

MINUTES OF:
MCO Central Committee Meeting
SEIU Local 526M AFL-CIO
Thursday, May 5, 2005

The meeting of the Central Committee was called to order by President Tom Tylutki at 10:13 a.m. on Thursday, May 5, 2005, at the Holiday Inn West in Lansing.

The chair opened the meeting with a moment of silence for all departed member, their families and friends.

Roll call was taken and the following were present: Randy Burrow, Lynette Walcher, Scott Waggoner, Christine Henry, Larry Henley, Gerald Cole, Frank Sulskis, Rick VanAlstine, James Dingeldey, Todd Tollefson, Valerie Corl, Jared Buchin, Lori Schliter, Bryon King, Tony Sanders, Matt Pohl, Beverly Morse, Eric Ross, Mark Nelson, Rod Denley, Kip Smith, Kevin McMurphy, Bruce Waldron, Albert Ashe, Robert Rose, John Ost, Laura Filppula, Cecil Pedrin, Mary Cryderman, Bryon Osborn, Timothy Rush, Chris Dickerson, Bonnie Love, Steve Hammond, Cary Gross, Garry Brickely, Bill Thomas, Bob Tingley, Dave Tobias, Ron Smith, Dave Altenberndt, Paul DeSmith, James Sims, Randy Lewis, Pat Kelly, John Fetters, Glenn Griswold, Mel Grieshaber, Tom Tylutki, Michael Feighner, Kelly Curtis, Phil Fleury, Theoplis Motley, Phyllis White, Amos Fields, Gregory Crouch, Tom Tefft, Steve Pettit, Steve Karber, Gary Kott, Jim Johnson, Bill Miller, Kamal Cariuty, Michael Leo, John Miner, Barbara Tipolt, Charlotte Fahs, Scott Fischer, Jerry Pope, Roger Holman, Michael Taylor, Dennis Beecham, Gary Pung, Andy Potter, James Pricne, John Hull, Brian Snyder, Adam Douglas, Brian Osier, Vickie Dorrough, Julie Cabana, Mary Ann Hocking, John Wilbur, Gary VanSickle, Mike Clark, Dennis Alberts, Paul Golembiewski, Gene North, Kathleen Halladay, Ronald Niemi, David Aisthorpe, Dale Brooks, Stuart Bridgewater, Ken Miller, Lori Conant, Matt Maurer, Bernard McClain, Matt Robertson, Marcus Polychuk, Robert McGillis, Keith Pelky, Mike Wohlscheid, James Parker, Ken McGinn, Al West, Monique Anthony-France, Philipson Omorogieva, William Henderson, Jeff Foldie, Jason Zacharko, Ray Sholtz, Bob Fisher, Lou Duma, Tim Ryder, Terrence Bridges, Stennis George, Portia Andrews, Sonjon Brunson, Brent Kowitz, John Gallagher, Robert Potter, Robert Davis, Newt Jerome, Jake Campbell, Mark Mapes, Dennis Mesnard, Gary Whitman, Paul Howe, Simone Reed, Robert Sikkenga, Kim Sheffer, and Dan Miller.

The minutes of the October 27, 2004, Central Committee meeting were presented. Motion by Cecil Pedrin to accept the minutes as printed. Supported by Mike Feighner and MOTION CARRIED.

The minutes of the February 28, 2005, Executive Board meeting were presented. Motion by Andres Chappell to accept the minutes as printed. Supported by Valerie Corl and MOTION CARRIED.

The minutes of the January 20 & 21, 2005, Executive Board meeting were presented. Motion by Kip Smith to accept the minutes as printed. Supported by Jake Campbell and MOTION CARRIED.

The minutes of the December 13 14, & 15, 2004, Executive Board meeting were presented. Motion by James Sims to accept the minutes as printed. Supported by Bob Davis and MOTION CARRIED.

The minutes of the November 9, 2004, Executive Board meeting were presented. Motion by Larry Henley to accept the minutes as printed. Supported by Dave Tobias and MOTION CARRIED.

The minutes of the November 3 & 4, 2004, Executive Board meeting were presented. Motion by James Sims to accept the minutes as printed. Supported by Bill Miller and MOTION CARRIED.

The minutes of the October 14 & 15, 2004, Executive Board meeting were presented. Motion by Steve Karber to accept the minutes as printed. Supported by Bob Davis and MOTION CARRIED.

The minutes of the September 23 & 24, 2004, Executive Board meeting were presented. Motion by James Sims to accept the minutes as printed. Supported by Gary Kott and MOTION CARRIED.

The financial report was presented by Bill Henderson. Motion by Al West to accept the report as given. Supported by Kelly Curtis and MOTION CARRIED.

Tom Tylutki presented a gift to Mel Grieshaber on behalf of MCO in recognition of his 22 years of service on the State Executive Board. Mel was recently selected to serve as MCO's Executive Director and has decided to step down as Vice President of the Union effective May 6, 2005.

Mel Grieshaber reviewed his written report to the delegates covering bargaining, CTO issues, budget issues, lawsuits on both gender based assignments and gun towers, staffing, training, staff roles and responsibilities, changes in labor rep regions, changes in the website, the PAC program, legislation, and affiliations. He also gave a presentation detailing MCO's efforts to address members' concerns.

Mike Taylor announced the results of the drawing for the Crisis Fund gun raffle. Dan Cropsey won 1st prize; Mike Martin, 2nd prize; Jeff Johnson, 3rd prize; Jim Prince, 4th prize; Jon Olson, 5th prize and Mike Smith, 6th prize. Mike thanked everyone for their strong effort in selling tickets. The raffle raised over \$15,000.00.

Tom Tylutki reported on the following topics:

Discussed the internal grievance review procedure and ways MCO is working to streamline the process. Emphasized the need to send the entire grievance packet when forwarding grievances to the central office for processing.

Discussed the possibility of training chapter officers and stewards on a regional basis in order to more closely focus on the needs of chapters. Advised that we hope to soon have the steward training manual on our website. Encouraged leaders to keep their email addresses up to date with MCO.

Discussed the need for all chapters to conduct monthly labor/management meetings and reminded the chapters to provide the Central office with a copy of the meeting minutes.

Asked that MCO be informed of all incidents at the worksite as soon as possible, even those not viewed as serious.

Reviewed the gun tower issue and the ULP, lawsuit and administrative procedures initiated by MCO to fight the closings. MCO exhausted all contractual and legal avenues and the battle was lost.

Advised that RPA Wolfe will be meeting with the chapter presidents in his region at the MCO office on May 26th and that the MCO Crisis Fund Golf Outing will be held on August 26th.

Thanked Mike Taylor for his efforts in coordinating the Crisis Fund raffle.

Bill Henderson reviewed the minutes and reported on the activities of the Labor/Management Efficiency Advisory Committee.

John Ost reported on the activities of the Labor/Management Uniform Committee.

Andy Potter reported on the activities of the Labor/Management Ad Hoc Committee on MRSA and handed out a packet of materials. Cecil Pedrin and Cynthia Beal also serve on the committee, which was created to work on a statewide MRSA protocol. Jim Johnson and Jake Campbell were recognized for their research on MRSA.

Steve Karber asked that bylaws amendments submitted at the last two meetings be addressed. He was advised that the amendments were tabled and rejected.

Motion by Rick VanAlstine to table the bylaws changes on the floor today. Supported by Charles Wright. Discussion ensued. A vote was taken on the motion and MOTION CARRIED 65-38.

Rod Denley moved that the bylaws committee review the Union's bylaws and submit its recommendations for change to the next Central Committee meeting. Supported and MOTION CARRIED.

Phil Fleury suggested that donations to the Crisis Fund be made tax deductible. Tom Tylutki will look into this issue.

Dave Tobias suggested that we set up Crisis Fund payroll deductions with the state. Mel Grieshaber explained that we have already explored this issue and the state is not yet willing to move on it.

As there was no further business, motion was made by James Sims to adjourn. Supported by Phil Fleury and MOTION CARRIED. The meeting stood adjourned at 3:18 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

Executive Director's Report

MCO Central Committee
May 5, 2005

Submitted by Mel Grieshaber

By this time, all delegates know that, effective January 1, I was appointed MCO Executive Director. For the time being, political and legislative duties are continuing to be performed by me as well. I thank the Executive Board for its confidence and look forward to working with all MCO leaders and members to make this a better and stronger union.

In addition, delegates have previously received a letter from me announcing that effective tomorrow, May 6, I am resigning as Vice President of MCO, concluding 22 years on the Executive Board and 24 years on the Central Committee. It was my privilege to serve on the Board and Central Committee for all those years.

This report briefly covers issues, items of interest and activities of MCO over the last several months.

Issues and Matters of Interest

MCO Contract – bargaining was concluded shortly after the October Central Committee meeting and the membership approved the contract by 88 percent. Over the three-year life of the contract, pay raises equate to a compounded rate of 10.4 percent. The contract calls for MCO members to receive an increase in the uniform allowance of \$325 per year---putting an additional \$1,000 in the pocket of members over the life of the contract making MCO's contract the richest of all state employee agreements. It was my honor to be chief negotiator for MCO and I thank the Board, and staffers Cynthia Beal and Ron Parkinson for their assistance and contribution to the process.

CTO Issues – although the contract calls for a special CTO committee to address issues important to the class, major items are already being addressed by MCO. The Department of Corrections is moving forward in eliminating CTO "max-pay". MCO is aggressively fighting back, filing a grievance and expediting it to arbitration scheduled for early July. In addition, MCO continues to argue issues relating to CTO meal reimbursement and hopes to have a resolution soon.

Current MDOC Budget – due to state budget revenue shortfalls, the current DOC budget is under challenge. The republican senate rejected an executive order by the Governor to discontinue the private youth prison contract in June for a savings of \$5 million. A final compromise did not include discontinuance of the contract. Closings of HVC, two Centers, three Camps and the MBP Mangum Farm are other solutions the state used to

address the shortfalls. Overtime and staffing costs are causing budget pressures as well.

FY 05/06 MDOC Budget – the future budget is being discussed in the state house and senate now. Proposals at this point include recommendations to close the DeMarse Academy and using the state police academy for future schools, adding beds to Level II's as well as discontinuing the private youth prison contract (\$19 million savings). Prisoner intake has now stabilized and even decreased. The Department continues to implement the prisoner re-entry program and other aggressive measures to free up beds.

Gender based law-suit – in this three year fight, MCO won in the U.S. District Court, then lost in the U.S. Sixth Circuit Court of Appeals, and is now appealing to the U.S. Supreme Court.

Gun Tower Suit – MCO fought reduction of staffing and closing of gun towers for over a year with pickets, paid newspaper ads, letter writing campaigns to media, community leaders and legislators, and even got a court injunction to temporarily stop the reductions. In March, the civil service commission ruled against MCO and subsequently, the court vacated the injunction. All members and leaders should be proud of the “fight” we put up. Many agree that without the fight, the DOC would have made more drastic cuts.

Staffing Issues – another big fight is Department staffing patterns and closing of positions. MCO is arguing at every turn the need for sufficient and safe staffing. Contact with the DOC, media, community and legislative leaders has been on-going.

Grievance Process – a reminder that chief stewards, stewards and chapter leaders must make sure all portions of the grievance process are followed. It is of absolute necessity that MCO labor representatives receive complete and thorough information. Improvements in the process are being implemented.

Training – MCO is developing new approaches to training of chapter leaders. Some training will be centralized, but labor reps and others will do much at the chapters or regionally. In addition, the steward home training manual will soon be on MCO's WEB site so that anyone can take the course.

Staff Roles and Responsibilities – in an effort to make MCO a more relevant union to its members, new approaches are being made. A presentation will be made today to explain the focus. It includes the goals of team building between chapter leaders and MCO staff. Among other things, MCO staff will be responsible for a wider range of duties that include leadership development, communications, contract administration, internal organizing, education and training, political and legislative efforts, special projects and moving MCO's and SEIU's programs. This over-all effort includes all staff including labor reps, support staff and leaders themselves.

Labor Representative Regions – in March, almost all labor rep regions changed. Changes were made to bring a fresh view and start in MCO's effort to build a better and stronger union. In no way was there any implications to the performance of reps in any given region.

MCO WEB Site – In the next few weeks, a major change is taking place not only in the appearance of the MCO page, but also offering an expansion of usability and information regarding MCO and SEIU. A preview of the new “Locals on Line” and “Get Active” site and program will be presented to the delegates today.

E-mail needs – To help save costs and become more efficient, MCO is interested in collecting as many e-mail addresses as possible from members. Future hopes include transmitting the MCO Report and other publications to leaders and members, thereby saving money.

Politics and Political Program

MCO’s political program includes many components. An obvious ongoing endeavor is the effort to raise funds to use as contributions to candidates. MCO’s PAC fund is devoted to state and local elections. Packets are being provided today for all delegates to sign up and solicit members for donations. A new approach includes the option for members to assign contributions to only candidates of a party of their choice.

The International Union (SEIU) has a COPE fund it uses for state and federal races. Although treasury funds can be used for administration and efforts to raise money for the MCO PAC and SEIU COPE, only voluntary donations can be used as actual contributions to candidate campaigns. In last years Michigan elections, SEIU and MCO contributed to candidates of both parties. In what may be a surprise to some, SEIU contributed to three republican congressional candidates and has made significant donations to republicans nationwide.

A most important aspect of the political program is the MPO, or Member Political Organizer. MPOs are members who volunteer to help advance MCO and SEIU programs. Members are the strongest asset of MCO when it comes to building power and influencing decision-makers. MPOs are needed to help raise funds; lobby public officials, work on candidate campaigns, issue campaigns, and educate MCO members on issues affecting our lives.

Legislation and Related Issues

Today, special packets are being distributed to Chapter Presidents for posting on union bulletin boards. Legislative district maps, directories, lobbying tips and flyers on specific legislative issues are included. Leaders need to generate member contact with legislators on these major issues of concern.

House Bill 4030 – would allow state employees to choose either the defined contribution plan or the defined benefit plan. The issue remains a high priority for MCO. The republican leadership has indicated they are philosophically opposed to the bill and will not allow it to move. MCO members must continue to lobby their own legislators, even if we can’t obtain passage this term. Some day, we will be successful in enhancing MCO

member's retirement benefits. In the near future a more intense campaign on the issue will be implemented.

HB 4422 – Early Retirement Bill – would allow an early retirement for state employees meeting certain criteria, but excludes “covered” employees. Bill has absolutely no chance of passing out of the legislature.

DCH FY 05/06 Budget – hearings continue with not much change to current status at CFP.

DOC FY 05/06 Budget – previously cited. Cuts in the federal budget, including Medicaid and other areas to the states are putting even greater pressure on the state budget.

Privatization Issues – the House Appropriations Subcommittee on Corrections is fighting the Governors proposal to discontinue the private youth prison contract. Cutting the contract would save the state \$19 million which would help fund staffing in public prisons. The republican members of the committee are arguing that further privatization of Michigan prisons should be pursued. MCO testified against the issue and argued for discontinuing the private youth contract. Members must help with this fight. Information is included in the bulletin board packet.

House Resolution 1806 – is a federal bill recently introduced that would require private prisons contracted by the Feds to be held to same standard as public prisons under the freedom of information act.

House Resolution (number ?) – soon to be introduced; would prohibit any federal funds used by a state or local government from being used to contract with private contractors or vendors for use in providing core correctional services.

MERIT – state employee unions have held meetings to discuss the possibility of pursuing another ballot initiative to obtain a collective bargaining arbitration process. The MCO board is exploring the issue but has concerns related to the costs of such a campaign, resources, potential for winning, separation of MCO members from other state employees, and other issues. Review and analysis is continuing.

Coalition, Associations and Affiliations

SEIU – In a major jump in growth, SEIU in Michigan has more than doubled in size by successfully organizing homecare workers. At approximately 80,000 statewide members, SEIU now becomes the second largest union in Michigan, after the UAW. This increase in membership will contribute to future growth in power and influence within the state.

SEIU continues to aggressively organize across the country. It now has over 40,000 members who work in the correctional field and is organizing correctional officers in certain jails and Georgia state correctional officers. SEIU and MCO have discussed the possibility of creating a network or council within the union to deal with and address issues of interest to corrections officers and employees.

As the largest union currently in the national AFL (1.8 million), SEIU is shaking up the AFL-CIO by calling for a new approach to organizing and labor in the 21st century. Several other national unions have now joined the debate and are agreeing with SEIU on many points. News reports indicate it is possible the SEIU and other unions comprising at least 40 percent of the membership may break away from the national AFL if reforms do not take place. Everything will probably come to a head at the national AFL convention this summer. Information is available on the WEB site: unitetowin.org

CCJC – The Corrections and Criminal Justice Coalition comprises AFL-CIO and independent unions across the country that represents correctional officers. The Coalition deals with federal legislation and regulation, some state legislation, and continues to fight prison privatization. MCO participates in the leadership of this group.

IACO – the International Association of Correctional Officers works to upgrade the standards of the officer profession, present the officer's view to the public and groups affecting our work, and is the author of National Correctional Officers Week.

MINUTES OF:
Central Committee Meeting
SEIU Local 526M
Wednesday, October 26, 2005

President Tom Tylutki called the meeting of the MCO Central Committee to order at 10:05 a.m. on October 26, 2005, at the Holiday Inn West in Lansing.

Roll call was taken and the following delegates were present: James Sims, Marc Hendrick, Dennis Keith, Rick VanAlstine, Douglas Frechen, Todd Tollefson, Randy Burrow, Randy Rumler, Scott Mariott, John Ost, Laura Filppula, Russ Rurka, Randy Fox, Rod Denley, Doug Bonno, John Fetters, Chandler Lindamood, Jennifer Gilkison, Tom Tylutki, Bruce Waldron, John Gibbs, Wayne Thompson, James Schiebner, Roger Wade, Greg Melchert, Mike Feighner, Robert Batho, Kelly Curtis, Phil Fleury, Ben Kline, Theoplis Motley, Harold Warr, Steve Gray, Lori Schliter-Augustine, Tom Tefft, John Kelley, Steve Pettit, Bob Tingley, Troy Speckin, Jeff Fowler, Glenn King, Steve Hammond, Shane Haney, Cary Gross, Jack Hamlin, Bradley Gorman, Jamie Stevenson, Brent Kowitz, John Gallagher, Robert Potter, Gary Kott, Jim Johnson, William Miller, Jerald Campbell, Mark Mapes, Celeste McLean, Kamal Cariuty, Doug Vining, Michael Leo, Larry Henley, Ryan Knaus, Frank Sulskis, Anthony Hurst, Beverly Morse, Johnny Mitchell, Jerry Pope, Roger Holman, Mike Taylor, Julie Cabana, Mary Ann Hocking, John Wilbur, Andrew Hughes, Keith Pelky, Ponda Esu, Jim Green, Scott Fischer, Robert Sikkenga, Matt Schwing, Daniel Miller, Dennis Beecham, Gary Pung, Jeff Armbrustmacher, Andy Potter, Jerry Derusha, Jerry Blankinship, Paul Brock, Adam Douglas, John Bowman, Brian Osier, Ron Niemi, Ron Verthein, Dave Aisthorpe, Dave Kavanagh, Mike Wohlscheid, Wayne Sipperly, Chris Walker, Phillipson Omorgieva, Terrence Bridges, Todd Pickett, Ralph Golidy, Brenda Walton, Hollie Rowlett, Ray Sholtz, Bob Fisher, Lou Duma, Bob Davis, Mike Bryce, Newt Jerome, Merlin Parlett, Jesus Sanchez, Dave Altenberndt, Ray Demaetelure, Ron Wyse, Lori Conant, Bernard McClain, Matthew Robertson, Matt Maurer, Jeff Foldie, Mike Guerin, Bill Henderson, Art Harter, John Hull, Robert Champlin, Kevin Smith, Simone Reed, Richard Miller, Cecil Pedrin, Ron Donmyer, Bryon Osborn, Greg Parker, Sheila Scates, and Latese Walls.

The minutes of the May 5, 2005, Central Committee meeting were presented. Motion by James Sims to accept the minutes as printed. Supported by Larry Henley and MOTION CARRIED.

The minutes of the May 31 & June 1, 2005, Executive Board meeting were presented. Motion by Rod Denley to accept the minutes as printed. Supported by James Sims and MOTION CARRIED.

The minutes of the August 2, 2005, Executive Board meeting were presented. Motion by Rod Denley to accept the minutes as printed. Supported by Jake Campbell and MOTION CARRIED.

The minutes of the May 6, 2005, Executive Board meeting were presented. Motion by James Sims to accept the minutes as printed. Supported by Randy Burrow and MOTION CARRIED.

The minutes of the April 14, 2005, Executive Board meeting were presented. Motion by James Sims to accept the minutes as printed. Supported by Larry Henley and MOTION CARRIED.

The minutes of the May 3, 2005, Executive Board meeting were presented. Motion by Ponda Esu to accept the minutes as printed. Supported by James Sims and MOTION CARRIED.

The minutes of the March 17 & 18, 2005, Executive Board meeting were presented. Motion by Bill Miller to accept the minutes as printed. Supported by James Sims and MOTION CARRIED.

The minutes of the July 6 & 7, 2005, Executive Board meeting were presented. Motion by Shane Haney to accept the minutes as printed. Supported by Merlin Parlett and MOTION CARRIED.

The financial report was presented. Motion by Jake Campbell to accept the report as written. Supported by James Sims and MOTION CARRIED.

Mel Grieshaber reviewed his written report which includes comments on issues such as the contract, CTO issues, gender-based lawsuit, training of MCO officials, staffing issues, legislative budgets, private youth prison, new hires, and specific legislation affecting Corrections.

He introduced the staff to the newly elected delegates to the Central Committee.

He advised that the House Corrections Committee is not a reasonable committee on our issues. The committee is extremely pro private prisons and MCO is still under constant threat from privatization.

He reported that the employees from the recently closed private prison would be hired by Corrections and must meet the same standards and academy requirements as all officers. They will start at the E-8 level.

He encouraged the delegates to sign up members to the MCO PAC fund, as we need the political power to win our issues.

Rod Denley asked Grieshaber about the additional 4 hours annual leave, and Grieshaber replied that it had been taken care of on Friday, October 22, 2005 and will be included in the annual leave formula.

He informed the delegates about SEIU's split with the AFL-CIO and the new Change to Win federation.

He reported that MCO is changing its involvement in IACO and exploring the possibility of becoming a member of Corrections USA. Corrections USA is actively fighting privatization and many other issues.

He announced that Mike Taylor, MBP, is running for the State House of Representatives in the 109th District.

Tom Tylutki reported that MCO's lawsuit on gender based job assignments has been lost at the U.S. Court of Appeals. MCO appealed, but the U.S. Supreme Court refused to hear the case. There is nowhere else to go. The Supreme Court's refusal to take up the case makes the Appellate Court's decision final and binding. Shortly after the decision came down, DOC began making job assignments by gender at the state's prisons for women.

He reported that the Newberry MCO officials, their members and community generated hundreds of emails and phone calls that made the difference in saving these facilities.

He reported that chief stewards will now be getting monthly reports on the grievances at their facilities.

He advised that Andy Potter will be working full time as MCO's Vice President effective January 1, 2006, and that Cary Gross, JCF, has been appointed to the State Executive Board.

He reported that the labor reps will be out in the field more often and visiting all shifts at the facilities in their regions. He also advised that labor reps should be contacting chapter officials about outstanding grievances, and encouraged chapter officials to contact the labor reps more often on local issues. He also encouraged chapters to hold monthly labor/management meetings.

He reminded the delegates that the election for State Executive Board members will be held in May 2006, and asked for volunteers to serve on the election committee.

He reported that DOC hired 120 new officers, but only 113 showed up at the academy. 55 of the new hires will be going to the female prisons. DOC also will hire private youth prison staff and Tylutki encouraged the members to accept them into the MCO family.

He reported that DOC recently notified him that some tower positions should be classified as E-8. Discussion took place among the delegates on the issue.

He stated that we have been successful at some facilities in stopping the closing of positions, but many facilities still continue to do so. James Sims pointed out that some wardens are blaming the chapter for closing positions, saying the chapter agreed to the closings. Tylutki encouraged union officials to start contesting position closings with their warden and in labor/management meetings.

Jerry Derusha conveyed his and Gary VanSickle's thanks to the Union for its efforts to save Newberry.

Discussion took place among the delegates about various issues such as transfers, sick leave bonus, and clothing reimbursements.

John Ost reported on the activities of the Labor/Management Uniform Committee. John Ost, Cary Gross, Karen Mazzolini, Aderian Williams and Larry Henley are committee members.

Andy Potter reported on the activities of the Labor/Management Health & Safety Committee and its special Ad Hoc Committee that deals specifically with diseases. He asked for input from the chapters on issues that should be addressed by the committee.

Mike Taylor reported on activities at various chapters to raise funds for the MCO Crisis Fund and indicated that, in addition to the annual golf outing, he also wished to run another gun raffle to raise money for the fund.

Mike Taylor reported that the Bylaws Committee (Mike Taylor, Bill Henderson, Scott Fischer and Mel Grieshaber) reviewed the bylaws as instructed by the Central Committee at its May meeting and submitted its recommendations.

Motion was made by James Sims to discuss and vote on each individual amendment. Supported by Steve Hammond and MOTION FAILED.

Mike Taylor and Scott Fischer reviewed the committee's written proposals to amend the bylaws.

Motion was made by Rod Denley to change the committee's proposed amendment to Article 19, Section 1b to provide that the camps and centers may elect regional representatives. Supported by Bruce Waldron and MOTION CARRIED.

Motion was made by Steve Hammond to reject the committee's proposed amendment to Article 26, Section 1, and that the section remain as is. Supported by James Sims and MOTION CARRIED.

Motion was made by Rick VanAlstine to reject the committee's proposal to add a new Section 5 to Article 10. Supported by Phil Fleury and MOTION CARRIED.

Motion was made by Rick VanAlstine to reject the committee's proposed amendment to Article 17, Section 1, and that the section remain as is. Supported by Ray Demaertelure and MOTION CARRIED.

Motion was made by Gary Pung to adopt the committee's proposed amendments, as revised. Supported by Bill Miller and MOTION CARRIED by a vote of 118-4.

The Bylaws Committee also reviewed a proposal offered by Ken Detloff to amend the bylaws to provide for the election of the State Executive Board directly by the membership. Motion was made by Rod Denley to reject the proposal. Supported by Steve Hammond and MOTION CARRIED by a vote of 119-3.

As there was no further business, motion was made by Rick VanAlstine to adjourn. Supported by Bill Miller and MOTION CARRIED. The meeting stood adjourned at 3:09 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

Executive Director's Report

MCO Central Committee
October 26, 2005

Submitted by Mel Grieshaber

Undoubtedly to the surprise of many, this report is mostly laid out in "bullet" form, rather in the usual format. Before celebration, however, be warned that I am still speaking on many of the subjects contained in this document. In addition, the accompanying packet contains other information and documents for your perusal and for posting as appropriate.

Issues and Matters of Interest

- MCO Contract
 - October 1 pay increase 1%
 - April 1 pay increase 1%
 - BLT program ends
 - Uniform Allowance
- CTO Issues
 - Max-pay arbitration
 - Meal Reimbursement
- Gender-base lawsuit
- Training of MCO Officials
- Resignations
 - Director of OSE
 - GUV Chief of Staff
- Staffing Issue
- MCO WEB Site
- E – mail opportunities

Legislation and Related Issues

- FY 05/06 Budget
 - under funded
 - Newberry fight

- private prison fight
- Private Youth Prison
 - GUV Veto
- Academy – new hires
- Legislation
 - HB 5219; 5220 --- gender
 - HB 4030 --- retirement
 - HR 1806 --- federal FOIA
 - Schauer bills
 - eliminate private youth prison
 - no Mich prisoners in private prisons

Politics and Political Program

- MCO PAC Fund
- SEIU COPE
- Member Political Organizer (MPO)

Coalitions, Associations and Affiliations

- SEIU, the AFL-CIO and the Change to Win Federation
- IACO
- CCJC – Corrections & Criminal Justice Coalition