housing unit. The inmate had been transferred from Baraga Max to the Oaks...a transfer which never should have happened. I spoke with the CO's wife that night at the hospital offering their family any assistance they might need in this time of crisis. The following day I was able to speak with the officer as well.

On Sept. 10th, while attending an Emergency Labor Management Meeting at the Oaks, I had the opportunity to view the tape. Make no mistake about it, this CO is a hero.

We will be in Muskegon on September 27th from 11 - 4. As most of you are aware, the MDOC claims to be able to save \$12 Million by closing posts across the state. *The MCO State Executive Board has committed to fighting this concept to the end!* **You can't put a price tag on our officers' safety.**

Stand together MCO Brothers and Sisters as we move forward fighting Gun Posts, Staffing, the New Classification system, and Contract Negotiations. Together we will Succeed.

BE CAREFUL.

OUR TRAINING WORKS OFF THE JOB TOO...

Just a note to say that our training works in our private lives as well as at work.

Today, (8-5-04) I had stopped at the Golden Coral for lunch in Fort Wayne, IN. As I was finishing my lunch the man next to me suddenly stood up with his hands at his throat. He wasn't able to speak and was not breathing. I told his wife to call 911 and then I stepped behind him and told him I was going to help.

I then began to use the abdominal thrust procedure. He was a large man, about 6'3" and over 300 lbs. and I was just able to get my arms around him. After several thrusts I felt his legs starting to not hold his weight. However, this gave me the leverage I needed for the next thrust and the blockage came out.

He began to breathe, cough and his color came back to his face. I sat him down in his chair and one of the servers gave him a glass of water. He thanked me and made the comment "It really works".

As I left, I asked him to go to the YMCA and learn to do the same as he may be in my seat and need to act in the same manner. This is not to "blow my own horn" but to say thanks to the instructors that I have had over the past five years.

-MCO Member



UNION NEWS

OFFICERS IN ACTION



OFFICERS IN JACKSON LINE UP FOR SAFETY ON AUGUST 31ST



CARSON CITY TAKES THEIR TURN ON AUGUST 30TH



ECONOMIC FORECAST MEETING HOSTED BY MCO ON SEPT. 7TH BRINGS IN MEMBERS FROM ALL STATE UNIONS.





STATE EMPLOYEES WORK TOGETHER TO BETTER THEIR COMMUNITIES

Many of you are aware of the benefits of the United Way. Thousands of organizations participate in the program which distributes funds to agencies in your local communities to help seniors, children, and those with serious illness among others.

The 2004 State Employees Combined Campaign (SECC) will run from September 20, 2004, through October 22, 2004. In 2003, State Employees in Michigan raised \$316,292 dollars, with just over 2,600 employees participating.

When you make a donation to the United Way you are directly helping those in need in your own community.

10 FACTS TO CONSIDER...

10. You Have Choices - You can choose where you want to allocate your money - whether it be environmental protection, medical research, health care, hunger, homelessness, education, special programs for children, or the elderly and so on.

9. Convenient One-Stop Shopping - With the assistance of the Information & Code Directory and online pledging, your generosity to your favorite charity(ies) can be as easy as accessing MI-HR Self-Service. Just follow the instructions and choose your designation(s) using the codes listed.

8. Payroll Deduction - Payroll deduction is an easy "time-released" formula. Most state employees choose payroll

deduction as the preferred payment method. Making equal payments over a period of time makes charitable giving easier for you.

7. Give With Confidence - All organizations listed in this SECC Information & Code Directory have a proven, documented track record.

6. \$2 Per Pay Period - Provides first aid instruction to 48 people!

5. \$10 Per Pay Period - Can send two foster children to summer camp.

4. \$20 Per Pay Period - Can support four families with help in preventing child abuse.

3. \$30 Per Pay Period - Buys water monitoring equipment for local school children to participate in an environmental program to make water safer for citizens and animals that inhabit the area.

2. \$40 Per Pay Period - Funds group activities for visually-impaired seniors for one year.

1. And the Number One Reason for Giving to the SECCYOU ARE HELPING SOMEONE IN NEED!

If you have any questions or need a pledge form, simply contact Lupe Vidal at (517) 241-8666.

Or, you can visit their website at: <http://www.misecc.org/>

INSANE?

(COVER STORY)

Shocked? Well, quite frankly, that's the point! MCO has purchased billboards that started going up around the state the first week of September. All billboards will be up by September 20th and will remain for one month.

Billboards will be placed in 20 locations throughout the state, including..

- 3 in Lenawee County
- 4 in Greater Jackson
- 2 in Greater Ann Arbor
- 4 in Muskegon
- 2 in Marquette
- 1 in Sault Ste. Marie
- 1 in Manastee
- 1 in St. Louis
- 1 in Freeland
- 1 in Carson City

For a more complete listing of exact locations, simply visit our website at www.mco-seiu.org and click on the link!

Shop Union for the Holidays



This holiday season, support good jobs by giving union-made gifts. Your shopping dollars can keep good-paying jobs - with good wages and benefits - in your community.

For a fine selection of holiday gifts, go to: www.shopunionmade.org

Union Label & Service Trades Dept., AFL-CIO



PRE-PAID LEGAL PROGRAM FOR MCO MEMBERS



How many times would you have called “your lawyer” in the last year, if someone else was paying the bill?

Would you want to update your Last Will & Testament? Most people don’t, because it can cost \$200 to \$400 or more to have a legally correct Will drafted. What if you could get your Will drafted by an experienced, highly rated attorney for just \$24?

Have you ever wanted to fight a traffic ticket, but plead “guilty” because it cost too much to hire a lawyer? What if lawyers would assist you and all your family members anywhere in the country – even representing you in court – but wouldn’t send you a bill?

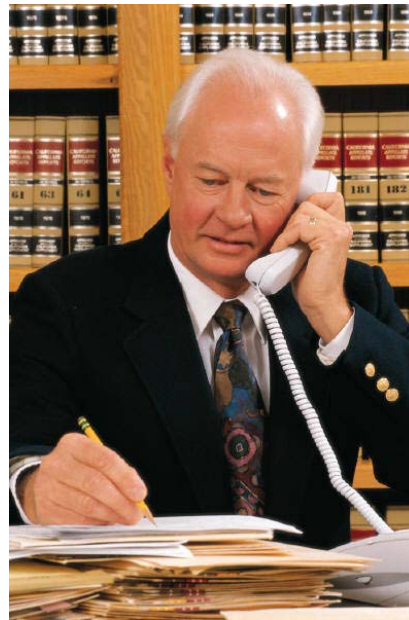
Have you ever paid a bill you thought was unfair because you didn’t think you had a choice? What if a lawyer would help you, and you didn’t get a bill for the lawyer’s time?

All of these are legal issues where good legal representation can help you. But 65% of adult Americans have never hired an attorney to help them with common, everyday legal issues. ..because it costs too much.

As a member of MCO, you can now get comprehensive legal assistance and protection for your family for pennies a day. You and your family can get legal help with issues without worrying about getting a bill in the mail. At the same time, your membership will

financially benefit the MCO Crisis Fund.

The plan is offered through Pre-Paid Legal Services, Inc., an international company which provides low-cost legal services for about 1.4-million families in the United States and Canada. It has been endorsed as a member program by your State Executive Board.



“This plan is a tremendous value,” according to Walter Sorg, area coordinator for Pre-Paid Legal Services. Sorg is a former assistant Executive Director of the State Bar of Michigan who has done extensive research into problems with Michigan’s legal system.

“The wealthy have always understood that good legal advice can save them money, help them avoid

future problems, and protect them when others violate their rights. It makes sense, but most of us can’t justify the high costs of lawyers.

“Pre-Paid Legal Services changes that. MCO members will have access to some of the top law firms in United States whenever they can benefit from legal assistance. All they have to do is dial a toll-free “800” number to get the help.”

“Yet the cost of the plan is less than a cup of coffee a day.”

The plan provides for comprehensive preventative services (solving problems before they happen), representation of family members in traffic court, representation of families if they are sued, assistance with IRS audits, and major discounts on all other legal services. All legal issues are covered by the plan, including pre-existing conditions.

For more information on the plan, and to sign up, simply click on the Legal Plan Benefit button on the MCO website (www.mco-seiu.org). There you will find additional information as well as a link to the registration page. The login name for the legal site is “mco-seiu526M”; the PIN is “mi48933”.

MCO has offered this program in the past with a great deal of success. We are proud to bring it back as a valuable benefit for our members.



COLLEGE CREDIT FOR ACADEMY TRAINING!



As a result of the May 2003 assessment visit, graduates of the Michigan Department of Corrections, Office of Training and Recruitment, Training Academy will be able to apply their training toward college credits as part of a program funded by the U.S. Department of Justice to help criminal justice personnel earn baccalaureate degrees while maintaining an often difficult work schedule.

The Justice Department grant funded the Excelsior College Criminal Justice Training Assessment Unit, which assessed the Training Academy program and assigned credit equivalencies, course titles, and course descriptions to parts of the program considered to be as rigorous as college coursework.

Since the program went into effect, more than 50 law enforcement and corrections academies across the nation have signed up to have their training programs assessed.

Credits from approved training programs can be used to earn a degree from Excelsior College or any other institution that chooses to accept them. In January 2003, Excelsior also began offering a Bachelor of Science with a major in Criminal Justice.

Excelsior College (www.excelsior.edu) provides access to many different avenues for earning college credit, focusing on what students know, rather than on where or how they learned it. Undergraduate credits are earned through a variety of accredited sources, including traditional classroom courses, for-credit exams, distance learning and online courses, thus making baccalaureate, and master's degrees more accessible to busy, working adults. The college is accredited by the Commission on Higher Education of the Middle States Association of Colleges and Schools. the American Council on Education (ACE) recognizes Excelsior College Examinations for the award of college-level credit.

MCO STATEMENT OF ACTIVITIES
(NINE MONTHS ENDED JUNE 30, 2004)

Revenues	Amount
Membership Dues	\$2,138,425
Non-Member Fees	35,984
Interest	17,448
Expense refunds	1,262
Loss on Disposition of Fixed Assets	-166
Total Revenues	2,192,953
Expenses	
Administrative Leave	61,137
Arbitration	7,491
Books, Dues and Subscriptions	7,389
Computer	13,562
Consulting	8,120
Continuing Education	4,858
Contributions	4,710
Decertification	35,444
Depreciation	49,403
Elections	807
Grievance Settlement	7,974
Insurance	105,516
Leased Equipment	4,609
Legal and Accounting	76,582
MCO Report	20,701
Meetings and Conferences	183,988
Office and Administrative	27,601
Organizational Unity Materials	9,521
Pension Contribution	68,126
Political	64,000
Postage	13,049
Professional Organization Membership Fees	26,908
Athletic Team, Social Activity, Advertising, News Release and Related Expenses	8,385
Repairs and Maintenance	14,468
Salaries	443,996
Taxes - Payroll	38,627
Taxes - Per Capita	710,661
Telephone	21,245
Utilities	11,398
Total Expenses	2,050,276
Increase in Unrestricted Net Assets	\$142,677

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 25 YEARS**



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. If you would like your "ad" in the next issue, you must submit your information no later than the first of the prior month. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY Phone
Charles Helzer, Jr., E-9	Ionia Maximum	Camp Manistique/Newberry	616-527-6331
Greg Bennett, E-9	Ojibway	Marquette	906-787-2217
R. Towers	Oaks	Any facility in Jackson or Ionia	231-723-8272
Michele Sivrais, E-10	Camp Lehman	Standish Max	989-348-8101
Don Peer, E-9	Standish Max	Camp Lehman	989-846-7000
Malcolm L. Davis, E-9	Parr Highway	Ypsilanti TRV Center	517-263-3500
Wes Frizzle, CTO-10	Oaks	Macomb or Thumb	231-263-5253
Robert Mills, E-9	Newberry	Kinross Area	906-293-6300
Brian Lierman, E-10	West Shoreline	Grand Rapids Center	231-773-1122
David Dean, E-9	Huron Valley Men's	Parr Highway, Cotton, Parnall	734-572-9900
Jennifer Edwards, E-9	Western Wayne	Mound	734-459-2500
Chasity Boyer, E-9	Florence Crane	Parnall, Egler or Copper Street	517-279-9165
Michael Payton	Cotton	Ionia, Huron Valley	517-780-5000
Manuel Medeiros, E-9	Gus Harrison	Egler-RG&C Annex	517-265-3900
Daniel Pinkerton, E-9	Alger Max	Oaks, Camp Sauble, Puglsey	906-387-5000
Dominica Delagarza, E-10	Cotton	Mound or Ryan	517-780-5060
Randall MacDonald, E-10	Pine River	Boyer Road	517-278-6942
William Bock, E-10	MI Training Unit	Carson City or Boyer Road	616-527-3100
Joe Stevenson, E-9	Standish	St. Louis, Thumb, Camp Gilman/ Brighton	989-846-7000
Yvonne LaPonsie, E-9	Newberry	Kinross Area	906-293-6200
Santiago Gomez, E-9	Thumb	Saginaw or Standish	810-667-2045
Patrick R. Pitcher, E-9	Parnall	Camp Lehman, Standish, St. Louis, Puglsey	517-780-6843
David Thompson, E-10	St. Louis	Saginaw	989-846-7000
Carla Losey,	Florence Crane	Egler	517-279-9165
Loren Prief, E-9	Thumb	Cooper Street	810-667-2045
Dustin Richard	Standish	Saginaw/BV Center/St. Louis	989-846-7000
Robert McGaffigan	Huron Valley Mens	Brooks	734-572-9900
Jesse Payne, E-9	Gus Harrison	RG&C, Egler, Cooper	517-265-3900
Michael Stellino, E-9	Brooks	Grand Rapids Center/Bellamy Creek	231-733-9200
Wes Jackson, E-9	Cooper Street	Florence Crane	517-780-6182
Gregory Bonds, E-10	Thumb	Camp Tuscola	810-667-2045
Cooper Hill, E-10	Boyer Road	Grand Rapids Center	989-584-3941

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

_____	_____
MCO Member	Deceased's Name
_____	_____
Relationship to Deceased	Deceased's Date of Death
_____	_____
Chapter, Chapter President	Religious Preference

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

Address Service Requested

Non-Profit
Organization
U.S. POSTAGE
PAID
Lansing, Michigan
Permit No. 533



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John Ost, *Member at Large*
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MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

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MCO does not accept paid advertising in the *MCO Report*. No one is authorized to solicit advertising for the *MCO Report* in the name of MCO or SEIU Local 526M.

To send e-mail to an MCO staff member, type his or her first name followed by: @mco-seiu.org.

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www.mco-seiu.org

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Editor - Sacha Crowley



MCO REPORT

REMEMBERING THOSE WHO HAVE FALLEN



Officer Goward's boots appeared on the steps of the Capitol Building as part of a traveling memorial to those who have fallen during the war in Iraq. On Sept. 30th, the "Eyes Wide Open" Memorial came to Lansing, lining boots up in rows along the grass around the Capitol, with those from Michigan soldiers honored prominently on the building's steps. Goward, a CO at St. Louis Correctional Facility, was killed April 14, 2003, while serving in Iraq with the Michigan Army National Guard.



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UNION VOICES

PRESIDENTIAL PONDERINGS...

Well, Fellow Officers, another month has past and we all continue to face the same challenge doing more with less.



MTU had yet another major assault on October 4. Three officers were brutally beaten with a "Lock in the Sock." One receiving almost 50 stitches, another 5 and yet another 1. I'd like to thank Board Member Andy Potter from MTU who took time on his RDO to go to the facility and hospital during this crisis. We did receive some media coverage as a result of the incident on WOOD TV8 out of Grand Rapids, the Ionia Sentinel paper and also in the Detroit News. Hopefully this coverage helped to bring our situation to the public's attention.

Major critical incidents are on the rise. Brothers and Sisters don't get complacent...make that extra round. double check that door...always know where your partner is. URF also had an escape attempt since our last report.

We hit the street of Muskegon on September 27th to protest the Gun Tower Closures. Thanks to all the officers for their support. I've had many e-mails and calls liking the direction of MCO on Gun Posts, Classification system, and inadequate staffing. Together as a MCO family we will move forward. Stay Safe.

ONWARD AND UPWARD...

It all started about 2:10 p.m. on Sept. 6th, 2004. I was in the seven-block guard shack putting on my equipment. Suddenly a prisoner was right in front of the door. He started to say something, but I never got to hear what it was.

The next thing I knew I was in the back of the guard shack because he had hit me in the eye. I was still on my feet and the prisoner came into the shack. He hit me again in the back and the back of the head while I was pushing my PPD and making a radio call for help. At that time I placed my hands on the back wall of the guard shack and forced the prisoner out. He then picked up a chair and tried to ram me with it. I was able to kick the chair away. He picked the chair up and threw it at me. I again kicked it away. The prisoner picked the chair up a third time but suddenly put it back down and ran toward the housing unit. I followed him into the unit and he turned and started to come at me again. At that time yard officers entered the unit and the prisoner was placed in restraints.

I was taken to the Manistee hospital and then transferred to Grand Rapids. It wasn't until then that I realized the prisoner had used a weapon. The surgeon was able to sew my eye all back together. I had really high hopes when they first removed the eye bandage because I could distinguish between light and dark with my right eye; however, that soon faded with the hopes of seeing out of that eye again. I know that sounds sad, but I am very happy because I can still see out of my left eye, and I am still alive. Things could have been much worse.

After I woke up from surgery, I knew I wasn't dealing with this tragedy alone. Loved ones surrounded me and calls from all over the state came pouring in. I can't describe in words how it made me feel that so many people were all thinking about me. I got calls from some of the department's newest employees all the way up to the governor. The prayers, cards, and donations were a godsend to say the very least. I honestly believe that is why I was able to remain in such high spirits. Now it is time to get on with the healing and rehabilitation process. The healing will take about one year because that is the earliest the doctor will take the stitches out of my eye. As far as rehabilitation goes, I have to remember to make wide right turns (HA! HA!) I believe all things happen for a reason, so it's onward and upward from here. From the entire Russell family, a warm and hearty thanks to EVERYONE for EVERYTHING!

Sincerely, Ken Russell Jr.



UNION NEWS

OFFICERS IN ACTION

Officers line up in Muskegon on September 27th.



Getting the message out to the Muskegon Chronicle...



Pictured is the MCO E-board along with two Special Olympic athletes who helped with the drawing of the winning ticket!

The Special Olympics drawing for the Trip Raffle was held at MCO assisted by some great athletes





THE HEALTH WATCH

MRSA AND YOUR SAFETY!

At a recent Health & Safety Committee meeting, Anti-biotic Resistant Organisms (ARO's) were discussed with prison health services and several prison administrators, due to a recent outbreak of Methicilin-Resistant Staphylococcus Aureus "MRSA" in the Kinross prison complexes this summer.

A MRSA outbreak is a clustering of two or more epidemiological related culture-positive cases of the MRSA infection - i.e. two prisoners in the same complex with the same symptoms. However, it has also been determined that other prisons throughout the state have as many cases as the Upper Peninsula facilities.

Discussion was held at the Health & Safety meeting on the prevention and isolation of prisoners with MRSA. Through much research by Health & Safety Chair, Andy Potter, Chippewa Correctional Facility Chapter President Cecil Pedrin, MCO staff person Cynthia Beal, and myself, it has been learned that in other states prison systems have dealt with this infection also.

The number one concern of MCO members, as always, is the housing of infected prisoners and how to stop the spread to staff. It appears that the #1 way to protect staff is proper hand hygiene, protective equipment, gloves, masks, and eye protection. However, we all know that no one can walk around for an eight-hour shift wearing all these protective items.

Your MCO board is pushing for absolute isolations of the infected prisoners. Health services have

suggested that this is not needed as long as the infected prisoner wears a gauze-covering patch on the infected area(s); Health care considers this to be a part of the containment process and they also should take the last shower of the day, and properly disinfect the shower area afterwards. But we all know that we cannot rely on prisoners to properly maintain a sanitary environment.

According to the Center for Disease control (CDC), the placement of patients who may contaminate the environment or cannot be expected to maintain adequate hygiene or a sanitary environment should be placed in a private room.

Here is what to look for to identify ARO cases that you may suspect in your respective facilities:

✦ According to the CDC prisoners will think that they have an insect bite or a sore. They may or may not seek medical attention because of this.

✦ Health Services might not swab the infected are to test for MRSA because of the above either

✦ Staff should look for boil type outbreaks that occur spontaneously and may evolve to include multiple lesions.

At this time we cannot rely on prison administrators or health services to inform us or even to do testing on suspected cases. Your best resource is member-to-member education. Please do not hesitate to contact either Andy Potter, Cecil Pedrin, Cynthia Beal or myself for more information.

-Jim Johnson, MCO State Treasurer,
Kinross Correctional Facility

OFFICER AWARDED THE MDOC CITIZENSHIP AWARD

RUO Kevin Palm from Camp Lehman was awarded the MDOC Citizenship Award on Friday, August 27, 2004.

Palm was recognized for his volunteer activities in his local community of Gaylord, where he is very active assisting the local youth hockey association. He serves as coach for a team of 13 and 14 year old boys and girls who travel all over Michigan. Last year they even went on to the state finals.

Palm also sits on the St. Mary's School Advisory Board, is a member of the Alpinefest Organizational Committee and is President of his local homeowners association.



Pictured (L to R); ADW Rapelje, Kevin Palm, RPA MacMeekin



WAY TO GO - MCO (SCENES FROM SCF/MCO'S 6TH ANNUAL CHILDREN'S PICNIC)

Our "Fun Day" began with Celeste arriving at the park around 5ish, selecting and reserving our prime location, placing the signs directing ALL to our location. Shortly thereafter, MCO Chapter President, S. George arrived to begin set-up.

Once Chappell, Borthwell and the Spangler family arrived to



help with the set-up, all systems were "GO." R. Johnson and former employee Francine Jones arrived to start prep for their specialty dishes of Smoked Turkey, and Fresh Fried Fish, we knew it was going to be a day of leisure, good eating, FUN, FUN, FUN, activities for the children and exciting fellowship. And as always, our MCO Union President, Tom Tylutki and Vice President/Legislative Director Mel Grieshaber were on hand to help cook and coordinate.



THANKS to the generous

donation from MCO, throughout the day we were entertained and enjoyed: Ms. Celeste expert Face Painting, Ofc. Mattox entertaining the children dressed as "Mattie the Clown," the extremely large inflated Moon Walk, Ms. Kennedy's scrumptious homemade Ice Cream, and a variety of games for the kids and adults too.

RJ fried fresh fish from sun up — to sun DOWN! The freshly smoked



Turkeys were a delight to the palate — UMM...MMM--GOOD! Other tasty treats were:

Hotdogs, hamburgers, corn on the cob, baked beans, potato chips, cotton candy, popcorn, snow cones, watermelon, chocolate/vanilla cake, bratwurst and homemade ice cream.

All of the Food, Fun & Festivities were captured by the professional photography of our very own ADW C. Howard. Warden Stovall and ADW R. Cole, W. Chapman, Lt. S. Fejes,



Lt. Hockenhull retired Sgt. Muwakkeil took time out of their busy schedules to come out and had a great time too!

As the day came to a warm, breezy, beautiful close, all our kids left with a variety of school supplies, donated by our very own Michigan Corrections Organization.



Thank for a "Great Day."

-RUO E. Chapman





FULL MI HR SERVICE NOW AVAILABLE TO BOTH DCH AND DOC!

MI HR (pronounced My HR) is a new delivery system designed to provide you greater access to your human resources information and services. **MI HR** builds on current Self-Service functionality, enhances on-line HR information, and creates a new MI HR Service Center where an HR professional can be reached during extended hours of operation at a toll free number.

MI HR Self-Service

MI HR Self-Service continues to allow you to update your personal records such as address and home phone, email address, beneficiaries, direct deposits, and family status at your convenience. Once you're logged in, you have access to updated information and forms for insurance coverage, tax withholding, leave balances, earning statements, and more. You can access MI HR Self-Service from the MI HR Gateway at:

www.michigan.gov/selfserv.

MI HR Information

MI HR Information is an on-line knowledgebase that contains an abundance of information about benefit, payroll, and human resource information tailored to you and your employment situation. MI HR Information also provides easy access to Union Bargaining Agreements, Civil Service Rules and Regulations, MI HR Self-Service, and useful contact information. To access MI HR Information, go to the MI HR Gateway at www.michigan.gov/selfserv, the same web page you currently use to access your MI HR Self-Service account. An additional blue crayon entitled "Log into MI HR Information"

is now available on this page. You will use the same user name and password you currently use to access your MI HR Self-Service account.

MI HR Service Center (1-877-766-6447)

The new MI HR Service Center will assist you with routine HR issues like benefit changes, payroll deductions, personal information changes, and more! The MI HR Service Center is available from 7:00 a.m. to 6:00 p.m., Monday



through Friday, except holidays. The Center has a staff of State of Michigan HR professionals who are there to answer your questions, perform transactions, or help to resolve any problems you have related to your HR information. They have resources at their fingertips to help you understand and navigate MI HR Self-Service and can also provide you with login and password support.

You will receive a "MI HR Wallet Card" at your home address within the 2 weeks before your agency will be served by the MI HR Service Center. This card will include your

Employee ID number; your MI HR Self-Service user name, web addresses, and the MI HR Service Center's address, telephone, and fax numbers. It will also contain a brief list of services and whom to contact.

Your Human Resource needs are important.

MI HR is a comprehensive set of tools designed to give you greater access to HR information and services. While the MI HR Service Center will focus on routine HR services and information, **your local HR offices will continue to assist you with strategic issues such as recruitment, classifications, labor relations, disability management, selections, and processing your payroll.**

SUPPORT UNIONS...SUPPORT AMERICA'S WORKING CLASS

This Holiday Season, or any time you need to shop for that matter, make sure your gifts are Union Made. And there is no easier way to do it than by shopping at : **www.ShopUnionMade.org**.

With a wide selection of union-made gifts, products and services including Housewares, Lawn & Garden equipment and Music you can do all your shopping in one convenient place. And you'll have the peace of mind knowing that your purchases are not supporting companies wh send their wor overseas.



**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 25 YEARS**



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. If you would like your "ad" in the next issue, you must submit your information no later than the first of the prior month. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY Phone
R. Towers	Oaks	Any facility in Jackson or Ionia	231-723-8272
Don Peer, E-9	Standish Max	Camp Lehman	989-846-7000
Malcolm L. Davis, E-9	Parr Highway	Ypsilanti TRV Center	517-263-3500
Wes Frizzle, CTO-10	Oaks	Macomb or Thumb	231-263-5253
Robert Mills, E-9	Newberry	Kinross Area	906-293-6300
Brian Lierman, E-10	West Shoreline	Grand Rapids Center	231-773-1122
David Dean, E-9	Huron Valley Men's	Parr Highway, Cotton, Parnall	734-572-9900
Jennifer Edwards, E-9	Western Wayne	Mound	734-459-2500
Chasity Boyer, E-9	Florence Crane	Parnall, Egler or Copper Street	517-279-9165
Michael Payton	Cotton	Ionia, Huron Valley	517-780-5000
Manuel Medeiros, E-9	Gus Harrison	Egler-RG&C Annex	517-265-3900
Dominica Delagarza, E-10	Cotton	Mound or Ryan	517-780-5060
William Bock, E-10	MI Training Unit	Carson City or Boyer Road	616-527-3100
Yvonne LaPonsie, E-9	Newberry	Kinross Area	906-293-6200
Santiago Gomez, E-9	Thumb	Saginaw or Standish	810-667-2045
Patrick R. Pitcher, E-9	Parnall	Camp Lehman, Standish, St. Louis, Puglsey	517-780-6843
David Thompson, E-10	St. Louis	Saginaw	989-846-7000
Carla Losey,	Florence Crane	Egler	517-279-9165
Loren Prief, E-9	Thumb	Cooper Street	810-667-2045
Dustin Richard	Standish	Saginaw/BV Center/St. Louis	989-846-7000
Robert McGaffigan	Huron Valley Mens	Brooks	734-572-9900
Jesse Payne, E-9	Gus Harrison	RG&C, Egler, Cooper	517-265-3900
Michael Stellino, E-9	Brooks	Grand Rapids Center/Bellamy Creek	231-733-9200
Wes Jackson, E-9	Cooper Street	Florence Crane	517-780-6182
Gregory Bonds, E-10	Thumb	Camp Tuscola	810-667-2045
Cooper Hill, E-10	Boyer Road	Grand Rapids Center	989-584-3941
Cassandra Frazier, E-9	Western Wayne	BV Center, Saginaw, St. Louis	734-459-2500
Steven Thompson, E-10	Huron Valley Mens	Oaks or Standish	734-572-9900
Wendy Snow, E-9	Newberry	Carson City, Boyer Road, Deerfield, Bellamy	906-293-6200
Jeffrey May, E-9	Gus Harrison	Pine River	517-265-3900
Earnest Landrum, E-10	Lakeland	Jackson Area	517-278-6942

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

MCO Member

Deceased's Name

Relationship to Deceased

Deceased's Date of Death

Chapter, Chapter President

Religious Preference

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

Address Service Requested

Non-Profit
Organization
U.S. POSTAGE
PAID
Lansing, Michigan
Permit No. 533



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Adam Douglas, *Member at Large*
Andy Potter, *Member at Large*

John Ost, *Member at Large*
Ray Sholtz, *Member at Large*
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MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

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Robert Sikkenga, *West Shoreline*
Phyllis White, *Western Wayne*

The MCO REPORT is an award-winning publication of the Michigan Corrections Organization, Service Employees Union Local 526M, AFL-CIO. The editor reserves the right to refuse any incoming articles that are detrimental to MCO, SEIU Local 526M and its policies and the policies of the SEIU. All articles or letters must be submitted by the first of the month prior to the next issue

MCO does not accept paid advertising in the *MCO Report*. No one is authorized to solicit advertising for the *MCO Report* in the name of MCO or SEIU Local 526M.

To send e-mail to an MCO staff member, type his or her first name followed by: @mco-seiu.org.

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If you have changed your address or phone number, please inform MCO immediately at 1-800-451-4878 (phone), 1-800-327-5266 (fax), or send an email by following the directions listed above.

Visit us on the web at:
www.mco-seiu.org

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT



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UNION VOICES

PRESIDENTIAL PONDERINGS...

MCO faced several challenges in November and December as we wrapped up Contract Bargaining, took the next step in fighting Gun Tower Closures by filing a ULP, and suffered a loss on the Gender based lawsuit in the 6th U.S. Court of Appeals.

The next few weeks will find us counting Contract ratification ballots, continuing with the ULP and Injunction hearing process, Civil Service Commission Hearings to approve the Contract, and making decisions about the future of the gender issue.

Just returning home from touring Ojibway, Baraga Max, Marquette and Alger Max, I thank all the officers for their input and suggestions on making our union MCO stronger.

Members, as another year comes to a close lets take a moment to reflect our thoughts.

This year there were many assaults. Physical assaults on our officers by inmates, organizing assaults by other organizations, and financial assaults by the continued budget deficit.



Tom I. Funder

Lets keep in mind the assaulted officers who have returned to work and those still off. Lets continue to stick together and fight Gun Tower Coverage, inmate classifications, and reduction of officers in state prisons. We are truly doing more with less.

I'm sure the New Year brings many major challenges... together we can succeed divided we are in trouble. Lets stay focused, and accomplish our mission.

In solidarity,
Tom

HAPPY HOLIDAYS



IN MEMORIAL



LANA STEWART
HVC NURSING

CHAPTER PRESIDENT

LANA PASSED AWAY UNEXPECTEDLY ON OCTOBER 30, 2004, JUST DAYS AFTER THIS PICTURE WAS TAKEN AT CENTRAL. HER DEDICATION TO HER WORK AND THE UNION WILL NOT BE FORGOTTEN.

REMINDER:

The Exchange Transfers List will clear as of January 1, 2005. Thus, if you would like your name to appear in the January issue, you need to re-submit it before the end of the year.



UNION NEWS

Two years ago my mother was diagnosed with Renal Failure and ever since has endured Dialysis 3 times a week. Since June of 2004 we have been working on a transplant. Thankfully we are now ready to move ahead and I will be giving her one of my kidneys on November 22nd.

There have been many snags along the way. We have what is called a Parent-Child Crossover which means my mom would reject my kidney if I gave it to her without medication. This medication can cost as much as \$80,000 for three treatments and her insurance will not cover it, nor will Medicaid.

What we have discovered is that if Medicaid would pay just \$1.00 toward the medication her main insurance would have to pay for the rest.

While this is an issue that doesn't affect many people, it is one that can

mean the difference between life and death. I'm presently working to get the Legislature to draft a Bill that would make Medicaid pay just a small portion of peoples medication or medical procedures so that they are then covered by their primary insurance.



If you know of someone who has gone through this, or are just interested in supporting this legislation, please contact me so that

we can help other families in this situation.

I'm blessed that I have a union that has worked so hard to give us, the members, the things we have so that in times like these we can take the time off work and still get paid so our families don't suffer. God-Bless

Michael Freeman, Pine River

STANDISH OFFICER AWARDED THE MDOC CITIZENSHIP AWARD

RUO Steve Bellows from Standish was awarded the MDOC Citizenship Award on October 14, 2004.

On May 9, 2004 (Mother's Day), Officer Bellows stopped on his way home from work to assist an elderly woman who was trapped in her car after a head on collision during a severe thunderstorm. Bellows took control of the situation and comforted the victim until she could be extracted.



Pictured; Warden Birkett, Officer Bellows, his wife Judy, son Cody and daughter Hope (son Jonathan had to be in school), RPA MacMeekin

POTTER TAKES THE REINS...



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

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

Thanks to Denny Somers for his service and congratulations to Andy Potter for his selection!





ARBITRATION REPORT

By: John Bowers, Labor Relations Representative

In a recent arbitration decision, the Union prevailed in the discharge of an officer at Newberry Correctional Facility. The Grievant was discharged for a violation of Work Rule #47 Falsification or Altering Documents. The premise for this charge was that the Grievant falsified a report for a work place injury. The Grievant was assigned to Food Service on the second shift when she was asked by another employee to let her into the restroom as the Grievant had the key. Since it was near the end of her shift, the Grievant decided to do her final rounds of the area. While doing so, she tripped and hit her hand against the window jam. Her hand didn't hurt her at that time and she didn't report the injury until the next day.

When the Grievant got home, she described to her babysitter and mother how she had been somewhat clumsy and tripped and hit her hand that night at work. Her hand didn't bother her until the next morning. She called her aunt who was an ARUS at the facility and was told to report the injury. An officer that the Grievant usually rides with noticed the problem the Grievant was having with her hand when she attempted to open the car door. Upon arriving at work, the grievant reported to her shift sergeant that she had injured her hand the previous evening and thought she should fill out an accident report. Later in her shift, the grievant requested to go to the hospital to have her wrist checked out. It was found that she had a fracture of her Scaphoid bone in her wrist. This type of fracture most often goes unnoticed and many times is

mistaken for a sprained wrist. She was off work for about two and one half weeks.

While she was home, she received a questionnaire regarding her injury. She called the Inspector and was told it was only a routine questionnaire. She filled it out and returned it. Several weeks after she returned to work, she was given a disciplinary packet stating she was in violation of the above work rule and a disciplinary conference was scheduled.

Upon seeing the packet and charges, the Grievant questioned the Inspector. He had previously stated the questionnaire was routine. Apparently, the Employer had reviewed the tape from her area and surmised the Grievant did not injure her hand at work. The tape showed the Grievant and her fellow officer enter the Food Service back area and return about three minutes later. The camera could not see the area where the injury took place. After the injury, and when back at her assignment, the Grievant could be seen applying hand lotion, moving a chair, and reaching into her pocket. The Employer surmised from these actions that the Grievant was not being truthful about her injury.

Up to this point, the Grievant did not believe she had anything to defend. Upon hearing of the charges, the Grievant's mother and aunt, both employees at the facility, approached the Inspector stating they had information regarding this matter and wanted to write statements. The aunt gave the Inspector statements from the babysitter and grandmother describing conversa-

tions the Grievant had with them the night she injured her hand. The Inspector did not allow the two relatives to write statements but did accept the other statements telling the aunt he would give them to the Warden. The additional statements were not allowed as part of the disciplinary packet.

During this time, the local Chapter President and the Grievant asked for and received letters from the two doctors the grievant had seen after the injury. The letter described that this type of injury can occur with little or no discomfort at the time of injury. The Employer allowed the letters in at the disciplinary conference. After the Grievant was discharged, she sent the tape to one of her attending physicians. He watched the tape, and wrote another letter to the Warden stating that the Grievant could have used her hand as described above without noticeable pain. This letter was not sent to Lansing. It was painfully obvious to the Union that discharge was inevitable for the Grievant and a Demand for Arbitration was issued.

At the arbitration, the Inspector acknowledged he had discussions with the Grievant's relatives but wouldn't allow them to write statements. He did state that he gave the Warden the two letters presented to him by the aunt but did not know what happened to them after that. The Warden acknowledged receiving the letters submitted to the Inspector by the Grievant's aunt. She stated she was unaware the Inspector would not allow statements from the Grievant's relatives whom she believed

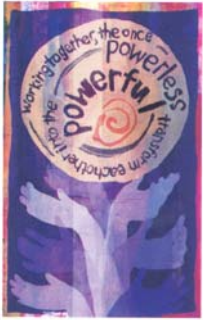
(continued on page 10)



GIFT GIVING IDEAS

“THE SHELTER OF EACH OTHER”

SEIU's 2005 SOCIAL JUSTICE CALENDAR

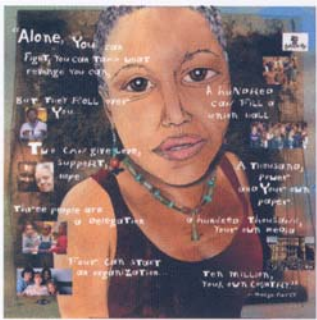


The bold words and images of this full color calendar envision alternatives to war, hopelessness and despair - they embody the power and beauty of everyday people coming together to change each other's lives and give each other hope.



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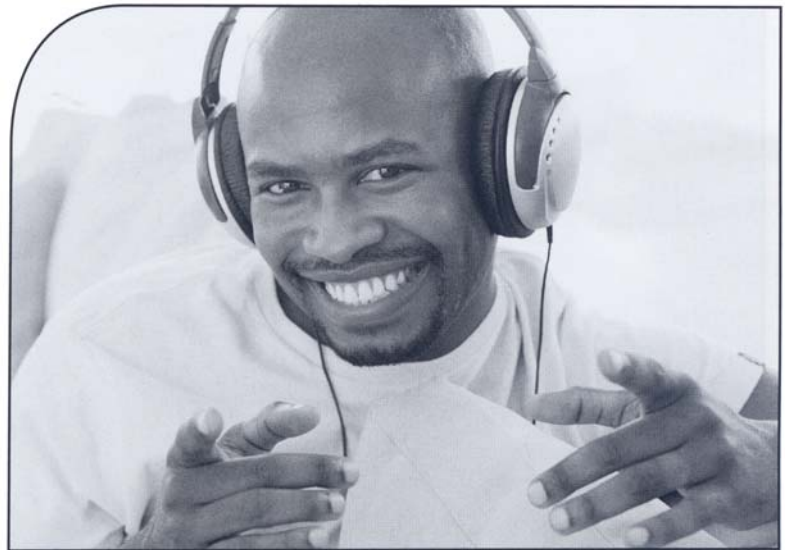
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EM-10/04



Fred Parks was presented with a Commemorative Clock for his dedication of 27 years to MCO. We wish you the best in retirement Fred!

CENTRAL COAST OCTOBER



Handlon Michigan Training Unit won an award for the largest fundraising to benefit the MCO Crisis Fund.



PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 25 YEARS



Gary McDowell (D), who later won the election to represent the 107th district in the State House of Representatives, spoke to the delegates, and even donned an "INSANE" t-shirt!

CONFERENCE
27, 2004

Delegates use the opportunity to debate issues affecting MCO, including the upcoming closure of HVC.



A multi-media show presented the union activities throughout the year.



THE LEGAL WATCH

ESTATE PLANNING DOCUMENTS AFTER THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT “MEDICAL PRIVACY UNDER HIPAA”

By: Attorney Daniel A. Pawluk

HIPAA, the Health Insurance Portability and Accountability Act, went into effect in April of 2003 and has generated a great degree of frustration and confusion. Can there be such a thing as too much medical privacy?

Spouses and family members of people who receive medical care and treatment have been frustrated victims to the medical privacy regulations under HIPAA. For instance, one man who left after visiting his wife

at the hospital, returned later and forgot his wife’s room number. After requesting his wife’s room number, he was advised they could not provide him with that information.

Another example was a woman who was infected by an insect and developed a reaction. The hospital did not contact her family in fear of violating her medical privacy. Another situation involved relatives that had been denied information on the well

being of an elderly family member in a nursing home. Imagine yourself, terminally ill, under coma and your patient advocate is denied obtaining your medical records in order to implement your life-support t e r m i n a t i o n wishes.



The solution - not to be a victim under HIPAA - rests on several fronts. First, it is imperative that your Estate Planning Documents are in compliance with HIPAA and that HIPAA release provisions are included. In particular, be sure that your Financial and Health Care Powers of Attorney comply and include the necessary HIPAA release provisions.

In addition, as a means of convenience, have an executed HIPAA general release prepared to authorize certain persons or family members to know your medical status. These authorization forms can then be provided to your health care providers,

relieving them of their potential liability issues.

In fact, to prevent disclosure of your medical information you can also specifically, in the authorization form, name certain family members or other individuals you do not wish to receive such information. The focus and strategy, in light of HIPAA, is to provide something in writing from you which clearly demonstrates your intent that disclosures may be made. This will help to convince a medical care provider that it is safe to disclose under HIPAA and an authorization provides them the strongest protection.

Don’t let things that matter least take priority over things that matter most!



Daniel A. Pawluk is a principal of Pawluk Law Group, P.C. and is a participating panel attorney for the Union Plus Legal Services Plan, a division of Union Privilege. His office is at 302 S. Waverly Rd., Suite 2, Lansing, MI 48917, (517) 321-3211.



MCO IN MOTION

At the October Central Conference, delegates were able to view a multi-media presentation developed to highlight the activities and achievements of MCO throughout the year. This presentation, (shots of which appear below) will be available on disc soon. We are also working on making it available as a movie through the website. To order your copy, contact Sacha at MCO Central!





ARBITRATIONS (CON'T FROM PG. 4)

to be reliable. The Warden also testified she received the latest letter from the Grievant's doctor after he had seen the tape. The Warden still maintained that the Grievant was guilty and untruthful about her injury.

After hearing the evidence at the arbitration and reading the brief submitted by both parties, the Arbitrator ruled the "The Employer did not have clear and convincing evidence of falsification when it discharged the Grievant, did not produce such evidence in arbitration, and did not give fair consideration to exculpatory evidence in its possession pre-hearing, so the discharge was not for cause. The Grievant was returned to her former position and awarded all back pay and benefits.

AS A CO, YOU'RE AT RISK FOR HEPATITIS C & LIVER DISEASE

MEMBERS WALKED TO RAISE \$ FOR RESEARCH

We'd like to thank those that contributed to the Grand Rapids walk for the American Liver Foundation in October.

Many from Lakeland Correctional Facility contributed to the walk. This walk was one of two taking place in October for Liver Awareness and Research. The Grand Rapids walk raised \$10,000. The Walk in Belville raised \$30,000 for Research. This was the first year in Grand Rapids and the 4th year for Belville.

The American Liver Foundation is doing a great deal of work in our state for Liver Awareness and Research. If you'd like more information about the American Liver foundation/Michigan chapter contact Jennifer Dale, 1-888-MY-LIVER.

Benji and I would like to say a BIG THANKS for your support. Your contributions made it much easier to walk on a cold blustery day.

Sincerely,
RM & LL Benjamin



MCO STATEMENT OF ACTIVITIES
(NINE MONTHS ENDED SEPTEMBER 30, 2004)

Revenues	Amount
Membership Dues	\$3,338,322
Non-Member Fees	62,242
Interest	28,292
Expense refunds	1,274
Loss on Disposition of Fixed Assets	-166
Total Revenues	3,429,964
Expenses	
Administrative Leave	103,785
Arbitration	10,816
Books, Dues and Subscriptions	9,893
Collective bargaining	11,261
Computer	23,066
Consulting	12,302
Continuing Education	7,755
Contributions	6,635
Decertification	35,444
Depreciation	75,100
Elections	807
Insurance	156,452
Leased Equipment	8,247
Legal and Accounting	120,068
MCO Report	33,645
Meetings and Conferences	258,068
Office and Administrative	36,430
Organizational Unity Materials	33,235
Pension Contribution	100,351
Political	226,185
Postage	16,254
Professional Organization Membership Fees	40,237
Athletic Team, Social Activity, Advertising, News Release and Related Expenses	52,391
Repairs and Maintenance	23,699
Salaries	652,800
Scholarships	10,000
Settlement	7,974
Taxes - General	40,509
Taxes - Payroll	55,348
Taxes - Per Capita	1,060,131
Telephone	35,121
Utilities	18,908
Total Expenses	3,282,917
Increase in Unrestricted Net Assets	\$147,047

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 25 YEARS**



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. If you would like your "ad" in the next issue, you must submit your information no later than the first of the prior month. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY Phone
R. Towers	Oaks	Any facility in Jackson or Ionia	231-723-8272
Don Peer, E-9	Standish Max	Camp Lehman	989-846-7000
Malcolm L. Davis, E-9	Parr Highway	Ypsilanti TRV Center	517-263-3500
Wes Frizzle, CTO-10	Oaks	Macomb or Thumb	231-263-5253
Robert Mills, E-9	Newberry	Kinross Area	906-293-6300
Brian Lierman, E-10	West Shoreline	Grand Rapids Center	231-773-1122
David Dean, E-9	Huron Valley Men's	Parr Highway, Cotton, Parnall	734-572-9900
Jennifer Edwards, E-9	Western Wayne	Mound	734-459-2500
Chasity Boyer, E-9	Florence Crane	Parnall, Egler or Copper Street	517-279-9165
Michael Payton	Cotton	Ionia, Huron Valley	517-780-5000
Dominica Delagarza, E-10	Cotton	Mound or Ryan	517-780-5060
William Bock, E-10	MI Training Unit	Carson City or Boyer Road	616-527-3100
Yvonne LaPonsie, E-9	Newberry	Kinross Area	906-293-6200
Santiago Gomez, E-9	Thumb	Saginaw or Standish	810-667-2045
Patrick R. Pitcher, E-9	Parnall	Camp Lehman, Standish, St. Louis, Pugley	517-780-6843
David Thompson, E-10	St. Louis	Saginaw	989-846-7000
Carla Losey,	Florence Crane	Egler	517-279-9165
Loren Prief, E-9	Thumb	Cooper Street	810-667-2045
Dustin Richard	Standish	Saginaw/BV Center/St. Louis	989-846-7000
Robert McGaffigan	Huron Valley Mens	Brooks	734-572-9900
Jesse Payne, E-9	Gus Harrison	RG&C, Egler, Cooper	517-265-3900
Michael Stellino, E-9	Brooks	Grand Rapids Center/Bellamy Creek	231-733-9200
Wes Jackson, E-9	Cooper Street	Florence Crane	517-780-6182
Gregory Bonds, E-10	Thumb	Camp Tuscola	810-667-2045
Cooper Hill, E-10	Boyer Road	Grand Rapids Center	989-584-3941
Cassandra Frazier, E-9	Western Wayne	BV Center, Saginaw, St. Louis	734-459-2500
Steven Thompson, E-10	Huron Valley Mens	Oaks or Standish	734-572-9900
Wendy Snow, E-9	Newberry	Carson City, Boyer Road, Deerfield, Bellamy	906-293-6200
Jeffrey May, E-9	Gus Harrison	Pine River	517-265-3900
Earnest Landrum, E-10	Lakeland	Jackson Area	517-278-6942
Joseph W. (JW) Smith, E-10	Egler RGC	Muskegon, Brooks, West Shoreline	517-780-5847
Andrew Mills, E-9	Huron Valley Mens	Cooper Street, Cotton	734-572-9000
Mark Bourdow, E-9	Mound	Saginaw	313-368-8300
Gary Langmaid, E-10	Thumb	Saginaw	810-667-2045
Amber Dotson, E-9	Western Wayne	Mound, Ryan, Macomb	734-459-2500

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

_____	_____
MCO Member	Deceased's Name
_____	_____
Relationship to Deceased	Deceased's Date of Death
_____	_____
Chapter, Chapter President	Religious Preference

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

Address Service Requested

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When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

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Visit us on the web at:
www.mco-seiu.org

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley