



MCO REPORT

**SORTED, TALLIED AND
RATIFIED!**



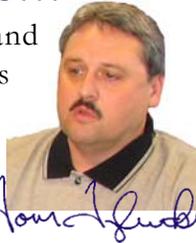
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PRESIDENTIAL PONDERINGS...

Well Brothers and Sisters the New Year is upon us. MCO recently won another court battle and has maintained the *Tom Ijzick* injunction on Gun Tower closures. Progress continues on the Unfair Labor Practice filed against the state, and the Board decided to appeal the Gender based lawsuit decision, asking for a full review by the Court of the U.S. 6th Circuit Court.



We have secured a contract with overwhelming officer approval to carry us for the next 3 years.

Most recently, we hired from the bargaining unit to fill the shoes of Fred Parks who is retiring after nearly 27 years of service to MCO. Mel Grieshaber steps into his new role with all the background necessary to carry MCO into the future. We at MCO wish Fred all the best in his well deserved retirement.

I would like to extend my appreciation to the officers at Huron Valley Mens and Womens for their hard work and dedication to providing a safe work environment for fellow officers. Your effort and long hours during this transition has not gone unnoticed from this office. Keep up the good work and Thank You.

As the New Year begins MCO gears up for an exciting new year and ardent fight on inmate classifications, closing of assignments and the safety of our Brothers and Sisters who are doing more with less.

UNION VOICES



You are cordially invited to a Retirement Reception for

Fred R. Parks

celebrating nearly 27 years of service as Executive Director to the

**Michigan Corrections Organization
SEIU Local 526M**

January 21, 2005
4 p.m. - 7 p.m.
421 W. Kalamazoo St.
Lansing, MI 48933

If you wish to contribute towards a group gift, please contact
Cindy Sanderson at (517) 485-3310.



NEW EXECUTIVE DIRECTOR SELECTED!



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

Mr. Grieshaber served as an FSA for 12 years, and as Vice President/Legislative Director for MCO in Lansing for the past 17 years. He also served as the Lead Negotiator for the new 2005-2007 Contract. In addition to his position as President of the International Association of Correctional Officers (IACO), Mel serves on the Michigan State AFL-CIO Executive Board and as Vice President of the SEIU Michigan State Council.

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

Mel will assume the duties of Executive Director effective January 1, 2005.



UNION NEWS

NEW TISM COORDINATOR

Rosanne Leland has replaced Veda Dove as the DOC's TISM Coordinator. Ms. Leland is the DOC's Work/Life Services Coordinator who has recently been conducting a study of stress among DOC employees. A report of her findings will be released soon.

Leland's office is located within the confines of the Employee Service Program at Capitol Commons. She can be reached at (517) 373-7637, and all requests for TISM services should be directed to her.

ANGEL TREE DONATIONS



Jon Houtz, RUM and Paul Klee, Deputy Warden

COLDWATER COMPLEX OFFICERS AND STAFF TOOK NAMES FROM THE ANGEL TREE TO BUY GIFTS FOR NEEDING KIDS IN THE AREA. THEY WERE ABLE TO PROVIDE 97 KIDS WITH CHRISTMAS PRESENTS THIS YEAR.

A MESSAGE FOR SEIU MEMBERS AND THEIR CHILDREN

Fulfill Your College Goals with an SEIU 2005-2006 Scholarship

SEIU awards 51 scholarships each year. Only members of SEIU and their children are eligible to apply. To apply, contact your SEIU local union-or: The SEIU Scholarship Programs, c/o Scholarship Program Administrators Inc., P.O. Box 23737, Nashville, TN 37202-3737. Phone: (615) 320-3149. Application information is also available at www.seiu.org. Applications must be postmarked by March 1, 2005. Winners will be notified in late spring.

Apply Now!

SEIU SERVICE EMPLOYEES INTERNATIONAL UNION, AFL-CIO, CLC

UNION PLUS SCHOLARSHIP

Let your union membership help you and your family pay for college.

The Union Plus Scholarship program has provided more than \$1.9 million in scholarships to over 1,200 deserving students...



... It's your turn.

Apply at www.unionplus.org/scholarship to find out more about the Union Plus Scholarship and other Education services.

Rules and Eligibility:

1. Must be a member, spouse, or dependent child of a participating union
2. Must be accepted into an accredited undergraduate or technical program
3. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor
4. One time award ranges from \$500 - \$4,000



SCHOLFLYR-11/04



MEMBERS SPEAK OUT

By: Mel Grieshaber

In the spring of 2004, MCO generated a brief member survey in an effort to do a better job of listening to our members. Many thought the survey was a campaign gimmick to fight the de-cert campaign being waged against MCO at that time. Although MCO survived the challenge, we have not put the member survey aside. We are determined to make MCO a better and stronger union and members will help that to happen.

The member survey was simply an initial “start” in getting member input. The year 2004, was a very busy year—MCO faced a de-cert challenge, a new executive board was elected and several months of contract negotiations took place. Still, the Executive Board started implementing changes to make MCO a better union. We are determined to do more.

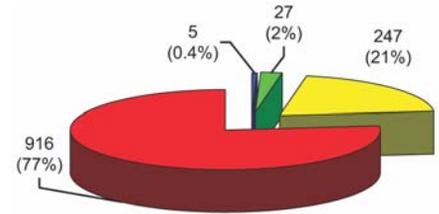
The member survey results are listed below. Surveys were mailed to every MCO member and we received over 1,000 responses. At this point, the MCO Executive Board has addressed some of the areas and is working on processing the information for future action and decisions. As mentioned earlier, the survey was only an initial attempt to gain feedback. There’s still more to come.

It’s Members That Make the Union Strong!

1. Communication.

We should seek ways to improve communications within our union in general, and between the central office and chapter leadership in particular.

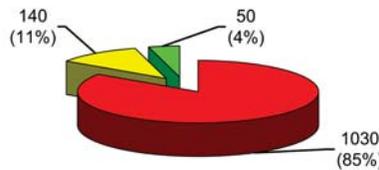
- Not Important
- Somewhat Important
- Important
- Very Important



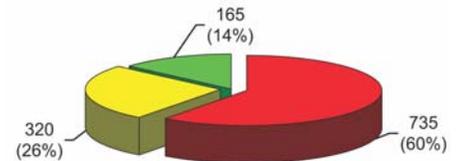
2. Communication.

How often do you monitor or read the following sources of information about MCO activities, events/meetings, and programs?

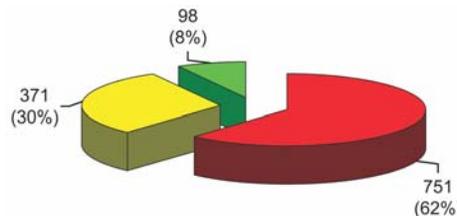
MCO Report



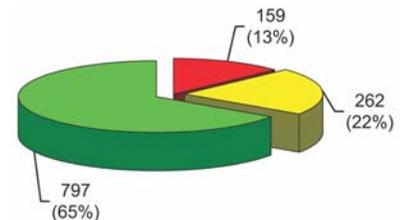
KYI



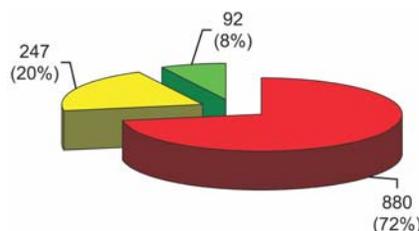
Union Bulletin Board



www.mco-seiu.org



Member Mailings



- Often
- Occasionally
- Seldom/Never

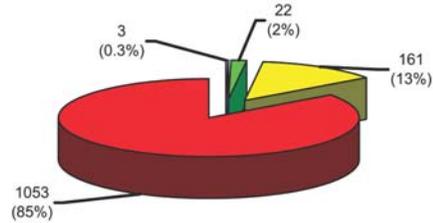
PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS AND FORENSIC SECURITY OFFICERS FOR OVER 25 YEARS



3. Contract Enforcement.

We should explore ways to strengthen contract enforcement and clarify contract language.

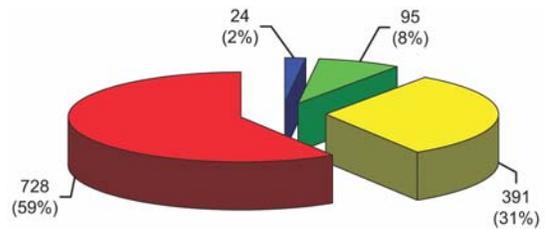
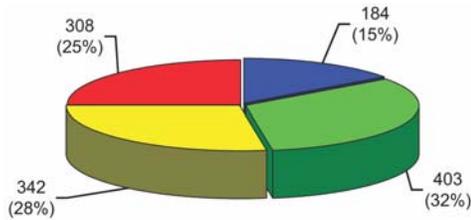
- Not Important
- Somewhat Important
- Important
- Very Important



4. Member Education & Involvement.

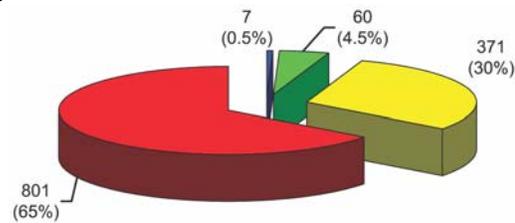
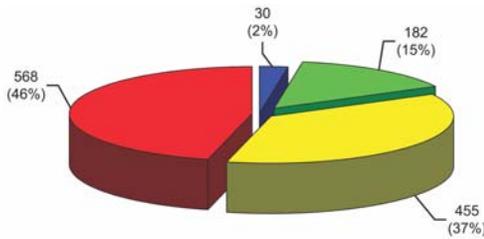
Helping members understand the history and accomplishments of the labor movement in general, and MCO in particular.

Improving member connections with labor representatives.



Facilitating member connections with state executive board members.

Improving avenues and opportunities for member participation and input.

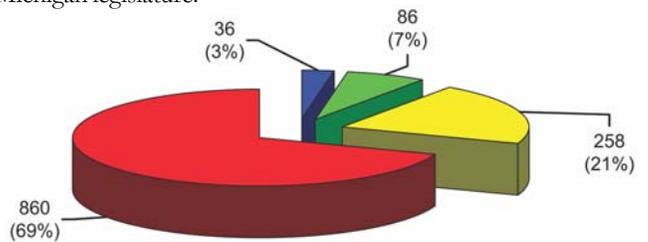
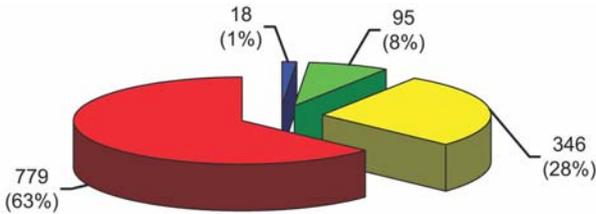


5. Grievance Handling.

We should explore ways to better communicate with members about the grievance process, how to file an effective grievance, and how to determine the status of an outstanding grievance.

6. Holding Politicians Accountable.

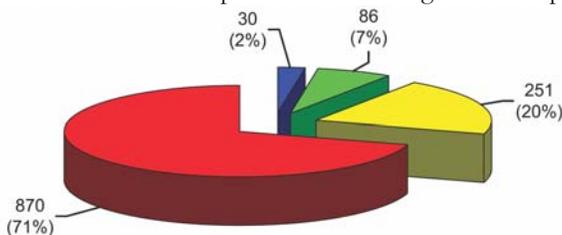
We should do more to strengthen our political effectiveness, mobilize our members around legislative priorities, and bolster our ability to influence the Michigan legislature.



7. Public Education.

We should work to increase public understanding of the role played by correctional and forensic officers, as well as the dangers we face on the job.

- Not Important
- Somewhat Important
- Important
- Very Important





MCO CONTRACT VOTING DETAILS

Chapter	Worksite	Locator	Yes	No	Disqualified	
Huron Valley Center	3904	81-9324	117	2	0	
Forensic Center	3920	81-9332	69	9	0	
Muskegon	4704	61-7106	47	7	0	
Michigan Training Unit	4705	34-3899	70	13	1	
Marquette	4706	51-5975	105	7	1	
Riverside	4711	34-3911	108	13	1	
Hiawatha	4712	17-1860	34	4	1	
Kinross	4712	17-1843	67	18	0	
Huron Valley Mens	4715	81-9323	35	34	0	
Florence Crane	4716	12-1272	49	4	0	
Western Wayne	4717	82-9532	48	2	0	
Lakeland	4718	12-1271	64	6	0	
Deerfield	4719	34-3902	48	3	0	
Cotton	4720	38-4387	108	4	0	
Scott	4721	82-9530	42	5	1	
Ionia Maximum	4724	34-3907	91	13	0	
Thumb	4725	44-5049	79	14	0	
Egeler	4727	38-4364	152	18	0	
Harrison/Parr	4729	46-5289	81	31	0	
Brooks	4730	61-7025	59	18	0	
West Shoreline	4730	61-7014	46	4	0	
Boyer Road	4731	59-6785	0	0	0	totald with DRF
Carson City	4731	59-6771	82	42	0	
Chippewa	4732	17-1862	71	8	1	
Straits	4732	17-1844	51	7	3	
Mid-Michigan	4733	29-3229	53	3	1	
St. Louis	4733	29-3230	105	14	1	
Standish	4734	06-0580	92	25	0	
Alger	4735	02-0123	48	7	0	
Mound	4737	82-9565	49	4	1	
Ryan	4738	82-9566	45	4	0	
Oaks	4739	51-5860	59	21	0	
Baraga	4740	07-0705	79	15	0	
Macom b	4741	50-5777	38	6	1	
Saginaw	4742	73-8411	128	6	1	
Newberry	4743	48-5514	25	27	0	
Pine River	4744	29-3231	63	1	0	
Pugsley	4745	28-3107	39	6	0	
Ojibway	4746	27-3000	46	1	1	
Bellamy Creek	4748	34-3900	97	14	0	
Parnall	4751	38-4388	54	2	0	
Cooper Street	4752	38-4363	84	5	1	
SAI Program	4752	81-9318	0	0	0	totald with JCS
Southern Michigan	4753	38-4389	108	6	0	
Centers, Region I	4761		0	0	0	totald with III
Centers, Region II	4762		0	0	0	totald with III
Centers, Region III	4763		41	8	0	
Camp Brighton			18	0	0	
Camp Lehman			19	3	0	
Camp Cusino			11	1	0	
Camp Koehler			17	0	0	
Camp Ottawa			17	0	0	
Camp Branch			33	4	1	
Camp Tuscola			19	0	1	
Camp Manistique			8	0	0	
Camp Kitwin			11	1	0	
Camp Sauble			5	1	0	
			3134	471	18	3623 total ballots
8978 Members						
40% voted						
87% voted yes						

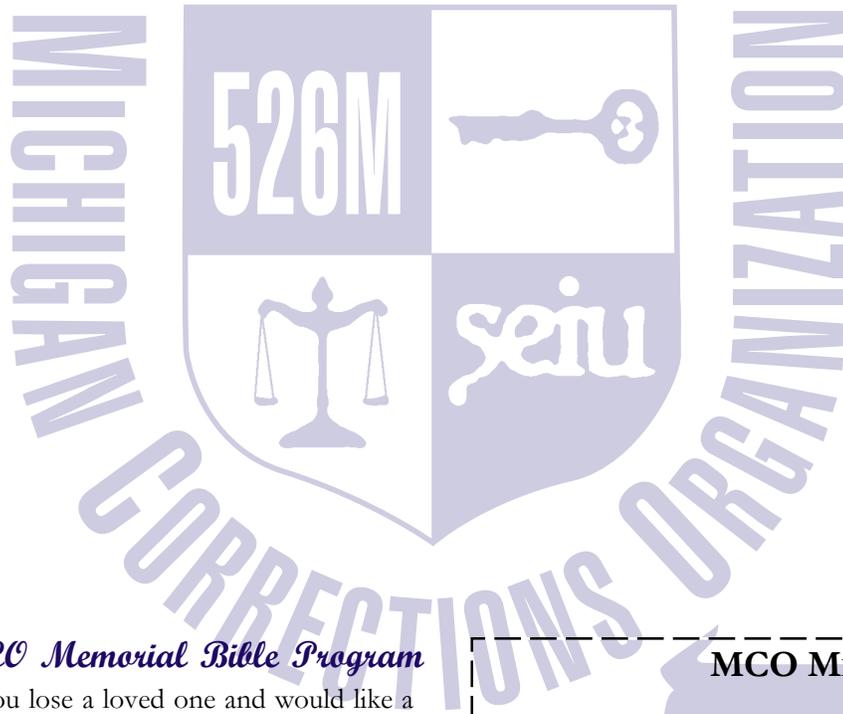
**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 25 YEARS**



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
Robert Mills, E-9	Newberry	Kinross Area	(906) 293-6200
Adam Earley, E-9	Deerfield	St. Louis, Pine River, Mid-Michigan	(616) 527-6300
Patrick Pitcher, E-9	Parnall	Camp Lehman, Standish, St. Louis	(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:

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*
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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*
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Bryon King, *Boyer Road*
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James Sims, *Florence Crane*
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Michael Feighner, *Hiawatha*
Lynette Harris, *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*
Clayton Sharrard, *Macomb*
Jerry Pope, *Marquette*
James Prince, *Mid-Michigan*
Adam Douglas, *Mound Correctional*
Julie Cabana, *Muskegon*
Gary VanSickle, *Newberry*
Paul Golembiewski, *Oaks Correctional*
Ronald Niemi, *Ojibway Correctional*
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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.

MCO CENTRAL STAFF

Mel Grieshaber, *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*

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

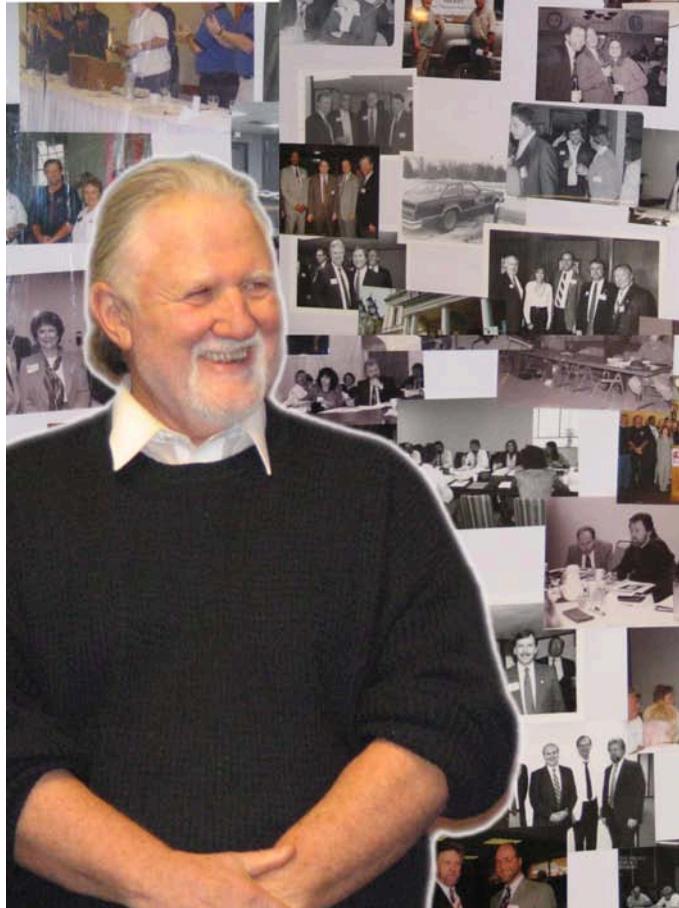
Editor - Sacha Crowley



MCO REPORT

FRED R.
PARKS

EXECUTIVE
DIRECTOR



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CHANGING OF THE GUARD

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UNION VOICES

PRESIDENTIAL PONDERINGS...



On January 11, 2005, while traveling to Cadillac for an afternoon shift tour at the Oaks I received the dreaded call. A California Corrections Officer, Manuel A. Gonzalez, was stabbed and killed in the line of duty. Gonzalez was married with five children under the age of 17 and had served the DOC for 16 years. Please take a moment to remember our fallen colleague who paid the ultimate sacrifice.

Since our last talk I have visited D.W.H., Huron Valley Womens, Huron Valley T.R.U. Center, Oaks, I-Max and M.T.U, and attended a Labor Management meeting at Pugsley. I once again thank all the officers for their input and suggestions with a special thanks to Dennis Beecham, MTU Chapter President, for taking me on a midnight tour on his day off.

As you have already heard, the Civil Service Hearing Officer has denied our ULP against the State on reduced Gun Tower staffing. We are not done with this fight, and are presently in the process of appealing this decision to the Employee Relations Board.

Between the Gender Based lawsuit appeal, the appeal on the ULP, and addressing the Department's plans to downgrade prisoner classifications at Ojibway, Mound Ryan and Bellamy Creek we are striving to protect the safety and rights of our officers on many fronts.

Members, be careful as MCO struggles with the Department to maintain safe staffing levels and a classification system geared towards classifying inmates appropriately, rather than on how much it will cost the state to house them. We have said it before and we will say it again....

BUDGET DRIVEN CORRECTIONS IS UNSAFE AND INSANE!

Member Thoughts on Retirement

Brothers and Sisters of 526M. I write this in response to concerns expressed to me about "why doesn't MCO get our retirement back." I have in the past responded back with the question, "What have you done about it, have you written a letter to your state Rep, have you made a call?" I usually hear, "they wouldn't listen to me, but they should listen to MCO," so the answer is "No," they haven't written or called.

I have been asked, "How would you feel if the state just took away your retirement?" Truth is, I worry about it often. Yep, I have defined benefits, but definitions change and by the time I reach retirement, it might not be squat that I have. It's not right, but its not right that so many of us are working without defined benefits so it would not surprise me if mine got "reorganized."

I don't know of many people who embrace their 401 no benefits retirement, nor do I know of any who fall under the defined plan that are happy that co-workers are getting less with their retirement plans.

ULP Denied... MCO Appeals...

The ULP filed by MCO against the State regarding the reduction in Gun Tower staffing was denied by a Civil Service Hearing Officer in late January. MCO is appealing this decision, which means that it will now go before the Employee Relations Board.

The fight continues...

The thing is, MCO is not the office in Lansing or the elected officials at the work location. MCO is all of us, and as such for MCO to be listened to by the Legislature and Governor it takes all of us to make a call or write a letter. And, as this is not just an issue for MCO, it also takes all of us to encourage our co-workers in UAW, in AFSCME and even NERE's to contact their Reps as well. It takes testimony of individuals on how this impacts their lives.

Every year MCO is involved in getting a bill introduced to restore retirement benefits, but getting a Bill introduced is not enough. We need to stand together, to *all* be involved. That is what a union is. A union is not a thing, a union is *us*. Please try and contact a State Rep about how the lack of a defined benefit plan affects you the state employee or how the lack of a co-worker having a benefit plan affects your workplace. When you do this, identify yourself as a member of MCO, this makes MCO stronger, this makes us stronger. I hope everyone will join in this fight.

KIP SMITH- CAMPS



UNION NEWS



C/O Jeanne Partlo

Employees at Standish Max raised over \$3500 this year, which allowed 35 underprivileged Arenac County children a \$100 shopping spree with an officer. The children, picked by the Family Independence Agency, shopped with 15 COs, 2 state troopers and 2 sheriff's deputies at a local Pamida Store while their families gathered at the Knights of Columbus Hall to enjoy a festive Christmas party.



RUO Nichole Sheffield

C/O Bob Ostrander



Santa and a roaming magician entertained the families while Officers provided cotton candy and non-custodial staff wrapped the presents with donated supplies. We also offered a mitten tree and handed out donated kids books. This was the third year of the event, which has helped over 135 kids since its inception.

C/O Tim Beckers



New Contract on Web

The new 2005 - 2007 MCO Contract can be found on the OSE's website at: <http://www.michigan.gov/ose/>



Simply click on the top link on the left side titled "Current Collective Bargaining Agreements" and then scroll down to find the Security Unit. Click on the dates of the new contract... this will open a new page which lists each article as an individual file.

MCO is working to provide the document in its entirety in one file through our own website in the near future.



MCO EXECUTIVE BOARD MEMBER ANDY POTTER MET WITH CONGRESSMAN VERN EHLERS, REPUBLICAN FROM GRAND RAPIDS, OVER THE HOLIDAY SEASON. ANDY DISCUSSED MCO ISSUES AND PERSONALLY DELIVERED A CAMPAIGN CONTRIBUTION FROM MCO'S PARENT UNION, SEIU.

MCO HONORS MEMBERS

It has come to our attention that many of you may not be aware that MCO lowers its flag to half mast on the day of an officer's funeral.

Please contact MCO at least one day in advance of the service so that we can appropriately honor those who have served behind the walls.



THE LEGAL WATCH

By: Attorney Daniel A. Pawluk

TRAFFIC CITATIONS - "12 POINTS AND YOU'RE OUT!"

They just keep adding up. Points against your driving record that keep accumulating each time you get another speeding ticket, fail to yield, turn improperly, fender benders and the like. And, of course, we are all then victims to our auto insurance carrier raising premiums as the points stack up.

Yes, there are options available. The easiest route to take is to just simply pay the fine (\$125.00 on average) and let the points ride on your driving record. Most of us elect this route justifying that we're only facing minimal points and the anticipation that we won't encounter additional tickets, at least not within the near future. For some of us, the gamble pays off and the points disappear three years later. Others are not so lucky. The original two point speeding ticket has now piggy backed on some additional traffic tickets and the person soon finds himself with four, six, or eight points smeared across his driving record.

A better alternative is the option of requesting an informal or formal hearing. A citizen represents him or herself at an informal hearing. Representing one's self is a daunting

task because you don't know the prosecuting attorney and don't know what would constitute a fair resolution of the case. I recommend the formal hearing approach because you are represented by counsel and attorneys usually have established relationships with the prosecutors, city attorneys and judges. Procedurally, it makes better sense. In the Lansing tri-county area (Ingham, Eaton, Clinton), for example, a pretrial conference is usually scheduled prior to a formal hearing. This allows for the opportunity to first speak with the assigned prosecutor or city attorney about the citation. The resolution is typically more favorable compared to the easy route of just paying the citation and accepting the points. The resolution comes in many different forms. For example, the parties can agree to admit responsibility to a reduced point or no point citation, (i.e. five to ten miles over – one point; or defective equipment – a zero point violation) or to a ticket that is non-abstractable to the Secretary of State. The tool of a formal hearing provides a

venue for the resolution process to take place. Of course, it's never a guarantee that a better ticket resolution or reduced point citation will occur. However, the chances remain better then electing to simply pay out.



Finally, the option always remains to actually hold a formal hearing. If it

is an issue of defective radar equipment or the availability of witnesses for your defense, conducting the hearing may be the best direction. Keep in mind the available options may generate additional costs. However, the extra costs in obtaining a favorable result are not permanent compared to the increased premium issued by your auto insurance carrier or the twelve points incurred on your driving record within three years and the ultimate gamble of losing your license.



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.



MEMBER BENIFITS

EXCLUSIVE SAVINGS FOR MCO MEMBERS!

Looking to get away from the winter cold? Or thinking ahead to a summer vacation? Look no further than MCO!

We're proud to announce the following new additions to the MCO Member Benefits Program!



Disney - Discounts on 3-Day or more passes... Save even more, up to \$50 per ticket, by purchasing tickets with no expiration date...so you can go again next year! Call Florida By Choice at (407) 992-1001, or follow the link through our website and use Associate Code: MCO12105.

Great Wolf Lodge - \$129/night Sunday - Thursday for a Family Suite with 4 Waterpark passes, and only \$80 more for Friday/Saturday nights. Regular price is \$279/night. That's a savings of \$150/night! Call (866)GR8-WOLF or visit www.greatwolflodge.com to make reservations. Mention discount code: TMICHIGAN.



Wilderness Lodge - With over 350,000 sq. ft. of indoor/outdoor wet & dry family fun, 4 amazing on-site restaurants, Wilderness

Woods, an 18-hole championship golf course, and the Sundara Spa, it's easy to see why the whole family will have a blast! MCO Members receive a corporate discount by contacting Shannon Timmerman directly at (608) 253-8364.

Reid Safety & Supply - a 10% discount to all MCO members on footwear including Red Wing and Wolverine, clothing such as Carhart, and safety supplies.

Simply provide your MCO or State Employee ID Card to receive your discount. If you have any



questions, just ask for Mike Norkus! Phone: (231) 767-3785
Toll-Free: (866) 787-3785 Fax: (231) 767-3863



American Mortgage Decisions - the facts you need and viable options concerning refinancing, second mortgages, debt consolidation, home improvements, and home purchases.

-As an MCO affiliate, you're entitled to our exclusive rate reduction program at no additional cost.

-Reduced Title Fees

-Appraisal waivers (case by case)

-Prequalification- credit checks at no charge

-We pay your lender fee (\$495 max)

-Rates consistently lower than local banks

To take advantage of this great offer, please contact Tony Kogut at (517) 321-3500, Ext. 217 or via e-mail at: tkogut@mortgagehotlineinc.com.



Auto Discount - We have continued to add to the Auto Dealer list where MCO Members can purchase vehicles at an average of 1% below dealer invoice plus any additional rebates or incentives! There are now over 25 dealers state-wide selling Chevrolet, Chrysler, Dodge, Ford, Mercury, Cadillac, Jeep, and Lincoln. To find a dealer in your area, the complete listing with address and contact information can be found on MCO's website under the "Auto Program" button!



For more information on these and other benefits, visit our website at www.mco-seiu.org!



IN MEMORIAM

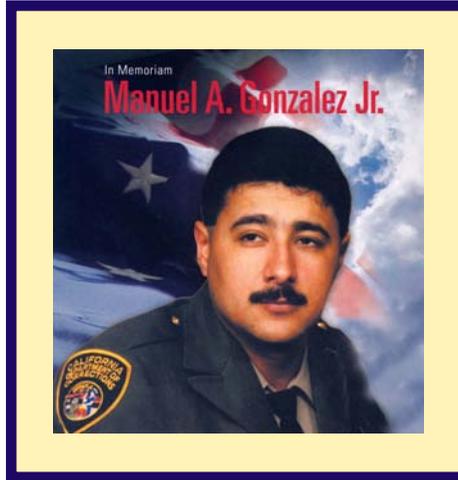
Manuel was born in East Los Angeles, CA on September 15, 1961, to Manuel and Bertha Gonzalez. He was the eldest brother to Rosalinda, David, and Delia. Manuel was married to Silvia Ortiz in 1987 and was father to their four children Mark, Steven, Roxanna and Jessica. Manuel is also survived by his fiancée Tania Cuarda and their two sons Manuel and Gustavo.

Manuel was raised in Santa Fe Springs and graduated from Pioneer High School in 1979. Manuel attended Rio Hondo College and subsequently enlisted in the United States Army in 1982. He was honorably discharged in 1986. Manuel served in the United States and overseas in Germany.

In Germany, Manuel was fortunate to serve at the same time with his younger brother, David and his cousin Alex, who were both in the Army stationed in Germany but at different bases. After he discharged from active duty, he continued to serve in the Army Reserves as a Military Policeman until he joined the California Department of Corrections in 1988.

His first assignment upon graduation from the Correctional Academy was at Corcoran State Prison where he was “broken in” with his assignment to the Security Housing Unit (SHU). He worked there until his transfer to Lancaster State Prison when it opened in 1993, and was later assigned to the California Institution for Men in Chino in 1996.

Manuel was a loving son, brother, father and uncle to his family. He always lived for the moment and lived



life to the fullest. He was affectionately known as the LOVE MACHINE and STUMPY by the people who knew him well. Manuel was always seen with a toothpick in his mouth, and one of his favorite sayings to people when he left was (Chow) “Ciao.”

Manuel was the biggest joker in the family. Stumpy would call his Dad at the family’s restaurant and disguise his voice, the order two dozen Subway sandwiches. Once his dad discovered the prank, they would both laugh. Manuel would also play pranks on his mother by calling her and pretending to be a telemarketer or someone who was trying to collect on a bill. This would make his mother laugh throughout the day. Manuel dearly loved his entire family. He especially loved his nephews and nieces, and would frequently play jokes on them as well. Unfortunately, some of the jokes he would play cannot be discussed here today!

Manuel was and avid Dodger, Raider, Laker, and USC fan, and enjoyed watching his teams, sipping a Jack and Coke with a good cigar while tailgating

reprinted from Officer Gonzales’ Tribute

at Dodger Stadium.

Manuel always talked about his children and was extremely proud of them all. His eldest son, Mark, followed in his father’s foot steps by joining the Military, serving in the Gulf War with the U.S. Navy. Mark also attended Rio Hondo Police Academy and is in the process of being hired by the El Monte Police Department. Manuel’s son, Steven, will be graduating from la Serna High School this June. Manuel always found an excuse to take his kids to amusement parks, probably because he enjoyed the rides more than the kids did!

Manuel Gonzalez Jr. will be deeply missed by his family, friends, and fellow officers who will have to fill the large void left by his tragic, untimely passing.

MCO SCHOLARSHIP



Information and applications will be included in the March MCO Report. They will also become available for download through our website at www.mco-seiu.org at that time too!

Don’t forget about the SEIU Scholarships, which have an earlier Deadline of March! You can obtain SEIU Applications through their website at www.seiu.org or call Sacha at (517) 485-3310 for a paper copy.

**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
Robert Mills, E-9	Newberry	Kinross Area	(906) 293-6200
Adam Earley, E-9	Deerfield	St. Louis, Pine River, Mid-Michigan	(616) 527-6320
Patrick Pitcher, E-9	Parnall	Camp Lehman, Standish, St. Louis	(517) 780-6843
Sheryl Jackson	Huron Valley Mens	JMF or Jackson Area	(734) 572-9900
Andrew Mills, E-9	Huron Valley Mens	Cooper Street, Cotton	(734) 572-9900
Dalan Knox, E-9	Macomb	Thumb	(586) 749-4900
Brian Lierman, E-10	West Shoreline	Grand Rapids Center	(231) 773-1122
Jamie Willyerd, E-9	Mound	Thumb	(313) 368-8300
Brion Bradish, E-9	Cotton	Pugsley	(517) 780-5250
Yvonne LaPonsie, E-9	Newberry	Kinross Area	(906) 293-6200

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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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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John Fetters, *Forensic Center*
Randy Burrow, *Gus Harrison*
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Michael Feighner, *Hianatha*
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Phyllis White, *Huron Valley Womens*
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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.

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.

MCO CENTRAL STAFF

Mel Grieshaber, *Executive Director*

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Stephanie Short, *Receptionist/Secretary*

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

BILL MARTIN CLASS IN TRAINING



INSIDE THIS ISSUE

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Page 9	New Labor Rep Regions		



UNION VOICES

PRESIDENTIAL PONDERINGS...



In recent weeks I've toured Straits, Marquette, Ojibway (for a Labor Management meeting), Alger on midnights, Boyer Road, Cooper Street, Mound on midnights and Camp Brighton for Labor Management. I'd like to thank Jake Campbell at the Straits, Jerry Pope at Marquette, Larry Henley at Alger, Adam Douglas at Mound and Bob Barrett at Cooper Street, among others, who took the time to tour with me.

As I'm sure you've heard in the media, MCO has been notified of the closings at Camp Tuscola, Camp Sauble, Buena Vista and Benton Harbor Correction Centers, as well as the conversion of Camp Koehler to a Level I Correctional Facility.

The \$18.7 million contract with the Youth Prison in Baldwin has been cancelled by Governor Grandholm. MCO has opposed the privately run prison since its inception in the 1990's, believing that there are inherent security issues, higher rates of turnover and lower paid officers in private facilities putting the public at risk. MCO supports the Governor's decision. Republican Legislators, however, are raising a fuss about this closure.

MCO was also notified that the MDOC is eliminating Max Pay for CTO's effective March 13th. The state Executive Board has vowed to fight the Department on this to Arbitration if necessary.

Several Level I facilities will be adding inmates. We are demanding additional RUO's in every housing unit plus yard officers if there is going to be such an increase in the population.

MCO is in a fight at HVM where the Department is trying to require Correctional Officers to change diapers. MCO absolutely opposes this concept and is puzzled how the DOC could

believe that a Correctional Officer would maintain the degree of authority and respect needed to manage prisoners in the Correctional Setting, if they were to undertake these duties.

MCO needs the help of all members to track criticals and incidents that affect our safety. Inform your chapter leaders when these events happen so that we can take quick action.

Dear MCO President Tom Tylutki,

Sir, I would like to take the time to thank you for the generous gift from the MCO Family Crisis Fund. My wife was recently diagnosed with two brain tumors, and she and I both were very worried and scared about what the possible implications of her condition could be. When my fellow MCO brothers heard about the news, they were the first to offer help, comfort, and support. That's why I am so proud to be a part of this great organization. MCO not only fights for our rights and safety in the work place, but also believes in and supports our families. We might not always agree on issues or politics, but we all have a common thread that binds us together. Your gift was more than just help with travel expenses to U of M hospital, and the Mayo Clinic in Minnesota. It symbolizes and represents something even greater. And that is the kindness, compassion, and love from people that really do care about family. In the not so distant past there was a lot of dissent at my facility and probably state wide, in regards to how MCO was representing members. Me and officers like Virginia Olmstead, Mike Feighner and others stood up and fought for MCO because we knew in our hearts what could happen if we lost this great organization. Your help proves that why we stood up and gave support was not just a stand for what was right, but a greater calling of a bond that cannot be broken. We did it for our families and our futures. The struggle my wife has with her condition is not so dissimilar. She and I will never give up, or be fearful of our future. Our doctor's prognosis was very optimistic and good, and times like these remind us that every day we have together with our children, relatives and friends is a gift. The MCO family crisis benefit fund made part of that possible, by never giving up on us, with a small gift of help.

Sincerely,
Member
Hiawatha Correctional Facility



UNION NEWS



Watching the skies of Afghanistan with Night Vision Goggles.

SCENES FROM THE WAR ON TERROR

CO Ronald Matten, Macomb Correctional Facility, is a member of the 127th Wing, Michigan Air National Guard, currently assigned to the 171st Airlift Squadron which flies worldwide providing airlift to all branches of the U.S. military within the United States and overseas.

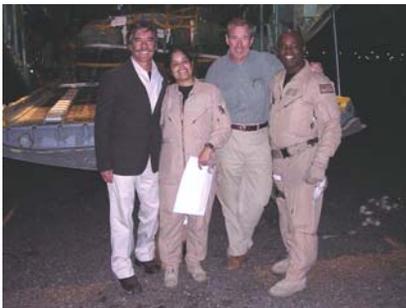
He has been serving on active duty since March of 2004, with a tour in Afghanistan completed and currently serving a tour in Kuwait.

CO Matten is serving our country with other Macomb MDOC staff, including Officers C. Campbell, O'Kelly, Gadzinski, J. Erichsen, RUO's LaGrow, Maresh, R. Jarrett, Sgt. Kelly and ITO W. Smith.

MCO is proud of the many Corrections Officers who are serving our country in the armed services.



Transporting Senators Lieberman from Connecticut and Dayton from Minnesota.



Transporting Geraldo Rivera and Peter Jennings.



Matten with the President of Afghanistan, Harmid Karzai.

RGC RAISES \$5,449 FOR CO'S FAMILY

C/O Norm Ward's son, Nick Ward, was one of seven Special Olympians from Michigan chosen to attend the 2005 International Special Olympics in Nagano, Japan. Although Nick's cost to attend the games is covered by Special Olympics the cost for family members to attend and support their children is not. Once this was discovered by the staff at the Charles Egeler Reception and Guidance Center (RGC) they organized a variety of fund raising events. Between bake sales, chili dog & sloppy joe lunches, additional casual days (at cost of course) and a raffle for a rifle and compound bow; the staff raised \$5,449 to support C/O Norm Ward (on left) attending the 2005 International Special Olympics.

C/O Ward would like to give a special thanks to Warden Nick and all of the people that assisted, contributed and participated in all of the fund raising events.



C/O Ward (left) receiving the check from the Chapter President C/O Tobias (right)



THE LEGAL WATCH

By: Attorney Daniel A. Pawluk

PRENUPTIAL (AND POSTNUPTIAL) AGREEMENTS

“WHAT’S MINE IS MINE AND WHAT’S YOURS IS MINE!”

Some people may view prenuptial agreements as a pessimistic attitude with which to approach marriage. Some may even view prenuptial agreements as planning for “the divorce”. However, a prenuptial agreement, or postnuptial agreement if executed after the marriage, can also act as a document to be included in harmony with your estate plan. As with other estate planning documents, such as a will, a prenuptial agreement typically isn’t necessary if you are in your twenties, marrying for the first time, without children, and just starting out in a career, without substantial assets. If you are in your thirties or older, have children from a previous marriage, and have accumulated assets, a prenuptial agreement may be a wise and necessary choice. The Supreme Court of Michigan recognizes that prenuptial agreements offer individuals a mechanism to ensure predictability and plan for their future. Although prenuptial agreements are used by some in contemplation of divorce, it is also more common for individuals to enter into prenuptial agreements in anticipation of death. In other words, this document may protect your assets accumulated prior to your marriage so that children, for example, from a previous marriage may inherit them.



Why combine a prenuptial agreement with your estate plan to protect assets for your children or other beneficiaries? With a Will, for example, your spouse may elect to take outside the will, meaning that he or she may receive up to one half of your estate value regardless of the distributions you designate in your will. A clause in the prenuptial agreement can eliminate a spouse’s right to elect outside of the Will, therein further protecting your distribution desires. A prenuptial agreement is a binding document where your fiancé and you sign and waive certain property rights. Of course, this usually applies to assets accumulated prior to the marriage.

It’s important to note that prenuptial agreements must be drafted and executed carefully in order for it to be enforceable. The agreement executed cannot be through fraud, duress or mistake, misrepresentation or failing to disclose material facts. In addition, if the facts and circumstances changed since the agreement was signed so that its enforcement today would be unfair and unreasonable, the agreement may arguably be set aside. When entering into a prenuptial agreement each party must do so voluntarily, with both parties understanding his or her rights and the extent of waiving any rights.

In this day an age prenuptial agreements can, if properly created, save a lot of time, money and frustration in the future on the occurrence of either the death of a spouse or divorce. For example, in prenuptial agreements the parties can agree to certain provisions, such as spousal support, the elimination of fault in the enforceability of the agreement, agree to what choice of law will be applied (i.e. Michigan or a state that has adopted the Uniform Premarital Agreement Act [UPAA]), provisions or waivers regarding estate distribution and the debts each party will keep, to name a few.

It is imperative however, for each party interested in executing a prenuptial agreement to be represented by his and her own attorney. This increases the enforceability of the agreement and avoids the potential of setting aside the agreement due to a conflict of interest of one attorney representing both parties.



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.

2005

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, 2005.
- Graduate from a high school or G.E.D. program by August 2005 and be enrolled as a college freshman by the fall semester of 2005, or
- Be returning to an accredited college or university as a sophomore, junior or senior as of the fall semester 2005; or attending an accredited community college as of the fall semester 2005.

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:
2005 MCO Scholarship
421 W. Kalamazoo Street
Lansing, Michigan 48933

**Applications must be
postmarked by
June 1, 2005**



MCO 2005



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:opeiulocal459aficio

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, 2005**



LABOR REP REGIONAL CHANGES

KAREN MAZZOLINI

Kinross Hiawatha
Newberry Chippewa
Straits Camp Manistique
Camp Koehler

JOHN BOWERS

Thumb Huron Valley Womens
Mound Camp Brighton
Ryan Forensic
Scott Camp Tuscola

DAVE VAN KOEVERING

Muskegon Pugsley
West Shoreline Oaks
Brooks Centers
Camp Sauble + Weapons
Qualifications

CHERELYN DUNLAP

Pine River Mid-Michigan
St. Louis Saginaw
Standish Parnall
Camp Lehman + Assist Cynthia

CYNTHIA BEAL

SAI Bootcamp
Parr Hwy
Adrian Regional

RANDY EICHER

Egeler Cotton
Cooper St. Camp Branch
Florence Crane Lakeland
Southern MI + Foote Hospital
+ ULP's

TANGEE LAZA

MI Training Unit Ionia Max
Riverside Carson City
Deerfield Bellamy Creek
Boyer Road + ULP's

RON PARKINSON

Huron Valley Mens Baraga
Macomb Ojibway
Alger Camp Ottawa
Camp Cusino Camp Kitwen
Marquette + Demarse Training
Academy



UNION NEWS

GUN RAFFLE STARTS OFF WITH A BANG!

A statewide raffle to benefit the MCO Crisis Fund started off with a bang last month and is well on the way to making a significant donation to the fund!

Tickets sell for \$2 a piece and six prizes will be awarded.

Get your tickets from your Chapter President or contact Mike Taylor if you have any questions at: mdtay@charter.net

Drawing will be held at May Central.

- 1st. Prize: 700 BDM Remington 270 w/ scope
(Leopold Rinds and base with Nikon 3-9MM scope)
- 2nd. Prize: 700 Remington 30-06 Semi-Auto
- 3rd. Prize: Spartan 20 Gauge Over and Under Shotgun
- 4th. Prize: Remington 1100 16 Gauge Semi-Auto Shotgun
- 5th. Prize: Remington Express 12 Gauge Shotgun
- 6th. Prize: Knight Wolverine ss/Comp. 50 Cal 209

Drawing will be held May 5, 2005 - 2 p.m. at MCO Central Conference, Holiday Inn Conference Center, Lansing, Michigan. All prizes will be picked up at any Gander Mountain store or the Winners may take the cash equivalent. All proceeds will go to the MCO Crisis Fund. Must be 18 years old to Enter. Need not be present to win. State of MI Raffle License No. R79689



THANKS DENNY!

The MCO Executive Board in January presented Denny Somers with a plaque in recognition of his many years of service to MCO and for serving on the Corrections Officers Training Council.

MCO's 2005 POLITICAL FUNDRAISING CAMPAIGN

"Public Employees Need Politics To Work"

To learn more or to sign up, simply contact your Labor Relations Representative, (800) 451-4878 or e-mail them using the following formula: firstname@mco-seiu.org



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



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Robert Mills, E-9	Newberry	Kinross Area	(906) 293-6200
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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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John Bowers, *Labor Relations Representative*
Randy Eicher, *Labor Relations Representative*
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Stephanie Short, *Receptionist/Secretary*

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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

MEET AND GREET

OJT RECEPTION



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UNION VOICES

PRESIDENTIAL PONDERINGS...



One of the top items on MCO's agenda is to secure the option for all security unit members to choose between the defined benefit or the defined contribution retirement system. HB 4030 has been introduced and we need all members to mobilize and write, call or e-mail their Representative. Governor Granholm has vowed to sign the bill if it reaches her desk.

The House Appropriations Subcommittee on Corrections held a hearing on the MDOC budget on March 23rd. In the hearing, Rep. Pastor (R) made the suggestion, supported by the Committee Chair Rep. Brandenburg (R), that the state should begin privatizing prisons. He suggested selling the Jackson prison complex to generate revenue! There are only three members of this committee, the third being Rep. Smith (D), and they hold a lot of power in deciding the fate of next year's Corrections budget. We need your help!

To assist members in this venture, MCO will be launching a new website in a platform that will allow you to "take action" and write your legislators with the click of a button. This transition is scheduled to occur in May, and we are doing our best to make the new website easy to navigate so that you can still find the key information you look for now.

State Employee Unions have had some initial meetings on the MERIT petition drive. MCO is insisting that funding and resources be determined and received earlier for MCO to participate. Potential for winning must be considered as well.

I would like to congratulate all the CO's of the Year, especially the finalists and CO of the Year Kenneth Hatfield. Your commitment to our profession makes us all look good.

SECURITY COMES FIRST

-as printed in "Counterpoint" Jackson Citizen Patriot, Feb. 16, 2005

Lansing - In a recent editorial regarding the budget for the Michigan Department of Corrections, the Jackson Citizen Patriot opined, "Any time such tough measures are required, you can be sure that safety and security are the most important considerations. Period."

The Michigan Corrections Organization, representing state correctional officers, agrees that safety and security must be the primary focus when considering budget cuts. Yet, the current year's budget for MDOC does not put safety and security first.

To balance the budget, hundreds of corrections-officer vacancies remain unfilled while the prison population increased by 4,000 to 5,000 inmates in three years. MDOC indicates it plans to keep these vacancies open. This dangerous officer/inmate ratio is not only a potential threat to security in our institutions, it is a threat to the public.

In a typical prison, corrections officers are charged with preserving the safety of approximately 1,500 prisoners and 500 prison employees. It is also our responsibility to protect the public from dangers prisoners might present. We do this armed only with the support of fellow officers. We carry no weapons. Inadequate staffing endangers those in and outside our prisons.

The budget also reduced or eliminated staffing of gun towers at facilities housing our state's most dangerous offenders. Gun towers are a known deterrent to inmate escape and melees. Towers assist in protecting officers, staff and the public from escapes. As noted in your editorial, the MCO successfully challenged these cuts in court, citing the safety risk to officers, inmates and the public.

Cuts in the MDOC budget that keep important positions vacant, limit overtime for needed staffing and eliminate gun towers may begin to address the state's overall deficit, but at what security costs?

Corrections policy can't be driven by the state's budget woes. The protection of our citizens is far too important.

Tom Tylutki, state president
Michigan Corrections Organization



Special MCO Rate



May 23-26, 2005

only \$99/night for a Family Suite
and 4 Waterpark passes

or

only \$129/night for a Wolf Den
and 4 Waterpark passs.

Must enter group code 5A29OT

For complete details, visit our
website at [www.mco-seiu.org/
concert.htm](http://www.mco-seiu.org/concert.htm)

UNION NEWS



RUO/Sgt. First Class Thomas Bain from Standish Max (far left) in front of one of Saddam's palaces with fellow members of his 1/182 Multiple Launch Rocket Systems unit. He has been in the Operation Iraqi Freedom theatre since January, and will be conducting Convoy Security Missions for at least the next 18 months.



FRONT COVER

MCO hosted an OJT Reception on Thursday, March 3rd for the Bill Martin Class, currently in training at the Demarse Academy. There was a great turnout of nearly 100 cadets who had the opportunity to learn about MCO, meet and greet with their Labor Reps and MCO Board Members.

We're glad to have a new class coming on board!



**Do you know a child under the age of 19
who could benefit from comprehensive health
and dental coverage for just \$5 per month?**

If the answer is yes, contact www.Michigan.gov or call
1-888-988-6300 to find out if that child qualifies for MICHild.



Michigan Department
of Community Health



Jennifer M. Granholm, Governor
Janet Olszewski, Director



Blue Cross
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What is MICHild?

MICHild is a health insurance program for uninsured children of Michigan's working families. Seven health care carriers and three dental care carriers provide comprehensive insurance benefits. Benefits include preventive services, hospitalization, prescriptions, durable medical equipment, dental, hearing and vision services, all for \$5 per month, per family, with no additional co-pays or deductibles when services are rendered within the networks.

Eligibility requirements are in part based on:

- U.S. citizenship (some legal immigrants qualify)
- Michigan residency
- Age (under 19)
- Family income
- No other comprehensive health care insurance

Please contact us, as eligibility requirements are based on family circumstances. Seem too good to be true? Go to our Web site www.Michigan.gov to apply online, or call **1-888-988-6300** for an application or questions. This call is free.

Although the BCBSM logo appears on this piece, there are six other health care carriers participating in the MICHild program. Call the toll-free number that appears on this page to identify those carriers.



2005 MICHIGAN CORRECTIONS OFFICER OF THE YEAR

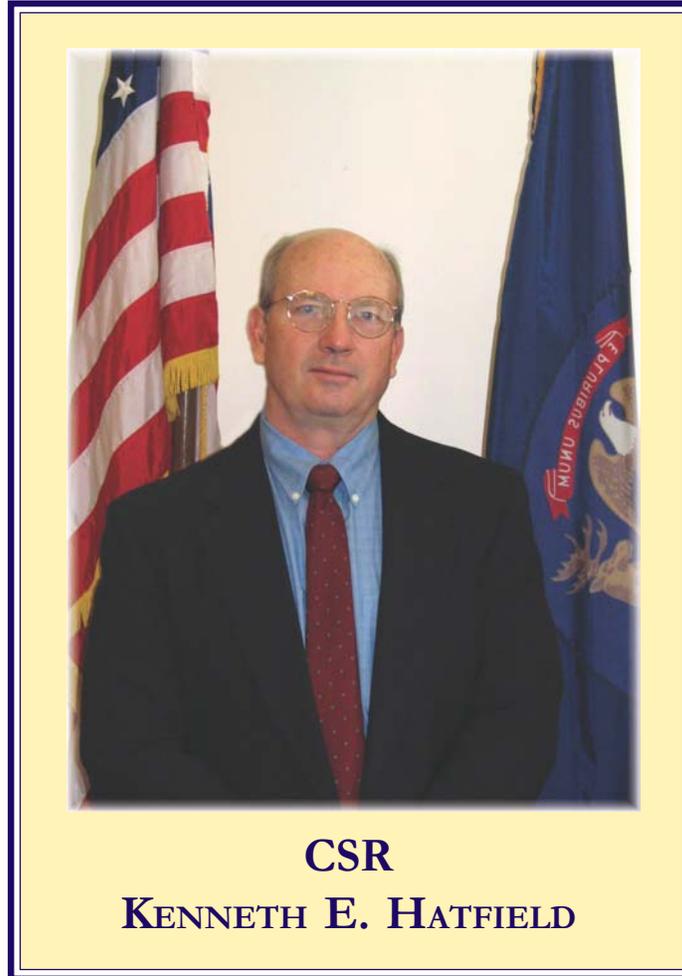
After intense interviews on February 17th, at the Demarse Academy in Lansing, CSR Ken Hatfield was chosen as the Michigan Department of Corrections 2005 Correctional Officer of the Year!

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

Hatfield has worked for the Department for 9 years in various positions ranging from CO, RUO to CTO, and was a member of the Emergency Response Team during that time as well. He has served as a CSR in the Absconder Recovery Unit since 2003, covering 60 counties in the mid-Michigan area.

In the past year Hatfield has been directly involved in the apprehension of approximately 134 escapees and parole violators. He is always conscientious about using proper tactical procedures to protect the safety of citizens, fellow officers and offenders when arresting fugitives in what can be a very dangerous situation.

One apprehension became life threatening when two absconders exited their vehicle with guns. They then fled into a local restaurant, which was filled



with nearly 85 patrons at the time, taking one hostage. Hatfield took a leadership role by constantly talking to the absconders, and simultaneously helping to get the patrons out of the restaurant safely. The absconder was ultimately shot and taken into custody. Hatfield's professionalism and calm demeanor were critical in managing this situation.

Hatfield was awarded the MDOC

Lifesaving Award in December 2004 for his heroic actions when he came to the aid of a Probation Officer and her young children after their vehicle had rolled over and trapped them inside.

Ken has established an extensive network with Social Security, Telephone Agencies, the FBI, US Marshals Service and others to conduct the effective "safe street sweep" operation.

Ken also serves as a part-time police officer in Portland, MI, and is actively involved in his community Crimestoppers program, giving talks to rescue missions' staff, law enforcement agencies and other community organizations.

Hatfield, the four finalists and all Facility Correctional Officers of the Year will be honored at a formal banquet at the Kellogg Center at Michigan State University on Wednesday, May 4th.

Hatfield was also selected as one of five finalists for the International Association of Correctional Officers, Correctional Officer of the Year for 2005 Award. He will be traveling to Washington DC the end of April for the Awards Ceremonies.



FINALISTS



**CO TOM
GREENHOE
I-MAX**

Officer Greenhoe has been a CO at I-Max since 1987. He started out as a Certified Firearms Instructor for his

shift, but as time passed his involvement increased and at this time he is also a Certified PA 415 Trainer, Certified Transportation Officer, and a Certified Firearms Instructor. He routinely goes the extra mile to assist officers off the clock with their firearms training. Greenhoe has also been the President of the Employees Club since 1996 and has taken it from a deficit to nearly \$10,000. He is known for going out of his way to recognize employees who have excelled, and to support those in need, even if it means coming in on his day off.



**CO CHERYL
MASKER
BARAGA**

CO Masker served as a CO, a RUO, and now holds a bid positions as the Information Desk Officer for Baraga

Max. She is the first and last face visitors and vendors see when they visit and her dedication, spirit, and efficiency have proven to put a positive image on the institution. She is largely responsible for starting the Employee Club and is routinely at the facility after her shift working on various projects as part of that organization. Several years ago she saved the life of a child who was being dragged underneath a vehicle. Officer Masker, through her kindness and generosity in times of need, has truly distinguished herself as a quiet hero.



**RUO MIKE
TAYLOR
MARQUETTE**

RUO Taylor has served Marquette Branch Prison since 1985. In addition, he has been a local Chief Steward for

the last 12 years, and is currently a State Executive Board Member at Large. Through his union activities, Mike has been instrumental in improving the workplace and communication between staff of all levels within the Department. It is well known that "things will run well" when Mike is on the job. In his off time, Taylor and his wife have helped to raise nine kids from the Juvenile Court System over the last 10 years. He has also been a USA and Michigan High School Athletic Association Hockey Referee and Official for the last 24 years, and is active with Marquette Junior Hockey.



**RUO JOHN
MAYER
CARSON CITY**

With nearly 20 years of service, RUO Mayer has proven to be an excellent role model. Mayer is

responsible for the development and implementation of numerous procedures for the segregation unit, including de-escalation practices, budget and property control systems, custody and security procedures, and a prisoner tracking system for the seg unit. John's training includes CPR, First Aid and Survival, which comes from his participation in the local Cub and Boy Scouts, but also benefits him while on the job. He is also active with the local Knights of Columbus and in local school athletics. Mayer also works with the Michigan Youth Challenge Academy to stabilize troubled youth.



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/opeiu459afl-cio



IDENTITY THEFT A THREAT TO EVERYONE

Identity Theft is more than just credit card fraud. In fact, the majority of ID Theft cases involve other issues including bank accounts, mortgage fraud, medical records fraud, phony drivers licenses and even criminal cases. The news reminds us daily that we are all at risk of having our identities stolen.

In recent days:

- * 145,000 Americans (including 2,318 in Michigan) have been notified by data company ChoicePoint that their personal information has been sold to identity thieves
- * Bank of America “lost” a computer tape with sensitive personal information on 1.2 million customers
- * Hackers published personal information stolen from Paris Hilton’s “smart” cell phone

You can be careful with your personal information, but these stories demonstrate that you can still be a victim of Identity Theft. According to government figures, there have been more than 20-million victims of identity theft in the last two years!

Pre-Paid Legal now has an identity theft protection plan available for members. The plan, which covers you and your spouse, includes:

- * A copy of your credit report, your credit score and a professional analysis so you can check for errors as well as an existing case of Identity Theft
- * 24/7 monitoring of your credit report, watching for signs that someone has stolen your identity. You find out right away instead of letting the crooks get a huge headstart on destroying your good name
- * If your identity is stolen, licensed professional investigators from Kroll Inc., the worldwide giant in security, relieve you of the hundreds of hours of work it takes to restore your identity.

The protection costs just \$12.95/month and covers both you and your spouse. For Pre-Paid Legal Family Plan members, there is a \$3/month discount. For more information, contact MCO’s Pre-Paid Legal representative at 517-655-8010 or 888-925-8767. A donation is made to the MCO Crisis Fund for services purchased through Pre-Paid Legal Services.

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Marcell Reno, E-10	Gus Harrison	Ryan, Huron Valley Mens	(517) 265-3918
Jamie Minto, E-8	Oaks	Standish, Lehman, Pugsley	(231) 779-4332
Alexander Samuel, E-8	Oaks	St. Louis, Saginaw	(231) 779-4332
Omar Stewart, E-8	Oaks	Muskegon Area	(231) 779-4332

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

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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

NATIONAL CORRECTIONAL OFFICER WEEK CEREMONIES



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UNION VOICES

PRESIDENTIAL PONDERINGS...



Tom Tylutki

Greetings! It's been a busy month with all of the activities surrounding Correctional Officer Week, E-Council, and our Central Committee Meeting.

Recently I've toured Camp Sauble, Forensic Center, MTU, Standish (all 3 shifts), Saginaw, Parnall, I-Max, Scott Correctional on 2nd shift, and Riverside. I appreciate all the time Chapter Leaders took to take me on the tours and also the many MCO members for their valued input into our union.

MCO remains in a fight with both the MDOC and MDCH on short staffing of the institutions. We are beginning another public awareness campaign with a picket on May 25, 2005 at the Marquette Branch Prison. We have to educate the public on what goes on in Michigan Prisons, because they can't see beyond the walls. At the Forensic Center there is a meeting on May 18, 2005 on staffing. We will plan a course of action with the local leaders pending the outcome of that meeting.

MCO's new website is scheduled to be on line in late May. Although there are many new features, a few that stand out are the ability to easily locate your Legislators and the means to communicate with them on important issues like Privatization of Prisons and Defined Benefit Retirement for all MCO members.

On May 31st MCO will picket the

Ionia Courthouse for dismissing the case against the prisoner who assaulted CO Jefferies with a lock-in-a-sock, requiring 50 some staples to the head.

I would like to thank all the MCO members who participated in the Crisis Gun Raffle which netted over \$10,000. Special thanks to Mike Taylor who organized the event.

The new MCO Contracts should be to print this month. Then, barring any setbacks, mailed to every member in the state shortly thereafter. We will also have the new contract available on our website as soon as possible.

Mel has given 22 years of devoted service to MCO as the VP and I would like to take this time to thank him and to welcome Andy Potter as MCO's new Vice President.

In closing, help us get our message across to the public on the lack of staffing in our Prisons, Camps and Centers. Come out and support your fellow officers by participating in our public demonstrations.

Together we will make a difference.

GUN RAFFLE RAISES OVER \$15,000!



The following are the winners of the MCO Crisis Fund Gun Raffle, held at Central in Lansing on May 5th...

1st Prize: Daniel Cropsy - Jackson 700 BDM Remington 270 w/scope (Leopold Rinds and base with Nikon -9mm scope)

2nd Prize: Michael Martin - Ryan 700 Remington 30-06 Semi-Auto

3rd Prize: Jeff Johnson - Marquette Spartan 20 Gauge Over and Under Shotgun

4th Prize: Jim Prince - Mid-Michigan Remington 1100 16 Gauge Semi-Auto Shotgun

5th Prize: Jon Olson - Parma Remington Express 12 Gauge Shotgun

6th Prize: Mike Smith - Chippewa Knight Wolverine ss/Comp. 50 Cal 209



To: Tom Tylutki
From: Boyer Road Chapter
Tom,

We here at the Boyer Road Chapter would like to extend our thanks for responding so quickly to our request for an officer's family.

It is comforting to know that the Crisis fund is available when our members have emergency needs.

Thanks Again.



UNION NEWS



MCO and the Coldwater Complex Employees Club together donated \$500 to the Jefferson Elementary School Playground. The community has been raising money to put up a complex called "Rocket World." Construction is set for May 19th.



Andy Potter was appointed by President Tylutki to serve as the new Vice President of MCO, filling the position vacated by Mel Grieshaber.

Potter was unanimously confirmed by the Executive Board. He is an officer at MTU, Chair of the Health and Safety Committee, and was appointed by the Governor to the Corrections Officers Training Council. Until now he held the position of Board Member at Large for MCO.

In the coming month Tylutki will appoint a new Board Member-at-Large to fill the seat vacated by Potter.

Grieshaber was honored at Central Committee for serving on MCO's Executive Board for 22 years... the longest serving Board Member in MCO's history.

Congratulations go out to Andy as we welcome him into his new role as VP!

LOBBYING LEGISLATORS ON PRIVATIZATION AND STAFFING

MCO Executive Director Mel Grieshaber, President Tylutki, Vice President Andy Potter, Executive Board Member Ray Sholtz, and MCO Members Val Corl, Jim Prince, Garry Brickley, Tom Tefft, Dennis Beecham, Robert Taylor, and Mike Wohlscheid met with Representative Hummel and Senator Cropsey on May 4th. MCO gave firsthand observations on the effect low staffing has on safety of the officers and the communities, as well as the situation with the Youth Prison in Baldwin and the current discussion in the House Appropriations Corrections Sub-Committee regarding privatization.



Rep. Hummel



HEPATITIS AWARENESS MONTH

YOUR JOB PUTS YOU AT RISK... KNOW THE FACTS AND PROTECT YOUR FAMILY

Hepatitis A and hepatitis B are both vaccine-preventable through immunization. Those at risk for hepatitis A, which is usually transmitted by drinking food or water that has been contaminated though fecal matter containing the virus, include children in high-rate states, travelers to high-rate geographic areas, and men who have sex with men. Hepatitis B is transmitted through blood or body fluids and often affects health care workers, people who live with an infected individual, people who inject illicit drugs or have sex with multiple partners.

Unfortunately, not all diseases can be prevented through immunization or maintaining a healthy lifestyle. Four million Americans have been infected with hepatitis C, a bloodborne virus for which there is no vaccine. People at risk for hepatitis C include injection drug users, people who received a blood transfusion or organ transplant before 1992, people who have unprotected sex with multiple partners or get a tattoo or body piercing in unsanitary conditions.



DEPENDANT ELIGIBILITY AUDIT!

article provided by the Department of Civil Service

The State of Michigan is carefully reviewing its group insurance costs. Total insurance costs for active employees and retirees will reach nearly \$1 billion during the next year, highlighting the need to carefully review plan costs.

An area identified as needing statewide review is dependent coverage under the state's health, dental, and vision insurance plans. Active employees



who qualify for benefits are entitled to obtain health, dental, and vision insurance coverage only for those dependents who meet the eligibility criteria.

During the Group Insurance Open Enrollment period held in August 2004, all employees were asked to carefully review covered dependents to ensure their eligibility for coverage. Eligibility criteria were included with the open enrollment materials, and an amnesty period was offered during the open enrollment period which allowed employees to drop ineligible dependents without penalty. It was also announced that the State of Michigan would begin a statewide dependent audit this fiscal year.

The statewide dependent audit is being conducted by the Department of Civil Service Internal Audit Division, with the support and participation of the Office of the State Employer. The audit began with the Department of Civil Service employees. Over the next nine (9) months all agencies will be included in the audit process.

Employees with covered dependents will receive a letter and be

provided with a document that describes dependent eligibility guidelines and the required documentation that will need to provide for each enrolled dependent. Employees will be required to confirm that their dependents are eligible for

benefits by signing the Dependent Certification Statement and returning the signed certification with the documentation verifying their dependents'

eligibility. If a dependent is no longer eligible, the employee must remove that dependent by entering both the name and address of the ineligible dependent on the Dependent Certification Statement.

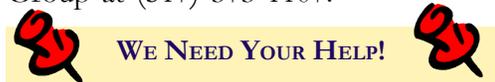
The types of documentation employees will be asked to provide include a copy of their marriage certificate, birth certificate(s), and adoption or guardianship records, to validate the continued eligibility of enrolled dependents, even if such documentation has been previously provided. Failure to provide documentation for dependents by the specified date may result in termination of coverage for those dependents. Appropriate action will be initiated if any employee fails to remove an ineligible dependent. Actions may include (but may not be limited to) recovery of premiums and claims for ineligible dependents and, where appropriate, corrective action.

During the audit process, if an employee removes ineligible dependents that were not removed during the amnesty period, they may provide explanation with their certification.

Each situation will be reviewed on a case-by-case basis. Appropriate action will be determined based on the circumstances.

If an employee is unable to locate the required documentation, the State of Michigan Vital Records Office has records of births, deaths, marriages, and divorces that occurred in Michigan. Records may be ordered online at <http://www.michigan.gov/mdch> using a debit or credit card. An employee can print the online application and mail their request, or call the Vital Records Office directly at 571-335-8666. If the birth or other vital event occurred in another state, www.vitalchek.com provides an online service for ordering documents.

This audit is being conducted in phases over the next nine months. DCH employees will be receiving the letters in May and DOC employees in December. If you have any questions, please contact the Civil Service Internal Audit Group at (517) 373-1107.



WE NEED YOUR HELP!

THE FY05 BUDGET IS GOING THROUGH THE LEGISLATURE. YOU HAVE ALREADY HEARD THAT MCO CONTINUES TO ENGAGE IN ARGUMENTS ON BETTER STAFFING, FIGHTING THE YOUTH PRISON CONTRACT AND THE ISSUE OF PRIVATIZATION AS A WHOLE.

ANOTHER BILL OF UPMOST IMPORTANCE IS HB4030 ON DEFINED BENEFIT RETIREMENT.

FOR MORE INFORMATION AND INSTRUCTIONS ON HOW TO CONTACT YOUR LEGISLATORS REGARDING THESE ISSUES CRITICAL TO CORRECTIONS OFFICERS, READ THE NEW POSTSINGS ON YOUR UNION BULLETIN BOARD.



MRSA CASES TO BE QUARANTINED

We have been talking about MRSA (Methicillin-Resistant Staphylococcus Aureus) for over a year now.

As of April 14, 2005, the MDOC has mandated that all prisoners with a documented positive culture for MRSA be quarantined. Prisoners with suspect MRSA will NOT be placed in Medical Quarantine until the infection is confirmed, or unless the prisoner's wound cannot be easily contained.



The following steps must be taken to ensure that the infection is contained:

1 The prisoner must be placed in Medical Quarantine on the day notification takes place.

2 Prisoners in Medical Quarantine must be housed without contact with other prisoners. If such housing is not available at the facility, arrangements must be made to transfer the prisoner to a facility which has the ability to keep the prisoner separate. The receiving facility must be advised that the transfer is being initiated because of the need for a Medical Quarantine bed for a MRSA case. To ensure that this notification takes place, it is recommended that the coordination of these transfers be done by the wardens of the respective facilities. If the prisoner is placed in a two man cell, the CFA Classification Director must also be advised of the quarantine, so that the second bed may be taken temporarily off count until the prisoner is cleared to return to general population by Health Care staff.

3 Visiting for prisoners in Medical Quarantine will be suspended until the quarantine is lifted by medical staff.

4 While in Medical Quarantine, the prisoner must be:

➡ Provided meals-in. Meals are to be provided in disposable containers, and disposable eating utensils must be provided.

➡ Permitted to shower daily. Showers should take place after all other prisoners have showered and the shower must be thoroughly cleaned with the approved sanitizing cleaner immediately after the shower is completed.

➡ Provided laundry service daily. All clothing, bedding, and bathing linens must be laundered daily.

➡ Seen daily by a nursing staff member for wound evaluation and dressing change. Housing unit staff shall notify Health Services if the prisoner's compliance with wearing, changing, and/or disposing of dressing is questionable.

5 It is important that Standard Precautions be taken by staff and prisoner workers who must interact with a prisoner who is in Medical Quarantine; this includes the use of disposable gloves when touching the person with the infection, or touching items that the infected person may have touched. After disposing of the gloves, staff should wash their hands.

6 Once the quarantine has been lifted, the cell/room that the prisoner has been confined to must be thoroughly cleaned and sanitized with

the approved cleaning solution. Cleaning/sanitization of all cell furnishings must also take place prior to the placement of another prisoner in the cell/room. Prisoners who are required to do the cell/room cleanup must be trained in the biohazard clean up process.

The quarantine for the known positive MRSA cases and the unconfirmed but difficult to manage cases must remain in effect until there is no drainage or until a negative culture is obtained, whichever is first.

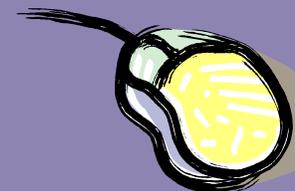
If you have any further questions about MRSA, your Chapter Presidents were provided an information packet at E-Council the first week of May. Also



you may e-mail MCO's new VP, Andy Potter, who sits on the Health and Safety Committee and is one of the point men on this issue. To contact him simply visit our website and click on the Executive Board link.

**NEW WEBSITE COMING
LATE MAY!**

**SAME ADDRESS...
WHOLE NEW LOOK...
LOTS MORE INFORMATION!**





**MICHIGAN CORRECTIONS OFFICER OF THE
YEAR BANQUET - 2005
KELLOGG CENTER MSU - LANSING
MAY 4, 2005**



Governor Granholm and DOC Director Caruso with the finalists and winner for 2005 (left to right) Masker, Greenhoe, Mayer, Granholm, Caruso, Hatfield, Taylor
(photo courtesy of the MDOC)

Michigan Honor Guard opened and closed the evening with the presentation of the colors.



Senator Cropsey and Representative Hummel present MCOY 2005 Hatfield with a tribute signed by them and the Governor.

Officer of the Year Hatfield was also recognized as a finalist for the National Correctional Officer of the Year Award presented by the International Association of Correctional Officers. He traveled to Washington DC for their ceremony on April 30th, which kicked off National Correctional Officer Week.



MCO STATEMENT OF ACTIVITIES

(YEAR ENDING DECEMBER 31, 2004)

Revenues	Amount
Membership Dues	\$4,534,398
Non-Member Fees	87,650
Interest	39,252
Expense refunds	1,274
Loss on Disposition of Fixed Assets	-482
Total Revenues	4,662,092
Expenses	
Administrative Leave	144,564
Annual Leave	1,677
Arbitration	16,601
Books, Dues and Subscriptions	10,757
Casual labor	3,383
Collective bargaining	50,551
Computer	27,335
Consulting	12,302
Continuing Education	8,544
Contributions	266,510
Decertification (challenge)	40,370
Depreciation	101,307
Elections	776
Insurance	214,788
Leased Equipment	11,391
Legal and Accounting	194,242
MCO Report	55,566
Meetings and Conferences	367,097
Office and Administrative	45,787
Organizational Unity Materials	73,649
Pension Contribution	137,950
Postage	24,016
Professional Organization Membership Fees	53,501
Athletic Team, Social Activity, Advertising, News Release and Related Expenses	73,109
Repairs and Maintenance	29,989
Salaries	978,023
Scholarships	10,000
SEIU Political Education Account	51,000
Settlement	7,974
Taxes - General	50,179
Taxes - Payroll	75,182
Taxes - Per Capita	1,407,240
Telephone	46,548
Utilities	28,621
Total Expenses	4,620,529
Increase in Unrestricted Net Assets	\$41,563

**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
Robert Mills, E-9	Newberry	Kinross Area	(906) 293-6200
Adam Earley, E-9	Deerfield	St. Louis, Pine River, Mid-Michigan	(616) 527-6320
Sheryl Jackson	Huron Valley Mens	JMF or Jackson Area	(734) 572-9900
Andrew Mills, E-9	Huron Valley Mens	Cooper Street, Cotton	(734) 572-9900
Dalan Knox, E-9	Macomb	Thumb	(586) 749-4900
Brian Lierman, E-10	West Shoreline	Grand Rapids Center	(231) 773-1122
Jamie Willyerd, E-9	Mound	Thumb	(313) 368-8300
Brian Bradish, E-9	Cotton	Pugsley	(517) 780-5250
Yvonnee LaPonsie, E-10	Newberry	Kinross Area	(906) 293-6200
Mark Bourdow, E-10	Mound	Saginaw	(313) 368-8300
Karen Becker, E-9	Oaks	Pugsley, SRF, SLF, SPR, STF, DRF	(231) 779-4332
Brian Leathed, E-9	Huron Valley Mens	Any Jackson Facility	(734) 572-9892
Charles Belt, E-9	Gus Harrison	Jackson Area	(517) 265-3918
Juanita Lambert, E-9	Macomb	Thumb	(586) 749-4900
Marcell Reno, E-10	Gus Harrison	Ryan, Huron Valley Mens	(517) 265-3918
Jamie Minto, E-8	Oaks	Standish, Lehman, Pugsley	(231) 779-4332
Alexander Samuel, E-8	Oaks	St. Louis, Saginaw	(231) 779-4332
Omar Stewart, E-8	Oaks	Muskegon Area	(231) 779-4332
Gary Blow, E-10	Brooks	Oaks	(231) 773-9200
John Russell, E-10	Boyer Road	St. Louis/Mid-Michigan Area	(989) 584-3941
Randy Glasgow, E-9	Newberry	Pugsley, Oaks, Camp Lehman	(906) 293-6200
Alexander Thompson, E-8	Oaks	Muskegon Area	(231) 779-4332
Jason Thomas, E-10	Muskegon Correctional	Oaks	(231) 773-2301
Donald Jennings, E-8	Oaks	St. Louis or Saginaw	(231) 779-4332
David Burnham, E-9	Standish	Thumb	(989) 846-7000
Kristina Wood, E-9	Camp Brighton	Macomb or Thumb	(734) 878-6623
Joe Stevenson, E-9	Mid-Michigan	Thumb	(989) 681-4361

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*

Andy Potter, *Vice President*
Bill Henderson, *Financial Secretary*
Jim Johnson, *Recording Secretary*
Adam Douglas, *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*
Val Corl, *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*
Dave Tobias, *Egeler*
James Sims, *Florence Crane*
John Fetters, *Forensic Center*
Randy Burrow, *Gus Harrison*
Dennis Beecham, *Handlon Michigan Training Unit*
Michael Feighner, *Hiawatha*
Charles Wright, *Huron Valley Corrections Facility*
Phyllis White, *Huron Valley Womens*
Thomas Tefft, *Ionia Maximum*
Tim Roush, *Jackson Cooper Street*
Gary Kott, *Kinross*

Kamal Cariuty, Jr., *Lakeland*
Clayton Sharrard, *Macomb*
Jerry Pope, *Marquette*
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, *Pingsley 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*

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.

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.

MCO CENTRAL STAFF

Mel Grieshaber, *Executive Director*

Mel Grieshaber, *Political Director*
David VanKoeving, *Labor Relations Coordinator*
Cynthia Beal, *Labor Relations Representative*
John Bowers, *Labor Relations Representative*
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Editor - Sacha Crowley



MCO REPORT

MAKING NOISE...



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UNION VOICES

PRESIDENTIAL PONDERINGS...



Tom Shultz

As I write to you this month we are battling the budgets currently moving through the House and Senate that call for the closure of the Newberry Correctional Facility and Camp Manistique, all while continuing to fund the private youth prison in Baldwin.

I was absolutely shocked to hear, just 15 minutes prior to the Senate Sub-Committee Hearing, that they were putting Newberry and Manistique on the chopping block. All this even though the Legislature's Auditor General and Fiscal Agencies reported the private youth prison is more expensive to run than Newberry and Camp Manistique.

The reviews prove that privatization costs more, yet in their determination to pursue it they are ignoring the costs...both to the state and to the citizens of Michigan.

I am very proud of the many MCO members that have responded by contacting their Senators and Representatives opposing this budget. We have heard directly from legislators on the number of calls and e-mails their offices have been receiving. When we work together we can make them listen and make a difference. Continue your calls, e-mails, and faxes. Make them accountable.

Since our last talk I've toured Pine River, Newberry on evenings, Alger Max on 1st and 2nd shift, Camp Cusino,

Marquette on 3rd shift and Scott Correctional facility on 2nd and 3rd shift. I also spent the day on the picket line in Marquette on May 25th as we continue our battle on staffing levels and security.

I would like to thank the following chapter leaders for arranging the tours and devoting their own time to accompany me; Larry Henley, Jerry Pope, Benny Parker, Stennis George, and Andre Chappell. State Board Member Ray Sholtz used his own time to travel with me up north for tours at facilities on various shifts and the picket at Marquette.

There was a great turn out in Marquette and I would like to thank the officers and other employees who walked the picket line on a beautiful afternoon. A special thanks to Jim and Dorothy Johnson, Rick Benson and wife, and Tim Lee and Larry Henley who traveled to join the picket.

I'm happy to welcome Cary Gross, Chief Steward at Cotton Facility, to the State Executive Board. I look forward to working with Cary and thank her for stepping up in a very challenging time.

In closing, as Legislators call on the Department to remove male officers from the female prisons MCO is under great pressure. We know a few bad apples tainted all officers. I'm proud of all the officers who work with the female inmates. The gender-based lawsuit at this time has been sent to the U.S. Supreme Court.

Until next time, my union Brothers and Sisters, continue the great effort on fighting privatization.

NEW EXECUTIVE BOARD MEMBER APPOINTED



CARY GROSS, COTTON

RUO Cary Gross from the Cotton Correctional Facility in Jackson has been appointed as the new Executive Board Member to fill the vacancy created when Andy Potter became Vice President.

Cary has worked at Cotton for ten years, serving the last five as Chief Steward.

Congratulations Cary!

THE BUDGET FIGHT PROVES IT!

THE MCO PAC NEEDS YOUR HELP!

MCO's new PAC enrollment allows individuals to designate their contributions go to a particular political party if they so choose.

To join the PAC, there are two simple ways to make your donation.

1. One-time check made payable to "MCO PAC" and mailed to MCO Central
2. Automatic electronic funds deduction from your bank account throughout the year... (as little as \$2/ pay period)

Call your Labor Rep for more info...

"Public Employees Make Politics Work"



UNION NEWS

NEW CONTRACT ONLINE!

The new 2005-2007 MCO Contract is now available in its final version on our website at www.mco-seiu.org. Click on the "On the Job" button and you will find a link to it along with other useful information such as the MCO/SEIU bylaws, Garity Rights, and Grievance Forms.

The new contracts have been sent to the printer and once printed will be mailed to all MCO members. This process will take several weeks not including mail time. If you've moved recently and not updated your address with MCO, now is the time to do it!

Either call the main office at (517) 485-3310 or simply complete the online address change form on the main page of the website. It's that easy!

LABOR REP RESIGNS

Labor Representative Ron Parkinson has decided to move on in his career and has resigned with MCO effective June 24, 2005.

His region, the western Upper Peninsula, is being reassigned to other representatives.

All of MCO wishes Ron the best!



Thursday, May 26, 2005



Chapter Presidents from Reg. II and MCO leaders held an open forum with RPA Wolfe to get to know each other, exchange information and discuss issues of concern that have arisen in the region.

Thanks to the E-board from the Hudson area MCO brothers and sisters. Your support of our children in the athletic programs is much appreciated!



On May 21st, RUO Joe Leahy of the Huron Valley Mens Facility took 3rd place in the light heavy weight division at the NPC Michigan State Championship. This placement qualified him for the National Championship in Las Vegas. He is a member of the Emergency Response Team and is on the MDOC Honor Guard.

CO IS LOCAL HERO

Back in May, Officer Debra Smith from Ionia risked her life to save three citizens who were drowning on Jordan Lake.

Four people; a 30 yr old man, 22 yr. old woman and her 2 yr. old daughter, and a 19 yr. old man were all canoeing when their boat capsized and sank.

None of the individuals had life jackets or knew how to swim.

Officer Smith raced to them on her jet ski and saved the lives of the 30 yr. old man, the mother and her daughter and dove in to rescue the 19 yr. old male but was unable to reach him in time.



THE INS AND OUTS OF WORKERS' COMP

by Holly Secord

NOTE: The following article was submitted by Ms. Holly Secord, Claim Manager at Citizens Management Inc. (CMI). MCO had extended an opportunity to CMI to share information on the workers' compensation process, the responsibilities of all participants and CMI's internal practices. The intent is to ease the application process and expedite claims. If you need to discuss your individual claim, please contact your examiner or Ms. Secord, if necessary. The toll-free number for CMI is 1-800-324-9901.

The State of Michigan hired Citizens Management Inc (CMI) in October 2002 to administer the State's workers' compensation claims in accordance with the Workers' Disability Compensation Act of 1969 (the Act). This entails investigating and determining compensability of all claims submitted by employees. The claims adjuster contacts any employee disabled over seven (7) days within 24 hours of when CMI receives the claim. A claim packet that includes a medical release, a fact information sheet, and a document for the first wage payment is also mailed to the employee. Any employee submitting a workers' compensation claim, but who is not missing time from work, is sent a letter advising them of their claim number and the name and phone number of their adjuster.

Below are some of the items that may be beneficial for you to be aware of when you prepare to submit a claim for workers' compensation benefits. The claims adjuster at CMI will analyze the facts and information you provide, and that is gathered in the normal evaluation process, to make a determination if the claim should be processed.

Communication with Citizen's Management:

■ CMI expects that any employee of the State of Michigan contacting CMI will be treated with courtesy, dignity and respect. CMI expects its staff to receive similar treatment from State employees. We understand that the WC process is not easy, and it is our goal to ensure that you understand any action or decision that is made on your claim. We cannot always provide individuals with information they want to hear (for example, advising an employee that their claim is denied); however, we want to make sure you understand how and why a decision was reached so that you can make an informed decision as to your next course of action.

Establishing Burden of Proof:

The provisions for establishing burden of proof are covered under Section 418.851 of the Act.

- The claimant is responsible for proving his or her entitlement to benefits.
- Was there a prompt reporting of all incidents/injuries occurring at work?
- Does the information specify all body parts injured.
- Was there any documentation of any witnesses to the injury?
- Was a detailed medical history provided to the treating physician?
- Was there a medically distinguishable change in condition as a result of the work injury.

How are Benefits Calculated:

Wage loss benefits are covered under Section 418.371 of the Act.

- The Average Weekly Wage is calculated using the highest 39 weeks of wages (including overtime) of the 52 weeks preceding the injury date.
- The Average Weekly Wage considers marital and dependent status.
- The worker's compensation rate is based upon 80% of the after-tax wage.

Workers' Compensation Medical Treatment:

Medical treatment is addressed in Section 418.315 of the Act.

- The WC Statute requires employees to treat

with a physician of the employer's choice for the first 10 days of the employer's knowledge of the injury. If you choose to treat with a physician of your choice prior to the expiration of the 10 days, you may be responsible for the payment of these medical expenses.

■ After 10 days of treatment, the WC Statute states that you can choose to treat with a physician of your choosing. You must advise your employer and your worker's compensation adjuster of your choice. The statute requires that this notification be made in writing.

■ The WC statute provides that an employer/carrier can dispute medical treatment if it is determined to be unreasonable or unnecessary.

■ The WC Statute does not require the employer/carrier to pre-authorize medical services. If the adjuster is able to determine that a future medical procedure will be covered under the WC claim, they can provide authorization for the service. However, if it is determined that the procedure or treatment is not clearly related to the work-injury, the adjuster may request the physician to provide the supporting medical documentation following the treatment or procedure. The employee is encouraged to consult their health insurance carrier to determine if the procedure would be covered under their health plan if not found to be compensable under the workers' compensation claim.

Independent Medical Examinations (Evaluations) [IME's]:

Independent Medical Examinations (Evaluations) is covered in Section 418.385 of the Act.

- The employer/carrier has the right to schedule an independent medical examination with a physician of the employer's choosing. This IME is at the employer's expense. The employee is paid mileage in advance of the scheduled appointment.
- Failure to attend an IME could result in forfeiture of your wage loss benefits. If you are scheduled for an IME and have a scheduling conflict, you should contact your adjuster immediately. Providing documentation supporting the conflict (i.e. physician note that you have another appointment that same day, etc.) is recommended.
- You are entitled to a copy of the IME report. The WC statute requires you to submit a written

continued on page 6



MBP PICKET



MCO PRESIDENT TOM TYLUTKI (BOTTOM) AND BOARD MEMBER MIKE TAYLOR (RIGHT) SPEAK TO ABC CH. 5&10 AND NBC CH. 6 FOR THEIR EVENING NEWS.



OVER 150 OFFICERS SHOWED UP ON THE LINE THROUGHOUT THE DAY MAKING THEIR VOICES HEARD...



MARQUETTE CHAPTER PRESIDENT JERRY POPE AND MCO EXECUTIVE BOARD

MEMBER MIKE TAYLOR KEPT THE BRATS COOKING AND THE LINE FED FROM BREAKFAST THROUGH DINNER!



THANKS TO THOSE WHO TOOK THE TIME AND STOOD THEIR GROUND!





WORKERS' COMPENSATION, CONTINUED...

request. However, it is generally CMI's practice to mail a copy to you as a courtesy.

Mileage Reimbursement:

Mileage issues are covered under Section 408.45, Rule 15(2) of the Act.

The WC Act provides for reimbursement for mileage expenses (to and from medical appointments). The current rate is \$.405 per mile. To request mileage reimbursement, you should provide a written request which lists the date of each appointment, the name of your physician or facility in which treatment was rendered, and the round-trip mileage for each visit. Your name and claim number should be clearly identified on the request. We also encourage you to retain a copy of your request. This allows you to easily recall what date you last requested reimbursement, and also will allow you to reconcile your reimbursement with your request.

Return to Work:

Return to Work provisions are addressed in Section 418.301 of the Act.

If your physician releases you to return to work with restrictions and your employer is able to offer you work that is within these restrictions, you are obligated to attempt to return-to-work or risk forfeiting your rights to further wage loss benefits.

Any concerns, questions, or difficulties with performing restricted work should be addressed with your HR representative or Case Manager, and your CMI adjuster.

Additional Resources:

Additional information can be obtained by visiting the Workers' Compensation Agency's website:

<http://www.michigan.gov/wca>

Click on Publications

Click on 'A Summary of Your Rights and Responsibilities'

The Worker's Compensation Agency toll free number is: 1-888-396-5041

We at Citizen's Management express our sincere hope that the information provided in this article is helpful to you.

NEW MCO WEBSITE GOES ONLINE!

MCO launched a new website on May 20th with even more information and online tools than before, as well as a whole new look!

NEW FEATURES INCLUDE...

Worksite Profile Pages for every facility with contact information, link to e-mail your Labor Rep, list of Chapter Officials, link to your Contract, and meeting notices all in one place!



Central Events Calendar listing both MCO Central meetings as well as any chapter activities.

Press Center with archived MCO press releases.

Online forms to request an MCO Memorial Bible, change your mail or e-mail address, and coming soon an online Critical Incident Submission Form.

List of MCO Central Office Staff and Labor Representatives with their responsibilities and a link to e-mail them directly with your questions.



And the last step of the "Get Active" program, which will be finalized in coming weeks, will allow MCO to make writing to your legislators as easy as the click of a button...

All of the information that you are familiar with including past KYT's and MCO Reports, Board Meeting Minutes, MCO Member discounts on auto, home and entertainment are here and more... so take some time, explore and check back often as it is updated almost daily!

WWW.MCO-SEIU.ORG

**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
Robert Mills, E-9	Newberry	Kinross Area	(906) 293-6200
Sheryl Jackson	Huron Valley Mens	JMF or Jackson Area	(734) 572-9900
Dalan Knox, E-9	Macomb	Thumb	(586) 749-4900
Brian Lierman, E-10	West Shoreline	Grand Rapids Center	(231) 773-1122
Jamie Willyerd, E-9	Mound	Thumb	(313) 368-8300
Brion Bradish, E-9	Cotton	Pugsley	(517) 780-5250
Yvonne LaPonsie, E-10	Newberry	Kinross Area	(906) 293-6200
Mark Bourdow, E-10	Mound	Saginaw	(313) 368-8300
Karen Becker, E-9	Oaks	Puglsey, SRF, SLF, SPR, STF, DRF	(231) 779-4332
Brian Leathed, E-9	Huron Valley Mens	Any Jackson Facility	(734) 572-9892
Charles Belt, E-9	Gus Harrison	Jackson Area	(517) 265-3918
Juanita Lambert, E-9	Macomb	Thumb	(586) 749-4900
Marcell Reno, E-10	Gus Harrison	Ryan, Huron Valley Mens	(517) 265-3918
Jamie Minto, E-8	Oaks	Standish, Lehman, Pugsley	(231) 779-4332
Alexander Samuel, E-8	Oaks	St. Louis, Saginaw	(231) 779-4332
Omar Stewart, E-8	Oaks	Muskegon Area	(231) 779-4332
Gary Blow, E-10	Brooks	Oaks	(231) 773-9200
John Russell, E-10	Boyer Road	St. Louis/Mid-Michigan Area	(989) 584-3941
Randy Glasgow, E-9	Newberry	Pugsley, Oaks, Camp Lehman	(906) 293-6200
Alexander Thompson, E-8	Oaks	Muskegon Area	(231) 779-4332
Jason Thomas, E-10	Muskegon Correctional	Oaks	(231) 773-2301
Donald Jennings, E-8	Oaks	St. Louis or Saginaw	(231) 779-4332
David Burnham, E-9	Standish	Thumb	(989) 846-7000
Kristina Wood, E-9	Camp Brighton	Macomb or Thumb	(734) 878-6623
Joe Stevenson, E-9	Mid-Michigan	Thumb	(989) 681-4361
Gloria Bogan, E-9	Macomb	Thumb or Saginaw	(586) 749-4900
Santiago Gomez	Thumb	Saginaw or Standish	(810) 667-2045
Troy Chrisman, E-8	Lakeland	Guss Harrison or Parr Hwy	(517) 278-6942
Rick Salinas, CTO-10	Standish Max	Saginaw	(989) 846-7000
Jerry Fink, E-9	Mound	Scott	(313) 368-8300
Thomas Grayson, E-8	Macomb	Saginaw, Standish, St. Louis	(586) 749-4900
Jason Huyck, E-9	Newberry	Kinross area	(906) 293-6200

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

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Andy Potter, *Vice President*
Bill Henderson, *Financial Secretary*
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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*
Val Corl, *Bellamy Creek*
Bryon King, *Boyer Road*
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Rod Denley, *Camps Vice President, Region II*
Kip Smith, *Camps Vice President, Region III*
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Cecil Pedrin, *Chippewa*
John Ost, *Corrections Centers*
Bonnie Love, *Cotton Facility*
Garry Brickley, Sr., *Deerfield*
Dave Tobias, *Egeler*
James Sims, *Florence Crane*
John Fetters, *Forensic Center*
Randy Burrow, *Gus Harrison*
Dennis Beecham, *Handlon Michigan Training Unit*
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Kamal Cariuty, Jr., *Lakeland*
Clayton Sharrard, *Macomb*
Jerry Pope, *Marquette*
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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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John Bowers, *Labor Relations Representative*
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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

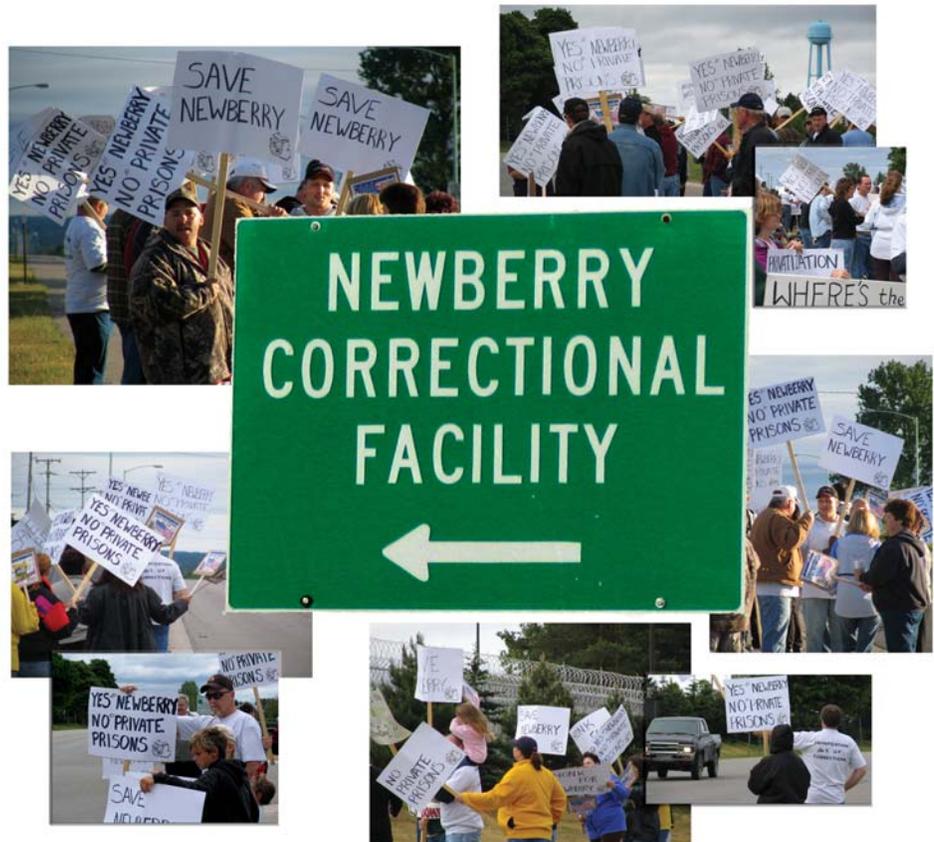
"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT

AND THE FIGHT GOES ON...



INSIDE THIS ISSUE

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UNION VOICES

PRESIDENTIAL PONDERINGS...



In the last month I've spent quite a bit of time in Newberry addressing the ridiculous notion of closing NCF and Camp Manistique instead of the private youth facility as recommended by Governor Granholm and Director Caruso.

I was proud to see well over 100 officers attend the town hall meeting in Newberry and several hundred participate in the picket on June 17th. The community involvement and support was unprecedented.

On June 21st we targeted the Capitol with our message on privatization. At the press conference, Governor Granholm spoke out, stating, "This will not pass my desk." Great job Newberry and officers statewide who are in the fight...they can hear you now! Keep contacting your legislators until it's over. Keep Fighting!

MCO has met with DCH in a Departmental Labor Management Meeting to address staffing, safety and many other issues of concern at the new Forensic Center.

In these tough economic times and with the budget battle in midstream I encourage you to remain professional at all times on and off the job. Outside forces are scrutinizing our behavior, job performance, and efficiency. Stay together and strong as we battle the many obstacles in our path.



MCO 2005 SCHOLARSHIP WINNERS

James Snyder KINROSS

Kurtis Monroe PUGSLEY

Jordan Mason DEERFIELD

Anthony Pope MARQUETTE

Lacy Gregg MARQUETTE

Amanda Moore BARAGA MAX

Ashley Kivela MARQUETTE

Jamie Salinas COTTON

Rebecca Wagner MTF

Jason Johnson KINROSS

Michael Morgan BARAGA MAX

Rachel Bertucci MARQUETTE

Kelly Reid SCOTT

Patrick Marnell ALGER MAX

Kristi Henricks PARR

Jamie Thompson CHIPPEWA

Alanna Hartley SAGINAW

Peter Dezelski PUGSLEY

Stephen Sannery HVC

Amy Coucke FORENSIC

**Congratulations to
MCO's 2005
Scholarship
recipients!**

THESE STUDENTS WERE SELECTED BY THE SCHOLARSHIP COMMITTEE AFTER REVEIW OF THEIR APPLICATION INCLUDING TEST SCORES, GRADES AND AN ESSAY. EACH STUDENT RECEIVED \$500 TOWARDS CONTINUING THEIR EDUCATION.



UNION NEWS



Entry for union members is \$2 in advance, \$4 at the gate. Ride bands are \$7 per person in advance, \$16 at the fair. Advance tickets are available until Tuesday, August 2, 2005. Contact Joe Guenther at (517) 393-9464 for more information.

TWO OFFICERS RECEIVE STATE HONORS

RUO Dorn, a former chapter president at JCF, and CO Johnson from LCF teamed up to capture the 2nd place overall at the West Michigan Law Enforcement Invitational. This was a combined Pistol shoot event put on by Fremont MI Police Department and Newaygo Sheriff's Department last September that matches skills in Camp Perry and Combat shooting.

They also took home individual awards: Dorn with 1st in combat pistol and 3rd in Camp Perry "Strong Hand only" and Johnson with 2nd in combat pistol and 4th in "Strong Hand only."

Congratulations!

Watch for more details about the 10th Annual trap shoot this September. This is an MDOC/civilian championship challenge at the Gun Shop in Quincy Michigan.

To Fellow Union Members:

Thank you for your support defending Newberry and Camp Manistique against closure. Please continue calling, writing, and e-mailing your State Representatives and State Senators. This particular issue has such partisan overtones it is very important that those of you with Republican Representatives be especially vigilant contacting them.

Privatization and degradation of government services normally performed by government workers are part of the economic "Race To The Bottom" just as surely as sending American jobs overseas and letting millions of illegals into the country to drive the price of labor down are.

Please fellow MCO members wake up! We have got to get political and support those politicians that support us. Yes, the rich are getting richer and the poor are getting poorer. Some of the people our leaders want to make poorer are you and me. Don't let politicians with "For Sale" signs on their backs devastate our prison system, our state, and our country.

The private prison at Baldwin is expensive and inefficient. Staff are poorly trained and poorly paid. Yet many of our politicians desperately want to keep it open at any price, and the taxpayer getting a good deal for his tax dollar be damned. Why? Money! GEO has highly paid lobbyists and a fat cat CEO making more then \$2 million a year working for a huge corporation that is lining the pockets of politicians all over the country. This goes on while their workers make sub-standard wages and benefits. This is truly "The Race to the Bottom".

It doesn't take a genius to figure out that if the politicians are willing to fight as hard as they have been to keep Baldwin open, they have plans for future privatization. That's your life and your future they are threatening.

The Great American Middle Class is being annihilated while we stand and cheer and support it out of misguided patriotism. Don't wait until it's your prison they are closing or you are eating out of garbage bins behind restaurants in your older years because Social Security has been trashed, speak out now. You are not your brother's keeper, you are your brother's brother, and if they can do it to your brother, they can and will do it to you.

Thank you,
Jim Ramelis, 2nd VP Newberry



DON'T THROW AWAY

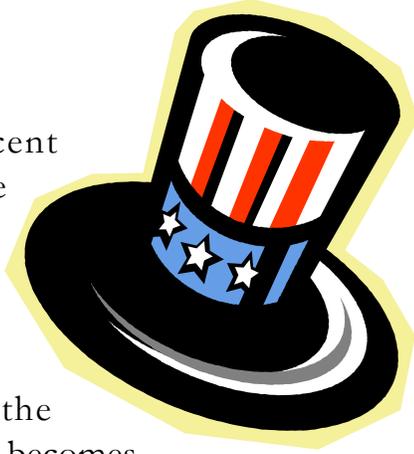
As the recent battles in the Legislature continue, and MCO fights against privatization, the importance of the MCO PAC fund becomes self-evident. Now, more than ever, politicians are playing a direct role in DOC operations.

You will be receiving a letter in August about MCO's Political Action Committee. Just think of the strength MCO's PAC would have if every member donated just \$20 a year. We would be one of the largest in Lansing.

There are also ways to be involved aside from a monetary donation. We need members who are willing to write letters to their local newspapers, their legislators, and to talk to anyone and everyone they meet about the effects some decisions in Lansing are having on you, the line officer.

So, when you get that letter, take a moment to learn about the options available to you. In the meantime, if you have any questions, or would like to participate in the political process, contact your Labor Representative or Mel Grieshaber at (517) 485-3310.

**...YOUR CHANCE TO MAKE
A DIFFERENCE**



MCO JOINS AFL-CIO IN RADIO ADS

In conjunction with other media events such as the Capitol Rally and picket, radio ads were run in Representative Tom Casperson's district about his recent voting record on the budget.

Casperson, a Republican from Escanaba who represents the southern UP, voted for the budget that calls for the closure of Newberry and Camp Manistique.

The radio ad goes something like this...

"You can tell a lot about a state representative by who they stand for and who they stand against. Representative Tom Casperson stood against the Upper Peninsula and with the Lansing insiders by voting for a state budget which closes the Newberry Correctional Facility, cutting 345 jobs from our community; would cut funding to Northern Michigan University by 31 percent over five years while college budgets downstate increased dramatically; and he voted to endanger our Great Lakes by making it easier for companies to sell our water for profit and ship our water to other states."

PUBLIC EMPLOYEE NEED POLITICS TO WORK!

With budget challenges, privatization, retirement legislation and all the other areas that concern MCO members and workers everywhere, it points out all the more need for each of us to get involved. As public employee's, our work is affected by decisions made by elected officials. Our involvement is critical and our jobs may even depend upon it.

Contact your legislator and governor when needed. Get your family and neighbors to help. Make sure they know our issues and don't let up. Like it or not, money is important in politics. There's a reason unions, organizations, associations and corporations pour tons of money into election efforts. MCO needs to build its PAC fund as well to play in this game. Please consider contributing to our PAC. Twenty dollars a couple of times a year go a long ways when a lot of us donate. MCO supports candidates from both parties and now you can even designate your contribution to candidates of a certain party.

Let's help MCO get stronger—get active, contribute and show those politicians MCO members are unified. We can make politics work!



POLITICS-LEGISLATION-ISSUES

-Mel Grieshaber, Executive Director and John Vandeventer, MCO staff

Next year's state budget is the current big legislative issue for MCO. The House and Senate each used a different process this year. In June, the House reported out one giant budget that included funding for many departments, and the Senate used the traditional approach by passing separate budgets for each department. Both versions hit correctional officers hard and gutted some of the Governor's recommendations. Reconciliation among all the versions could take most of the summer. The following are some of the highlights:

 Governor proposed discontinuing the private youth prison contract. Both House and Senate keep the private prison.

 House and Senate call for closing Newberry and Camp Manistique. Governor is fighting to keep them open.

 Governor recommended hiring a couple hundred new correctional officers. House and Senate versions basically eliminated funding for any training or academies.

 House and Senate place a 35% surcharge on prisoner purchases but earmark funds raised for a new state trooper school.

 Detroit News article launches hearings in Senate and House on sexual abuse in prisons. Senate calls for removal of male officers in female housing units in their budget.

 Made no effort to improve worsening staffing levels.

Our veteran officers know that trying to balance the state budget on the backs of corrections officers is nothing new. However, this year's legislature has been particularly harsh on the bottom line. That's why MCO has made this legislative fight a top priority. Over the past few months, MCO has worked to build partnerships with several labor groups, community leaders, and various organizations to strengthen support for our causes. We have seen support from the Governor, officer-friendly legislators, the SEIU State Council, and even the Department on several issues. The following is a summary of some of the key components in MCO's fight:

 Launched massive campaign against continuance of private prison contract and closure of Newberry and Camp Manistique. Thousands of officers and supporters lobbied their legislators. Senate was forced to schedule additional hearing to reconsider issue.

 Drafted plan to use 35% surcharge for Corrections instead of State Police. Funds could be used to pay for a new officer-training academy. Plan has been presented to Senate and House leaders as well as the Governor.

 Filed appeal with U.S. Supreme Court regarding the removal of male officers from female housing units. MCO maintains this is gender-based discrimi-

nation and is working to develop alternate solutions.

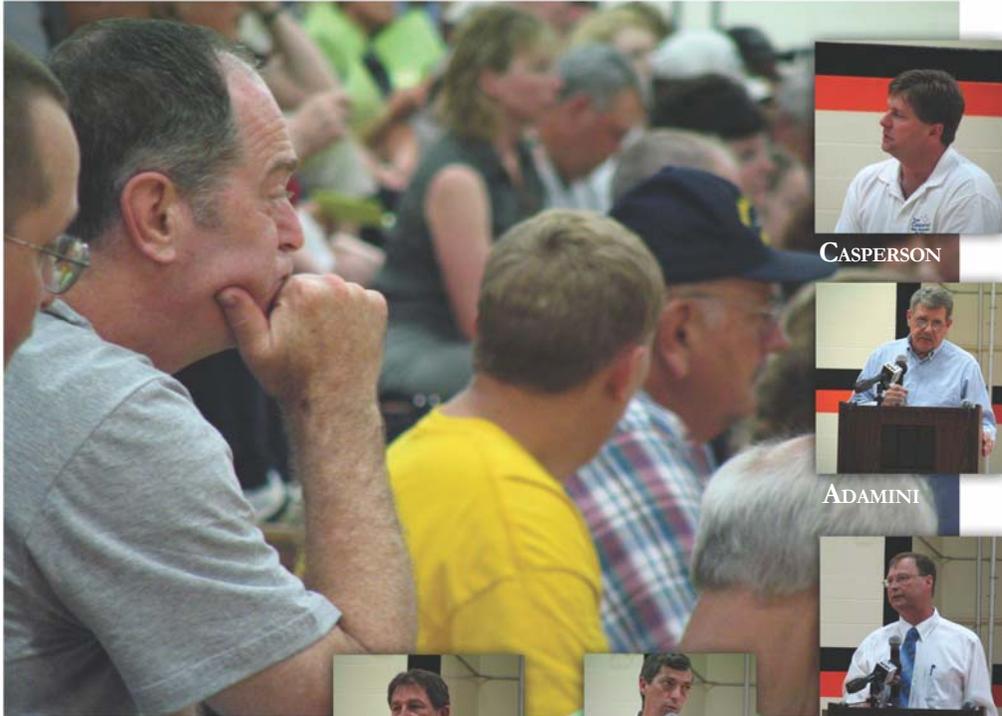
 Suggested closing optional prisoner activities at a facility when staffing levels are inadequate. Recommendation is written into final House budget.

The Legislature has moved into the main negotiation stage of the budget process, meaning Public hearings are done and decisions are being made behind closed doors. MCO continues to meet with legislators and the Governor, however, on a regular basis. Our concerns have been, and continue to be, voiced loud and clear in Lansing. MCO will continue the fight and continue to keep you up-to-date until we know what next year's budget has in store for our members.

CLOSER TO HOME TRANSFERS DUE IN OCTOBER

The Closer to Home Transfer window opens each year from October 1-31st for officers wishing to transfer in the next calendar year. To apply send your request to MCO indicating name, address, phone, current and desired facility. Requests will **NOT** be accepted before October.

Keep in mind, the Seniority transfer list has priority over the Closer to Home list and that your name doesn't carry over from year to year. Eligibility criteria can be found in your new contract under Article 15, Part D. More reminders will be posted as the window nears.



CASPERSON



ADAMINI



McDOWELL



PRUSI



CROSEY

TOWN HALL MEETING NEWBERRY HIGH SCHOOL JUNE 10, 2005

Officer Ross, his wife Theresa, and his seven daughters Christa, Courtney, Kayla, Catherine, Rebekah, Elizabeth, and Katie (not pictured) being interviewed by NBC Ch. 6



Teachers and MSEA join the line to support NCF



NEWBERRY PICKET JUNE 17, 2005

Adamini and McDowell being interviewed by the Marquette Mining Journal, Fox 33 and ABC 9 & 10



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



**PRESS CONFERENCE AND
RALLY AT THE CAPITOL
LANSING, MI
JUNE 21, 2005**

“This will not pass my desk!”

**SENATE HEARING
JUNE 21, 2005**



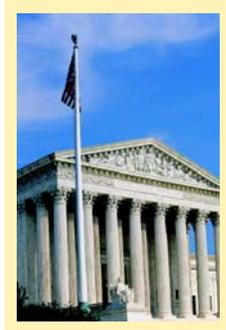
The Senate Sub-Committee on Corrections (l to r) Garcia, Brown, Cropsey, Switalski, Prusi.



GENDER LAWSUIT AWAITS U.S. SUPREME COURT



As the Department of Corrections moves forward in implementing its plan to remove all male officers from female housing units and certain other positions, MCO continues to look for ways that would help mitigate the harm and disruption to our members, male and female. MDOC demanded MCO support withdrawal of the appeal to the U.S. Supreme Court as a condition for negotiations to take place. However, MCO could not



agree to negotiate with the Department over the issue because we believe a “uniform is a uniform” regardless of gender.

As the Governor and Legislature work to reconcile their budget differences, MCO is pushing the idea that if the legislature would at least fund a new academy for new female corrections officers, most of the harm to current male and female officers could be avoided. Although we still disagree with MDOC intent to remove the

males, MCO wants minimal impact on our members.

The Department’s effort to remove males from the housing units started in 1999, when Director Bill Martin ordered it done. MCO supported a suit by members, claiming discrimination. The case was won in U.S. District Court, but later lost at the U.S. Court of Appeals, prompting MCO to support an appeal to the U.S. Supreme Court. It is unknown at this point whether the Supreme Court will hear the case.



CHAPTER LEADERSHIP ELECTIONS TO BE HELD IN SEPTEMBER

Chapter level elections will be held statewide throughout the month of September. If you would like to run for a position on the chapter executive board, you can nominate yourself by submitting your name to the Chapter Elections Committee during the month of August.

Simply write the following: “I (name) accept the nomination for (position) at the (name of your facility)” and give it to you Chapter Election Committee.



OTHER LEGISLATION:

House Bill 4030 – would allow state employees to choose either the defined benefit or the defined contribution retirement plan.

Currently in the House Government Operations Committee, it is very unlikely the bill will be taken up. MCO strongly supports the option to be in either pension system. The republican leadership in the House is saying it’s too expensive and they will not move it.

Members need to contact their state representative and let them know how important this issue is to all of us.

MCO CRISIS FUND GOLF OUTING

Helping COs and FSAs in Need

FRIDAY, AUGUST 26, 2005

LEDGE MEADOWS

1801 GRAND LEDGE HIGHWAY

GRAND LEDGE, MICHIGAN

NEW LOCATION!!!

NEW LOCATION!!!

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 TRAILBLAZER!

ENTRY DEADLINE IS AUGUST 12, 2005

FOR MORE INFORMATION: CONTACT CINDY KOGUT OR STEPHANIE SHORT 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 12, 2005. 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.**



FOR \$2 YOU COULD WIN A CAR!

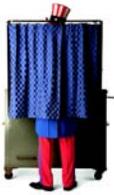
As a part of the 32nd Annual Clinton Fall festival, raffle tickets are being sold for \$2. Of that \$2, \$1 goes to the MCO Crisis Fund!

1st Place wins their choice of a 2005 Jeep Wrangler, 2005 Ford Mustang, 2005 Chevrolet Cobalt or \$15,000 in cash.

2nd Place wins \$2,500 in cash

3rd Place wins \$1,500 in cash

Tickets have been sent to Chapter Presidents, so get yours today!



WANT TO REGISTER TO VOTE?



WANT TO FIND GOVERNMENT AUCTIONS?



WANT TO GET A PASSPORT?



WANT TO APPLY FOR STUDENT LOANS?



WANT TO CHANGE YOUR ADDRESS?



WANT TO FIND A NATIONAL PARK CAMPSITE?



WANT TO RENEW YOUR DRIVER'S LICENSE?



WANT INFORMATION ABOUT GOVERNMENT JOBS?



WANT WEATHER FORECASTS?

Want to know where to get all this information?

From student loans to Social Security benefits to buying surplus government property, all kinds of government information are just a click or call away.

FIRSTGOV.gov

1 (800) FED-INFO

A public service message from the U.S. General Services Administration.

MCO STATEMENT OF ACTIVITIES
(STATEMENT ENDING MARCH 31, 2005)

Revenues	Amount
Membership Dues	\$1,074,543
Non-Member Fees	22,288
Interest	9,575
Total Revenues	1,106,406
Expenses	
Administrative Leave	34,967
Annual Leave	1,243
Arbitration	16,203
Books, Dues and Subscriptions	1,341
Computer	1,470
Consulting	4,380
Continuing Education	479
Contributions	42,950
Depreciation	25,686
Insurance	47,442
Leased Equipment	2,866
Legal and Accounting	10,910
MCO Report	16,471
Meetings and Conferences	44,516
Office and Administrative	14,818
Organizational Unity Materials	1,637
Pension Contribution	32,822
Postage	3,002
Professional Organization Membership Fees	13,176
Athletic Team, Social Activity, Advertising, News Release and Related Expenses	1,650
Repairs and Maintenance	6,090
Salaries	186,237
Taxes - Payroll	23,553
Taxes - Per Capita	375,501
Telephone	8,990
Utilities	3,381
Total Expenses	921,781
Increase in Unrestricted Net Assets	\$184,625

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
Robert Mills, E-9	Newberry	Kinross Area	(906) 293-6200
Sheryl Jackson	Huron Valley Mens	JMF or Jackson Area	(734) 572-9900
Dalan Knox, E-9	Macomb	Thumb	(586) 749-4900
Brian Lierman, E-10	West Shoreline	Grand Rapids Center	(231) 773-1122
Jamie Willyerd, E-9	Mound	Thumb	(313) 368-8300
Brion Bradish, E-9	Cotton	Pugsley	(517) 780-5250
Yvonne LaPonsie, E-10	Newberry	Kinross Area	(906) 293-6200
Mark Bourdow, E-10	Mound	Saginaw	(313) 368-8300
Karen Becker, E-9	Oaks	Pugsley, SRF, SLF, SPR, STF, DRF	(231) 779-4332
Brian Leathed, E-9	Huron Valley Mens	Any Jackson Facility	(734) 572-9892
Charles Belt, E-9	Gus Harrison	Jackson Area	(517) 265-3918
Juanita Lambert, E-9	Macomb	Thumb	(586) 749-4900
Marcell Reno, E-10	Gus Harrison	Ryan, Huron Valley Mens	(517) 265-3918
Jamie Minto, E-8	Oaks	Standish, Lehman, Pugsley	(231) 779-4332
Alexander Samuel, E-8	Oaks	St. Louis, Saginaw	(231) 779-4332
Omar Stewart, E-8	Oaks	Muskegon Area	(231) 779-4332
Gary Blow, E-10	Brooks	Oaks	(231) 773-9200
John Russell, E-10	Boyer Road	St. Louis/Mid-Michigan Area	(989) 584-3941
Randy Glasgow, E-9	Newberry	Pugsley, Oaks, Camp Lehman	(906) 293-6200
Alexander Thompson, E-8	Oaks	Muskegon Area	(231) 779-4332
Jason Thomas, E-10	Muskegon Correctional	Oaks	(231) 773-2301
Donald Jennings, E-8	Oaks	St. Louis or Saginaw	(231) 779-4332
David Burnham, E-9	Standish	Thumb	(989) 846-7000
Kristina Wood, E-9	Camp Brighton	Macomb or Thumb	(734) 878-6623
Gloria Bogan, E-9	Macomb	Thumb or Saginaw	(586) 749-4900
Santiago Gomez	Thumb	Saginaw or Standish	(810) 667-2045
Troy Chrisman, E-8	Lakeland	Guss Harrison or Parr Hwy	(517) 278-6942
Rick Salinas, CTO-10	Standish Max	Saginaw	(989) 846-7000
Jerry Fink, E-9	Mound	Scott	(313) 368-8300
Thomas Grayson, E-8	Macomb	Saginaw, Standish, St. Louis	(586) 749-4900
Jason Huyck, E-9	Newberry	Kinross area	(906) 293-6200
John Schulz, E-8	Egeler	Alger or Marquette	(517) 780-5600
Willie Phillips, E-10	Oaks	Muskegon Area	(231) 723-8272
Ernest Landrum, E-10	Lakeland	Jackson Area	(517) 278-6942
Kris Bolan, E-9	Gus Harrison	SAI Cassidy Lake	(517) 265-3900

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*

Andy Potter, *Vice President*
Bill Henderson, *Financial Secretary*
Jim Johnson, *Recording Secretary*
Adam Douglas, *Member at Large*
Cary Gross, *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*
Val Corl, *Bellamy Creek*
Bryon King, *Boyer Road*
Matthew Pohl, *Brookes Correctional*
vacant, *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*
William Thomas, *Deerfield*
Dave Tobias, *Egeler*
James Sims, *Florence Crane*
John Fetters, *Forensic Center*
Randy Burrow, *Gus Harrison*
Dennis Beecham, *Handlon Michigan Training Unit*
Michael Feighner, *Hiawatha*
Charles Wright, *Huron Valley Corrections Facility*
Phyllis White, *Huron Valley Womens*
Thomas Tefft, *Ionia Maximum*
Tim Roush, *Jackson Cooper Street*
Gary Kott, *Kinross*

Kamal Cariuty, Jr., *Lakeland*
Clayton Sharrard, *Macomb*
Jerry Pope, *Marquette*
James Prince, *Mid-Michigan*
Adam Douglas, *Mound Correctional*
Julie Cabana, *Muskegon*
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Brent Kowitz, *Southern MI*
Robert Davis, *Standish Maximum*
Ray Sholtz, *St. Louis*
Jake Campbell, *Straits*
Gary Whitman, *Thumb Correctional*
Robert Sikkenga, *West Shoreline*

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.

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 complete the online form on our website.

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

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Mel Grieshaber, *Political Director*
David VanKoevinger, *Labor Relations Coordinator*
Cynthia Beal, *Labor Relations Representative*
John Bowers, *Labor Relations Representative*
Randy Eicher, *Labor Relations Representative*
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Karen Mazzolini, *Labor Relations Representative*

Cherelyn Dunlap, *Labor Relations Representative*
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Sacha Crowley, *Communication Specialist*
Cindy Kogut, *Bookkeeper*
Lori Iding, *Grievance Coordinator*
Stephanie Short, *Receptionist/Secretary*

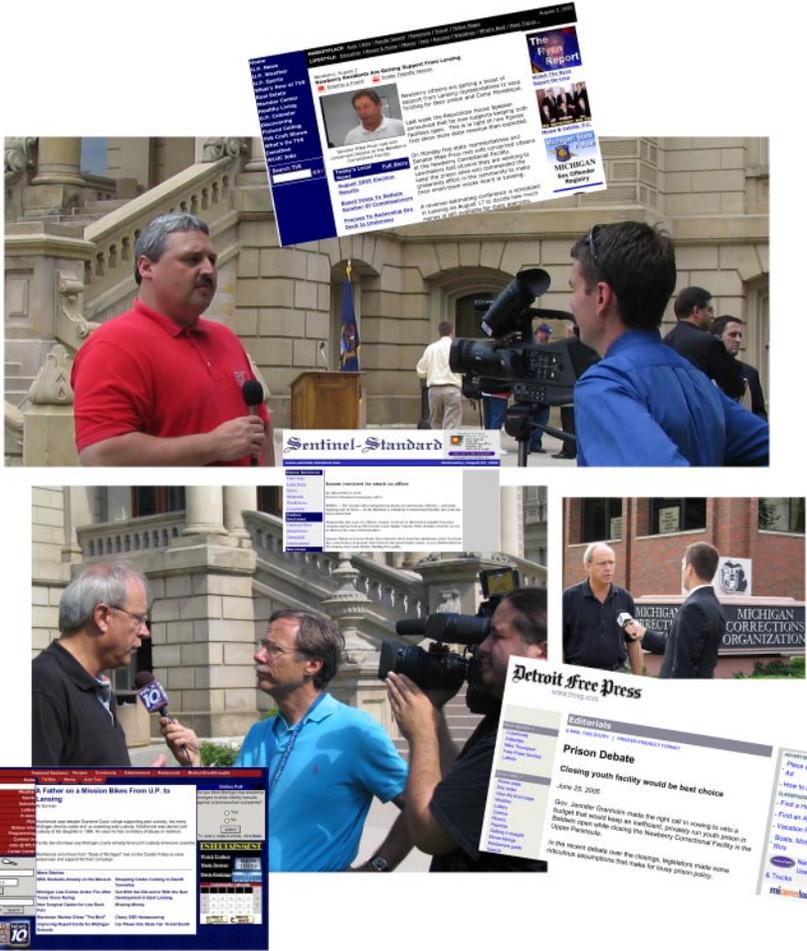
"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT

TELLING OUR SIDE



INSIDE THIS ISSUE

Page 2-3	Union News and Views	Page 6	Closer to Home/LTD Update
Page 4	SCF/MCO Picnic	Page 7	Exchange/Transfers List
Page 5	The Legal Watch -Child Custody and Support	Page 8	MCO Contacts



UNION VOICES

PRESIDENTIAL PONDERINGS...



Let me start off by saying that our thoughts and prayers go out to the family of Officer Morgan who died in the line of duty in Tennessee last month. Officer Morgan, an AFSCME brother, was gunned down by the wife of the inmate he was escorting from a hearing. The wife was a former prison nurse who had been fired the previous year for sneaking food to an inmate, and who subsequently married this prisoner with the Warden's permission. This and the recent events in Baraga have shed a bad light on corrections in the public eye, and left us inside wondering who we can trust to watch our backs.

In my visit to Baraga, I had the opportunity to talk to many officers who were angry and betrayed. After reviewing all the information and photos ***I'm here to tell the MCO membership I'm proud of the job the officers did at Baraga.*** It is very disturbing when you have two employees that undermine the security of the institution and disregard public safety. Their fate, rightfully so, is in the hands of the judicial system facing life in prison.

Many issues have surfaced since our last talk. The fight for Newberry and Camp Manistique and against privatization continues. On August 10th, myself, Lt. Governor Cherry, Rep. McDowell, and the President of MSEA, Jack Yoak, spoke at a press conference praising the efforts of everyone who has

written, called, or lobbied, and we urged them to continue the fight. MCO will not back down and is still arguing our case with the Governor, Legislators, and more. Privatization weakens our prison system. We won't stop until the threat of it is put away forever.

On August 11th, in Newberry, MCO met with all Region 1 Chapter Presidents and R.P.A MacMeekin. Many issues were discussed and resolved and MacMeekin pledged to follow up with Chapter Presidents. Thanks Mac.

Since our last talk I've toured Muskegon Correctional on 2nd shift, Baraga Max on 1st and 2nd, Marquette,

Huron Valley Womens, Carson City, Boyer Road, and Huron Valley TRV Center all on 2nd, and finally Scott. I would like to thank Mary Ann Hocking, Rick VanAlstine, Jerry Pope, Mike Taylor, Bruce Waldron, Dave Kavanagh, and John Ost for donating their own time to attend the various tours.

Vice President Andy Potter and I were present for the trial of prisoner Blands on his vicious assault of C/O Jefferies last fall. We still await the judge's decision on the main offender.

With the slight increase in revenues projected for next year, MCO's battle for staffing and safety is in full force.

Hang in There!

Letter to the Editor, *The Detroit News* July 6, 2005

CORRECTIONS OFFICERS DO THEIR JOBS HONORABLY

I am writing in response to the recent Detroit News series "Sexual Abuse Behind Bars" (May 22-24). As president of the Michigan Corrections Organization, the union that represents Michigan state corrections officers, I was disappointed and personally offended to see old news about former MDOC employees rehashed in *The News*. The series gave the impression that today's corrections officers continue this despicable behavior and that the MDOC has been slow to reform our prison system. That's just not true.

The truth is, Michigan's corrections officers are among the most highly trained, professional officers in any prison system today. The Department of Corrections implemented policies and procedures to protect everyone involved. Our officers face a lot of tough challenges today—staffing levels are dangerously low, legislators are attempting to close much-needed correctional facilities, and privatization is threatening to weaken our entire prison system. But one thing we should never have to worry about is carrying the stigma created by a few, corrupt individuals a decade ago.

On behalf of all 10,000 Michigan corrections officers, I'm proud of the job we do to keep our communities and prisons safe, and I'm proud to be a part of one of the best prison systems in the nation.

Tom Tylutki
 President
 Michigan Corrections Organization
 Lansing



UNION NEWS

OFFICERS GATHER TO DEDICATE MEMORIAL



Thumb Correctional Facility Chapter President
Gary Whitman standing at the memorial

On July 27th, officers gathered in front of the Thumb Correctional Facility for a ceremony to dedicate a new memorial.

The plaque reads...

“THIS MEMORIAL IS A TRIBUTE TO DEPARTMENT OF CORRECTIONS STAFF MEMBERS WHO HAVE PASSED ON WHILE EMPLOYED AT THUMB CORRECTIONAL FACILITY. EACH OF THEIR ACCOMPLISHMENTS WERE SIGNIFICANT AND INSTRUMENTAL IN UPHOLDING THEIR COMMITMENT TO PROVIDING A SAFE, SECURE, AND HUMANE ENVIRONMENT FOR ALL STAFF AND PRISONERS. THESE FELLOW EMPLOYEES SHALL FOREVER REMAIN IN OUR HEARTS.”

There are 15 names on the plaque which sits above a memorial rock just outside the entrance to the facility.



Officer MacKenzie and his daughter
at the Capitol in Lansing.

MacKenzie became involved with DADS of Michigan about five years ago when he began fighting the court system for joint custody of his daughter.

To prepare for his journey he sold his motorcycle, bought a Trek road bike, and began riding to and from work at Baraga Max every day; a 44 mile round-trip.

Officer MacKenzie left L’Anse at sunrise on August 6th and rode approximately 100 miles a day, stopping in Munising, St. Ignace, Kalkaska, Remus, Charlotte, Jackson, and finally the Capitol in Lansing on August 12th; 463 miles later. He was met at the Capitol by the media, officials from DADS of Michigan, MCO, and family members. After completing a ceremonial ride around the Capitol Building he was warmly greeted by many Senators and Representatives.

MacKenzie’s progress was tracked throughout the journey on the DADS website. He went through five flat tires - three of them in one day - and several severe rainstorms. Passing cars often honked in appreciation, and on several occasions he was delayed at rest areas talking with concerned citizens. Robb was successful in gaining the national attention he hoped to and hinted that a “ride to DC” might be the next step!



For more information about DADS of Michigan, visit them online at www.dadsofmichigan.org or call at (248) 559-DADS.

Talking to WILX Ch.10 in Lansing upon his arrival at the Capitol

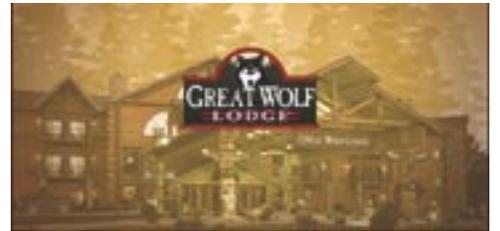




SCF/MCO 7TH ANNUAL CHILDREN'S
PICNIC
JULY 30, 2005



SPECIAL RATES FOR MCO
MEMBERS THIS FALL AT
GREAT WOLF LODGE IN TRAVERSE CITY!



**Starting at just \$129/night,
Sunday - Thursday on Family Suites from August 22 - December 15, 2005*
Good for Family Suite room and 4 Waterpark passes! (normally \$279/night)**

Visit our website at www.mco-seiu.org and click on the icon for Family Entertainment to find out all the details and other special offers they have made available!

*Upcharges apply to Friday & Saturday nights. Offer based on family of four and upon availability. Excludes holidays and blackout periods. Must mention company code: TMICHIGAN at time of reservation and must present your state ID at time of check-in.



THE LEGAL WATCH

CHILD CUSTODY AND SUPPORT

By: Attorney Daniel A. Pawluk

Many citizens go through their lives with little or no contact with the courts and legal system. However, Family Law is one area of the law that frequently exposes people to the court system. People who have children and are divorced or are raising a child on their own will have to deal with the majority of disputes that arise through the Family Division of the Circuit Court or the Friend of the Court. The "Friend of the Court" seems like it should be everybody's "friend", but it is extremely bewildering to most people.

Many individuals who come to this law firm with family law issues need someone to run interference on their behalf with Friend of the Court issues like child support, parenting time, changes in custody and so on. The Friend of the Court routinely deals with most issues relating to children and makes recommendations to the Court which becomes the Order of the Court unless an objection is filed by either party. The Friend of the Court has forms which are available to the general public, are intended to be user friendly and to enable citizens to handle problems without attorney involvement. Those who have attempted to take care of a problem In Pro Per, or without an attorney, can attest to the fact that the "system" is not as easily navigable as it is purported to be. Most people find that their requests are taken more seriously and dealt with more promptly when they are represented by counsel. Part of the reason is that attorneys are trained with regard to what needs to be said to warrant the relief requested. In addition, attorneys are familiar with the Judges and their assistants, the Friend of the Court employees, referees and the other attorneys involved in the cases.



Twenty years ago, the custodial parent was almost always the mother, with the father receiving parenting time on alternating weekends, holidays, and for a period of time during the summer. Much has changed since that time. In an ideal world, when parents separate, the children should spend as close to one half of their time with each parent because that is fair. Of course, with school schedules, transportation difficulties and other factors, it is often not possible or convenient. There are two types of custody — physical and legal custody. "Physical" custody is exactly that — who the children live with physically. "Legal" custody has to do with who makes the important decisions affecting the children. These important

decisions have to do with where the children attend school, whether they engage in extracurricular activities, need counseling, when they begin dating, medical care and other important matters. Most courts routinely order joint legal custody, which means that the parents share this responsibility equally. If the parents are unable to agree on an important decision, it is sometimes necessary to bring the issue in front of a Friend of the Court Referee or a Judge.

Once children have had a living relationship with one or both parents, we have an "established custodial environment." In order to warrant a change in the physical custody of the children, there must ordinarily be some sort of change in circumstances warranting the change. In all issues regarding children, the standard of "the best interests of the children" applies. If the custodial parent is experiencing difficulties such as drug use, inappropriate discipline, a new spouse or partner who disrupts continuity or other change affecting the

children, a Petition for Change or Modification of Custody may be warranted.

Similarly, the issue of child support frequently causes distress. Child Support guidelines are in place that specifies the amount of support the non-custodial parents should pay for support. If the parents are unable to agree on the amount of support, the guidelines specify the amount. If the custodial parent receives any sort of public assistance, the guidelines specify the amount. If the non-custodial parent has the children for 128 overnight periods or more during the year, the child support is based on the "Shared Economic Responsibility" formula, which calculates support based on each party's income and the number of days spent with each parent during the year.

Child support becomes a greater problem if the payor of support falls behind on payments. Income Withholding Orders from the payor's job prevent many difficulties. However, an eight percent surcharge is added twice each year to amounts that are past due. After an arrearage in support is accumulated, the Friend of the Court will issue an Order to Show Cause for the payor of support to appear. At this hearing, acceptable payment arrangements need to be made, or a jail sentence will often be imposed.

People frequently petition for a modification of support. The custodial parent believes that more money is needed to help with the expenses associated with raising children. The non-custodial parent may feel that the support money is not being used for the children's benefit and





CHILD CUSTODY AND SUPPORT (CON'T)

that too much support is being paid. Many factors come into play with regard to the support ordered. Payors of support who petition for reduction in the amount paid frequently find that the Friend of the Court recommend an increase in the amount paid.

Needless to say, all of these issues are critically important because the effect they have is very personal. Parents prioritize matters relating to their children because the children are the most important event in their lives. Frequently when citizens attempt to resolve these matters on their own, they wind up coming to an attorney later on to try to fix a problem which is now compounded. It is wise to seek the assistance of an attorney from the onset to help you navigate your way through the Friend of the Court and the Family Division of the Circuit Court. Many attorneys offer a free initial consultation where you can discuss the difficulty you are having and whether you need an attorney's assistance. A consultation can help point you in the right direction when you are dealing with these important family matters.

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

NOTICE:

THE CLOSER-TO-HOME TRANSFER WINDOW PERIOD WILL BE THE MONTH OF OCTOBER. PLEASE WATCH THE KYI'S TOWARD THE END OF SEPTEMBER FOR MORE INFORMATION, ELIGIBILITY CRITERIA, AND INSTRUCTIONS ON HOW TO PLACE YOUR NAME ON THE LIST.

**EXTEND YOUR VOICE BEYOND THE WALLS...
MAKE CO'S HEARD!**

You should have received a letter within the last month asking you to consider making a donation to the MCO PAC Fund. While the PAC Fund has been around for over a decade, we've recently revamped the program to make our voice stronger than ever. For the first time, members can earmark their contributions for the political party of their choice. MCO, as well as SEIU, strongly believes that we can make politics work if we focus our time and money on our core issues. As SEIU President Andy Stern says, "we don't have any permanent friends or permanent enemies, only permanent interests." And, like it or not, money is an important factor in protecting our permanent interests.

But it's not the only factor. Another way to make politics work for Michigan's correctional and forensic officers is to become a member activist. Politics is not a spectator sport. By becoming a Member Political Organizer (MPO), you can help advance MCO's agenda by becoming politically involved in your community and across the state. MPOs perform crucial tasks like raising funds, lobbying decision makers, and educating members on important issues.

In addition to our program, we want to encourage MCO members to consider taking an active part in their own political party. By becoming a precinct delegate, registered member of your party, or even running for office, you'll be helping to insure that MCO's interests are the interests of decision makers throughout Michigan.

If you're ready to donate to the PAC Fund or become an MPO, contact MCO Central. We are currently developing a new MPO orientation program to be launched later this fall. We have an important election coming up in 2006 and our fight in the State Legislature is ongoing. Our voice must be heard loud and clear in Lansing and throughout Michigan.

Remember: public employees need politics to work!

NEW LTD ADMINISTRATOR EFFECTIVE OCTOBER 1, 2005

CMI, currently the State's Workers' Compensation Administrator, will also assume the role as the State's Long-Term Disability Administrator. Letters were sent out in August to current LTD recipients and a follow-up letter will be sent as the transition date nears with relevant phone/fax and claims specialist information.

Broadspire, the current LTD Administrator, is working with CMI to make the transition as smooth as possible to avoid any interruption in service.

**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
Robert Mills, E-9	Newberry	Kinross Area	(906) 293-6200
Dalan Knox, E-9	Macomb	Thumb	(586) 749-4900
Brian Lierman, E-10	West Shoreline	Grand Rapids Center	(231) 773-1122
Jamie Willyerd, E-9	Mound	Thumb	(313) 368-8300
Brion Bradish, E-9	Cotton	Pugsley	(517) 780-5250
Yvonne LaPonsie, E-10	Newberry	Kinross Area	(906) 293-6200
Mark Bourdow, E-10	Mound	Saginaw	(313) 368-8300
Karen Becker, E-9	Oaks	Puglsey/SRF/SLF/SPR/STF/DRF	(231) 779-4332
Brian Leathed, E-9	Huron Valley Mens	Any Jackson Facility	(734) 572-9892
Charles Belt, E-9	Gus Harrison	Jackson Area	(517) 265-3918
Juanita Lambert, E-9	Macomb	Thumb	(586) 749-4900
Marcell Reno, E-10	Gus Harrison	Ryan, Huron Valley Mens	(517) 265-3918
Jamie Minto, E-8	Oaks	Standish/Lehman/Pugsley	(231) 779-4332
Alexander Samuel, E-8	Oaks	St. Louis/Saginaw	(231) 779-4332
Omar Stewart, E-8	Oaks	Muskegon Area	(231) 779-4332
Gary Blow, E-10	Brooks	Oaks	(231) 773-9200
John Russell, E-10	Boyer Road	St. Louis/Mid-Michigan Area	(989) 584-3941
Randy Glasgow, E-9	Newberry	Pugsley/Oaks/Camp Lehman	(906) 293-6200
Alexander Thompson, E-8	Oaks	Muskegon Area	(231) 779-4332
Jason Thomas, E-10	Muskegon Correctional	Oaks	(231) 773-2301
Donald Jennings, E-8	Oaks	St. Louis/Saginaw	(231) 779-4332
David Burnham, E-9	Standish	Thumb	(989) 846-7000
Kristina Wood, E-9	Camp Brighton	Macomb/Thumb	(734) 878-6623
Gloria Bogan, E-9	Macomb	Thumb/Saginaw	(586) 749-4900
Santiago Gomez	Thumb	Saginaw/Standish	(810) 667-2045
Troy Chrisman, E-8	Lakeland	Guss Harrison/Parr Hwy	(517) 278-6942
Rick Salinas, CTO-10	Standish Max	Saginaw	(989) 846-7000
Jerry Fink, E-9	Mound	Scott	(313) 368-8300
Thomas Grayson, E-8	Macomb	Saginaw/Standish/St. Louis	(586) 749-4900
Jason Huyck, E-9	Newberry	Kinross area	(906) 293-6200
John Schulz, E-8	Egeler	Alger/Marquette	(517) 780-5600
Willie Phillips, E-10	Oaks	Muskegon Area	(231) 723-8272
Ernest Landrum, E-10	Lakeland	Jackson Area	(517) 278-6942
Kris Bolan, E-9	Gus Harrison	SAI Cassidy Lake	(517) 265-3900
Kimberly Johnson	Camp Brighton	Jackson Area/Carson City	(734) 878-6623
Brian Lyons, E-10	Oaks	Standish/St.Louis/Saginaw	(231) 723-8272
Brad Pratt, E-9	Camp Lehman	Pine River	(989) 348-8101

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. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
2. E-mail your request to: sacha@mco-seiu.org
3. Complete the online form under "MCO Tools" at www.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*

Andy Potter, *Vice President*
Bill Henderson, *Financial Secretary*
Jim Johnson, *Recording Secretary*
Adam Douglas, *Member at Large*
Cary Gross, *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*
Val Corl, *Bellamy Creek*
Bryon King, *Boyer Road*
Matthew Pohl, *Brooks Correctional*
vacant, *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*
William Thomas, *Deerfield*
Dave Tobias, *Egeler*
James Sims, *Florence Crane*
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Randy Burrow, *Gus Harrison*
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Charles Wright, *Huron Valley Corrections Facility*
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Kamal Cariuty, Jr., *Lakeland*
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Jerry Pope, *Marquette*
James Prince, *Mid-Michigan*
Adam Douglas, *Mound Correctional*
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Jake Campbell, *Straits*
Gary Whitman, *Thumb Correctional*
Robert Sikkenga, *West Shoreline*

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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.

If you have changed your address, phone number, or e-mail, please inform MCO immediately at 1-800-451-4878 (phone), 1-800-327-5266 (fax), or complete the online form on our website.

MCO CENTRAL STAFF

Mel Grieshaber, *Executive Director*

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David VanKoevinger, *Labor Relations Coordinator*
Cynthia Beal, *Labor Relations Representative*
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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

GOVERNOR SIGNS BUDGET USES LINE-ITEM VETO

FY 2005-06 CORRECTIONS BUDGET

S.B. 268 (CR-1): C



Senate Fiscal Agency
P. O. Box 30036
Lansing, Michigan 48909-7536



Tel

FY 2004-05 Year-to-Date Gross Appropriation

Changes from FY 2004-05 Year-to-Date:

Items Included by the Senate and House

1. **Additional Beds.** 1,352 new Level 1 and 2 beds are added at the following facilities: Kinross, Ojibway, Cotton, Parnall, Gus Harrison, Lakeland, Pine River, Riverside, and St. Louis. The budget also provides full-year funding for beds only partially funded in FY 2004-05 at Camp Lehman and the Oaks Correctional Facility.
2. **Restoration of FY 2004-05 Employee Concessions.** The bill recognizes the end of savings related to banked leave time and restores the funding to the base.
3. **Economic Adjustments.** The budget includes increases for insurances, retirement, and building occupancy charges as well as savings in workers compensation.
4. **Other Changes.** The budget also includes a number of other changes that provide a net savings of \$1,536,200.

Conference Agreement on Items of Difference

~~5. **Michigan Youth Correctional Facility.** The Conference Committee retains \$17,840,700 in funding for the management and lease contracts for the facility, which is \$1.0 million less than in the current year to encourage contract renegotiation and savings.~~

6. **Newberry/Manistique.** The Conference Committee keeps both the Newberry Correctional Facility and Camp Manistique open.



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UNION VOICES

PRESIDENTIAL PONDERINGS...



It appears all the hard work of MCO members, their friends, and families statewide have saved Newberry and Camp Manistique as a budget agreement has been reached that funds both facilities. The generation of thousands of e-mails and phone calls and our attendance at protests and rallies got our message across and we won. It shows just one example of the power MCO has when members mobilize in a common effort.

Tom Ivers

Congratulations and Thank You!

MCO continued the pressure on the Governor to line item veto the funding for the Private Youth Prison when the Bill reached her desk. We don't need the beds and privatization weakens our system.

The Department has moved ahead with the plan of moving male officers out of the housing units at the female prisons. As most members are aware by now, MCO is fighting this notion and will not back down. Initially the suit was won by MCO in U.S. District Court, but then it was appealed by the Attorney General to the 6th Circuit Court of Appeals which ruled against MCO. The MCO Executive Board appealed the case to the U.S. Supreme Court, which is back in session October 1st and is reviewing the cases they received over the summer at this time. They have over 1,000 cases to review, from which they will make a determination on the cases

they will hear. This battle has gone on for years and MCO realizes the many disruptions it has generated but this board believes "a uniform is a uniform" and we are fighting the Department to the end.

A new class of 120 cadets is tentatively scheduled to be hired October 24th. It is our understanding that 50 females are in this class, which will help get officers out of the Huron Valley Women's Facility who were frozen from the HVC closure.

As most MCO members realize, the much discussed BLT program comes to an end on October 22nd and will be reflected on your check for November 3, 2005. Longevity payments will also hit your checks at the same time in addition to the 1% wage increase and the increased Uniform Allowance from \$250 to \$575 for those members already receiving the allowance and to \$325 for those members who were not.

We are happy to see that Prisoner Freeman will be tried for his part on the violent assault of C/O Jeffries at MTU last fall. Inmate Bland was sentenced to 9-20 years for assault with intent to commit great bodily harm less than murder. I feel without these prosecutions it would have been open season on our officers. Once again, the pressure from MCO members banding together made a difference. Many calls, e-mails, and a demonstration were planned at one point when it looked like Freeman might not be charged. Thankfully, he will be held accountable for his actions.

Chapter Elections have now been completed. I urge every member to

attend chapter meetings, give the newly elected chapter officials your input and issues for them to take to Labor Management. Most of all, give them your support in these challenging times. You are the MCO and we can accomplish many goals when we stick together.

Until next month, be safe. See you in the trenches.



Through a combination of fundraisers, including a Golf Outing and a Rummage Sale, Officers at Marquette raised \$1100 dollars for the MCO Crisis Fund.

This fund, used to help out MCO members who have experienced a life crisis, such as a devastating fire, a loved one battling cancer, etc., is sustained by voluntary contributions. These contributions come from MCO Members, officers and staff, statewide fundraisers, as well as the proceeds from the annual MCO Crisis Fund Golf outing, which raised nearly \$9,000 this year.

Since January of this year, 76 members have received a total of just over \$26,000 to assist them in times of need.



UNION NEWS

GOVERNOR VETO'S PUNK PRISON

The Governor has signed the budget covering Community Health and Corrections, which included funding for both the Newberry and Camp Manistique Correctional Facilities. Governor Granholm exercised her right to line-item veto funding for the Michigan Youth Correctional Facility, a privately run prison near Baldwin.

This is a major victory for both MCO members statewide and citizens in Newberry. In an amazing effort, we generated thousands of e-mails, faxes and calls, held a picket, several rallies and press conferences to battle the proposed closure of these facilities and the continuance of a private prison contract that was fiscally irresponsible.

MCO lobbied against the private youth facility since it first opened in 1999 citing its high turnover rates, lower wages and benefits, and lack of public accountability as factors leading to increased safety risks.

With Prison funding and Corrections issues in the media now more than ever, it highlights how politics play a role in our profession. Please take the time to consider contributing to the MCO PAC fund. For more information or to make a donation, simply contact your Labor Rep or send a check made payable to: the MCO PAC Fund, 421 W. Kalamazoo St., Lansing, MI 48933

SCHWARZ SUPPORTS CORRECTIONS ISSUES

Congressman Schwarz has signed onto house resolution (H.R. 1806) which would require federally funded private prisons the same duty to release information as a government owned and run facility under the Freedom of Information Act.

DUES INCREASE



In accordance with our contract, your MCO union membership dues are equal to a certain step for an E-9.

Thus, in conjunction with the 1% wage increase that goes into effect October 1, 2005, union dues will increase \$.20 per pay period.

CORRECTIONS OFFICERS COMING TOGETHER FOR KATRINA

Facilities and Officers from around the state have come together in great numbers to aid those suffering in the wake of Hurricane Katrina.

The Scott Correctional Facility acted immediately and held a hot dog/hamburger fundraiser on September 9th, generating just over \$750 for the Red Cross relief effort.

While it has been over a month now, and the hurricane is less and less in the news, the need for assistance hasn't dwindled. Especially now that Hurricane Rita has hit additional areas and further battered cities like New Orleans.

If you would like to make a donation, below are some organizations dedicated to the relief efforts.

NAAWS- North American Association of Wardens and Superinten-

dents who are directing their funds specifically to CO's and other correctional line staff. Make your check payable to:

NAAWS(Hurricane Relief) and mail to:
Gloria Hultz
NAAWS Executive Treasurer
PO Box 11037
Albany, NY 12211-0037

Other agencies collecting donations for those in need include:

SEIU - In addition to the International Union's contribution of \$100,000, SEIU has established the SEIU Hurricane Relief Fund to specifically assist SEIU members and their families.

Checks should be made payable to: SEIU Hurricane Relief Fund and mailed to:

SEIU Hurricane Relief Fund
1313 L Street, NW
Washington, DC 20005

Or, you can donate online at www.seiu.org *NOTE: Contributions to this fund are NOT tax deductible.*

THE SALVATION ARMY - make the check payable to The Salvation Army and mail to:

The Salvation Army
P.O. Box 4857
Jackson, MS 39296-4857

please mark the check "disaster relief"

Or, you can donate online at www.salvationarmyusa.org

THE AMERICAN RED CROSS - make the check payable to American Red Cross and mail to:

American Red Cross
P.O. Box 37243
Washington, DC 20013

please mark the check "disaster relief fund"

Or, you can donate online at www.redcross.org



SPECIAL OLYMPICS MICHIGAN AND MCO HOLD RAFFLE DRAWING

Special Olympian Nick Ward, members of the MCO Executive Board and staff, as well as Law Enforcement Torch Run participants CO Losey from RGC, CO Morgan from URF and CO Kaiser from RGC gathered at MCO Central to hold the drawing for the Special Olympics Michigan Trip Raffle.

The winner of the raffle was Brian Card from the Saginaw area, who gets his choice of either a Disney Land & Cruise package, a Mexican Riviera Cruise, Mediterranean Cruise, Caribbean or Panama Canal Cruise, or \$2,500 in cash.

Through this raffle, they were able to raise nearly \$13,000 for Special Olympics Michigan, which serves nearly 14,000 athletes throughout the state. Special Olympics Michigan is a non-profit organization that receives no federal or state funding. Like many other non-profits, for the first time in years they have had to

cut back on programming as people have made donations towards the tsunami and hurricane relief instead.

Without MCO support and volunteers, they would not be able to provide the programs they currently do. Over the years MCO's participation has grown to the point that we outnumber all other agencies including MSP, FOP, FBI, and Sheriff's Offices. Officers volunteer at the Summer Games in Mt. Pleasant in June and the Winter Games in Traverse City in February to hand out medals, as well as selling raffle tickets and other fundraising events throughout the year, including the Torch Run which was held last week.

Olympian Nick Ward, whose father is an MCO member at Egeler, was the athlete representative to the International Special Olympic Games in Japan in February of this year.



CO Losey with the winning ticket



CLOSER-TO-HOME TRANSFERS

October 1-31st is the window period for Closer-to-Home Transfers. If you are interested in placing your name on the list, you must submit a letter indicating your name, address, telephone, classification, current facility, desired facility (within a 40 mile radius of your home) and if you have any current discipline in your file.

Please send or fax this letter to:

Michigan Corrections Organization
Attn: Cheryl Dunlap - Labor Representative
421 W. Kalamazoo St.
Lansing, MI 48933
Fax# (517) 485-3319

MCO will not accept any letters received before October 1st or after October 31st.

Please keep in mind that if you have placed your name on the list during prior enrollment windows, you will need to re-apply. The list basically clears at the end of each year.

To be eligible for a Closer-to-Home transfer the employee must have attained status, have not voluntarily transferred during the 12 month period prior to the application date and have no record of disciplinary action, or unsatisfactory service rating during the two years proceeding the date of the filling of the position.

For more information on the Closer-to-Home procedure and requirements, it is covered under Article 15, Part D, Section A, #5, on pages 79-80 of your new contract.



THE LEGAL WATCH

LICENSE RESTORATION BEFORE THE DRIVERS LICENSE APPEAL DIVISION

By: Attorney Daniel A. Pawluk

A driver's license issued by the State of Michigan is a privilege and not a right. An individual's driving privileges can easily be suspended or revoked from simply accumulating too many points or, more typically, for multiple substance abuse based convictions.

The Drivers License Appeal Division (DLAD) is the governing body with the power to grant or deny driving privileges.

The very first step in the process of petitioning the DLAD for a license restoration is to obtain your driving record. This is necessary to determine what



types of license sanctions were taken. The most common type of suspensions or revocations is typically for multiple convictions for drinking and driving offenses. An individual is not eligible for a DLAD hearing until after the conviction review date. In addition, the driving record also will reflect what, if any, administrative suspensions were added by the Secretary of State. Oftentimes, administrative suspensions must be set aside by motion in Circuit Court, clearing the record for the DLAD hearing.

Next, a substance abuse evaluation is required. DLAD provides and requires the use of its evaluation form to be completed by a qualified counselor. The substance abuse evaluation can not be older than 90 days when submitted. Following and subject to the

substance abuse evaluation, a hearing can then be requested in writing. It is imperative that the evaluation supports a period of complete abstinence from any use of alcohol and/or drugs for not less than 6 consecutive months. And, at the hearing, the referee can require proof of abstinence for at least 12 consecutive months if the evidence establishes a longer period of abstinence is necessary.

It is helpful to know, the definition of "Abstinence" by the DLAD. Abstinence, as defined by DLAD, means to "refrain **completely** from consuming **any amount of any type** of alcohol beverage, including, but not limited to, **nonalcoholic beer** or controlled substance..." unless prescribed (R257.301 – **emphasis added**).

A driver, whose privileges have been revoked due to multiple drunk driving convictions, must demonstrate to the DLAD that he or she is not a threat to the community. As further support to the substance abuse evaluation recommendation, the driver is advised to provide at least three independent reference letters demonstrating the driver's "community proof of sobriety". The content of the letters should be in conformity with the requirements laid out by DLAD. The hearing officer may further require the driver to present current urinalysis drug screening to support the abstinence of

alcohol or drugs. As further support, the driver may provide proof of his or her past and current structured support program, preferably ongoing and verified AA or NA meetings.

The hearing itself is for the most part informal. It is a tape recorded session where the driver and witnesses are sworn in under oath. The hearing officer proceeds to question the driver to determine whether his or her substance abuse problem is under control and whether it will remain under control. It is the driver's burden to prove to the hearing referee by "clear and convincing evidence" that his or her substance abuse is under control. This is demonstrated by the submitted substance abuse evaluation, letters of community members supporting proof of sobriety, AA/NA meetings, urinalysis and testimony at the hearing.

The hearing officer may grant restricted privileges following the hearing or take the case under advisement to further review the proofs. If the hearing officer does not grant driving privileges, the driver may appeal to the Circuit Court. *Stay tuned!*



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



ARBITRATION REPORT

By: David VanKoevering, Labor Relations Representative

This arbitration was the culmination of a grievance that was written because the Michigan Department of Corrections refused to submit time and attendance records of certain supervisors. The Union's claim of disparate treatment for time and attendance violations arose out of the lack of action by management; failing to treat supervisors the same as bargaining unit employees for the same time and attendance violations.

At the hearing, MCO argued that the Department violated the Union's rights by denying the Chief Steward's request for the time and attendance records that he had timely requested under the Contract - Article 9, Section G.

The Employer's position is that they are not required to provide the requested documents to the local union representatives because their contractual disclosure obligation is satisfied when they share the information with Union representatives at Step 3 of the grievance procedure. The Department maintained at the hearing that the documents were presented to the Union during the pre-arbitration discussions and this thereby satisfied their obligation for disclosure.

The Employer also maintained that it needs to strike an appropriate balance between the Union's right to know and the non-bargaining unit employees' right to confidentiality. The Department did not believe that management should provide time and attendance records of supervisory staff to subordinate employees, regardless of their Union

positions. Additionally, the Department maintained that its denial of this information to the local representatives is consistent with a prior arbitration decision. Further, the Employer argued that management had no obligation to provide such information to the Union, because the data is irrelevant to any determination on whether bargaining unit members were treated disparately.

MCO countered that the contract and a prior Arbitration award did not give the Department the latitude to decide at what level of the grievance procedure the information requested was to be provided, nor do they permit that information be provided only at the higher steps of the grievance procedure. Article 9, Section G, provides that the Union is authorized to have access to specific documents or records pertinent to a grievance under consideration.

The arbitrator ruled that the Employer has essentially acknowledged the Union's right to disclosure, it seeks to limit its scope, by providing access to the requested documents only to a higher level union representative. The Employer maintained that it is inappropriate to share information on supervisors with subordinate employees and that their obligation under Article 9, Section G, is satisfied by their willingness to provide the requested documents to Union representatives at the Step 3 level or in Pre-Arbitration discussions.

The arbitrator found this argument to be unpersuasive and that accepting the Employer's position would be to adopt a contractual interpretation that

would be inconsistent with public policy and sound labor relations. In addition, by providing the Union with information needed to process the grievance and thereby determine its merits, the parties at the very early stages of the grievance process would be better able to review and resolve grievances. The arbitrator also stated that he found that it would be doubtful that the parties would negotiate a provision that would frustrate the settlement of grievances at the local level and thereby exacerbate labor management tension and conflict at the local level.

In the above case the arbitrator gave the following award...

"The Employer shall provide to Union representatives at the local level time and attendance records when such information is relevant to a consideration of a grievance under review."

SENIORITY BASED TRANSFERS

The window period for Seniority Based Transfers is November 1-31st for transfers that will occur between January 1st and June 30th 2006. Additional information and requirements can be found under Article 15, Part D, Section A, #2 on pages 78-79 of your new contract. Watch for further details in the November MCO Report and upcoming KYI's.

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: name, home phone number, classification (E-9, E-10), 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 name 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 remember to contact MCO to remove your name from the list once you've transferred.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Robert Mills, E-9	Newberry	Kinross Area	(906) 293-6200
Dalan Knox, E-9	Macomb	Thumb	(586) 749-4900
Brian Lierman, E-10	West Shoreline	Grand Rapids Center	(231) 773-1122
Jamie Willyerd, E-9	Mound	Thumb	(313) 368-8300
Brion Bradish, E-9	Cotton	Pugsley	(517) 780-5250
Yvonee LaPonsie, E-10	Newberry	Kinross Area	(906) 293-6200
Mark Bourdow, E-10	Mound	Saginaw	(313) 368-8300
Karen Becker, E-9	Oaks	Puglsey/SRF/SLF/SPR/STF/DRF	(231) 723-8272
Brian Leathed, E-9	Huron Valley Mens	Any Jackson Facility	(734) 572-9892
Charles Belt, E-9	Gus Harrison	Jackson Area	(517) 265-3918
Juanita Lambert, E-9	Macomb	Thumb	(586) 749-4900
Marcell Reno, E-10	Gus Harrison	Ryan, Huron Valley Mens	(517) 265-3918
Jamie Minto, E-8	Oaks	Standish/Lehman/Pugsley	(231) 723-8272
Alexander Samuel, E-8	Oaks	St. Louis/Saginaw	(231) 723-8272
Omar Stewart, E-8	Oaks	Muskegon Area	(231) 723-8272
Gary Blow, E-10	Brooks	Oaks	(231) 773-9200
John Russell, E-10	Boyer Road	St. Louis/Mid-Michigan Area	(989) 584-3941
Randy Glasgow, E-9	Newberry	Pugsley/Oaks/Camp Lehman	(906) 293-6200
Alexander Thompson, E-8	Oaks	Muskegon Area	(231) 723-8272
Jason Thomas, E-10	Muskegon Correctional	Oaks	(231) 773-3201
Donald Jennings, E-8	Oaks	St. Louis/Saginaw	(231) 723-8272
David Burnham, E-9	Standish	Thumb	(989) 846-7000
Kristina Wood, E-9	Camp Brighton	Macomb/Thumb	(734) 878-6623
Gloria Bogan, E-9	Macomb	Thumb/Saginaw	(586) 749-4900
Santiago Gomez	Thumb	Saginaw/Standish	(810) 667-2045
Troy Chrisman, E-8	Lakeland	Guss Harrison/Parr Hwy	(517) 278-6942
Rick Salinas, CTO-10	Standish Max	Saginaw	(989) 846-7000
Jerry Fink, E-9	Mound	Scott	(313) 368-8300
Thomas Grayson, E-8	Macomb	Saginaw/Standish/St. Louis	(586) 749-4900
Jason Huyck, E-9	Newberry	Kinross area	(906) 293-6200
John Schulz, E-8	Egeler	Alger/Marquette	(517) 780-5600
Willie Phillips, E-10	Oaks	Muskegon Area	(231) 723-8272
Ernest Landrum, E-10	Lakeland	Jackson Area	(517) 278-6942
Kris Bolan, E-9	Gus Harrison	SAI Cassidy Lake	(517) 265-3900
Kimberly Johnson	Camp Brighton	Jackson Area/Carson City	(734) 878-6623
Brian Lyons, E-10	Oaks	Standish/St.Louis/Saginaw	(231) 723-8272
Brad Pratt, E-9	Camp Lehman	Pine River	(989) 348-8101
Boyd Baker, E-10	Handlon	Macomb	(616) 527-3100
Joe Stevenson, E-9	St. Louis	Saginaw/Thumb	(989) 681-4361
Matthew Boerema, E-9	Brooks	Oaks	(231) 773-9200
Daniel McClelland, E-10	Bellamy Creek	St. Louis	(989) 527-2510
Eric Hoffman, E-8	Pugsley	Camp Lehman	(231) 263-5253
Mark Chalker, E-9	Southern MI	Saginaw/Thumb/Standish	(517) 780-6503

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. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
2. E-mail your request to: sacha@mco-seiu.org
3. Complete the online form under "MCO Tools" at www.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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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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Timothy Ryder, *SAI Program*
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Ray Sholtz, *St. Louis*
Jake Campbell, *Straits*
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The MCO REPORT is an award-winning publication of the Michigan Corrections Organization, Service Employees International Union, Local 526M. 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, phone number, or e-mail, please inform MCO immediately at 1-800-451-4878 (phone), 1-800-327-5266 (fax), or complete the online form on our website.

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

CENTRAL CONFERENCE



CHAPTER LEADERS TAKE CHARGE



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UNION VOICES



PRESIDENTIAL PONDERINGS...



After enjoying a very short window of victory with the funding of Newberry and Camp Manistique and the Governor's line item veto of the private youth prison in Baldwin, MCO was informed the U.S. Supreme Court refused to hear the Gender-based lawsuit.

MCO has battled this suit for many years, spending well over 1/2 Million Dollars, fighting for officers' rights. I am proud of the officers who have done their job professionally in the female prisons for years, and of the many State Executive Boards who have continued to fight this with the view that a "uniform is a uniform."

It is an outrageous notion by some officers to believe this union has done nothing to try to protect their rights.

Orientation was held for the new Presidents and new Chief Stewards to give them the tools and information they need to better serve their members. More in-depth regional training will commence after the 1st of the year.

In addition to 120 new officers in training, the MDOC has hired most of the staff from the private youth prison. The expectation of another 100 new officers in early 2006 will increase staff safety and reduce staffing shortages. Please welcome all the new officers to the MCO family as we unite to fight as one.

Since our last talk I've visited the

William Overton class, the first to go through training at the MSP Academy in Lansing. I've toured I-Max, MTU, Camp Ottawa, Ojibway (2nd & 3rd shifts), Camp Cusino, Newberry, URF, Oaks, and Pugsley. I also traveled to Huron Valley Mens to assist the Chapter Board and their Labor Rep. Dave VanKoevering in addressing numerous grievances and issues with the Department.

Moving on to Member Benefits... Check out MCO's website at www.mco-seiu.org. Bill Henderson, our Treasurer, has added many vendors in recent months that offer discounts exclusively to MCO members. Also you can sign up to receive the MCO Report, the KYI, and other breaking Bulletins electronically, which helps keep our membership more informed and hence more powerful.

Most of you by now have heard of the inmate murdered at Camp Cusino. The prisoner suspected in the murder had 10 major tickets and 5 minor tickets and it is MCO's view that he should not have been doing time in the Camp system.

The current fiscal year's budget is underfunded, creating the downward pressure to reclassify inmates and house them in lower security institutions.

We have many struggles and fights ahead. Together we will make a stronger MCO and a safer work environment.

HOLIDAY PACKAGES ON THEIR WAY...

MCO members should be receiving a Holiday Package containing your new 2006 Calendar during the month of December. If you do not receive it as the end of the month approaches, give MCO Central a call at (517) 485-3310 so that we can verify we have the correct address and get a replacement out to you as soon as possible.

MCO, TOM TYLUTKI AND MCO REPORT

I would like to thank MCO for the support given to me and my family.

I feel very fortunate having a union who fought so diligently on my behalf.

A very special thank you to Tom Tylutki, Andy Potter, Val Corl, and also Tangee Laza.

Sincerely,

Harry Vriese

Happy Holidays



UNION NEWS

2006 MCO & SEIU SCHOLARSHIP OPPORTUNITIES

MCO Members have two college scholarship programs their children are eligible to apply for; one through MCO and one through our parent union, SEIU.

The MCO Scholarship Application will be available and included in your March issue of the MCO Report. The forms will also be available for download through our website at www.mco-seiu.org.

The deadline for the MCO Scholarship application is June 1, 2006.

The SEIU Scholarship Application for the 2006-2007 Academic year will be available for download from their website at www.seiu.org the beginning of December.

SEIU offers several different scholarships which require separate applications.

If you do not have Internet access and need the forms mailed to you, simply contact Sacha at MCO Central.

The SEIU application deadline is usually March 1st.



2006 UNION PLUS SCHOLARSHIP OPPORTUNITIES

The 2006 Union Plus Scholarship applications are now available for download through their website at www.unionplus.org. These scholarships, which range from \$500 - \$4000 for eligible undergraduate students, are available to MCO Members through our labor affiliations.

Awards are based on academic achievement and potential, character, leadership, social awareness, career goals and financial need. The applications are reviewed by a committee of post-secondary educators.

Applications must be completed and post-marked by January 31, 2006, in order to be considered for an award.

For further information, or to download the application simply visit www.unionplus.org/scholarships.

If you do not have Internet access and would like an application mailed to you, simply call MCO Central and ask for Sacha.



BARAGA CO OIEN TAKES 3RD PLACE AT WORLDS!



Officer Wayne Oien placed first when he competed in the 2005 Drum Corps Midwest Invitational Snare Drum Competition in July. He then traveled to Pennsylvania over the Labor Day holiday to compete in the World Championships.

Oien placed third at the Worlds this year, having placed fifth in 2003, and fourth in 2004.

Officer Oien has over 12 years in the MDOC and works at the Baraga Max Correctional Facility.

Way to go Wayne!

LONG TERM DISABILITY CHECKS TO BE TAXED

The Michigan Department of Treasury informed Employee Health Management that State of Michigan Income Taxes must be deducted from long-term disability payments made by the State of Michigan Long-Term Disability Plan.

A letter is being mailed to LTD claimants shortly that informs them of this new procedure which will go into effect on any benefit checks scheduled to be received after December 1, 2005.

It is vital that LTD claimants complete the MI-W4 form included in the mailing and return it, or the maximum tax deductions will be made, thus possibly lowering benefit checks more than necessary.

Any questions regarding this new procedure can be directed to your CMI claims adjuster.



CENTRAL COMMITTEE REVIEW

One hundred and thirty two delegates gathered at the Holiday Inn in Lansing for Central Conference on October 26, 2005.

A brief synopsis of what was discussed follows:

PRESIDENT’S REPORT - Tom Tylutki opened the day with a moment of silence for the officer in Tennessee who was killed in the line of duty and for those affected by recent assaults here in Michigan.

A reminder went out that volunteer donations from the members to the Crisis Fund are a major funding source and to consider this when filling out travel vouchers.

Tom reported that despite taking the Gender issue to the U.S. Supreme Court, we have lost the case.

A recap of the attempt to close Newberry and Camp Manistique was given and Tom recognized the many members statewide, Executive Board members, and Local Chapter leaders in Newberry for their hard work during this fight. Because we all came together we had the strength to win this fight, and to win the line item veto of the private youth prison funding.

Tom shared the positive feedback from the Orientation that was held the day before for new Chapter Presidents. Similar Orientation will be held the day after Central for new Chief Stewards as well.

Discussion occurred on the Gun Towers as E-8 positions and closing of assignments as current issues the union is contending with.

The President also reported that

this year’s state budget is underfunded and that the union believes the Department will be hitting us with something new in staffing. We must stand together like we did earlier this year. If we picket, show up and make it a successful picket. It’s just a start.

“You are all a part of a new thrust in this union. Members expect more from me, this Executive Board, you and staff...and we will deliver.”

VICE-PRESIDENT’S REPORT - Andy Potter began with a Health and Safety report indicating that they are working to get small personal hand sanitizers for those officers who are isolated, such as yard officers, and unable to wash their hands after pat searches. In addition, the Committee is looking into alternate prisoner glasses that cannot be so easily turned into tools, as well as a padlock with rounded corners made out of a lightweight material so that it would be less damaging if used as a weapon.

Andy also reported on the Ad-Hoc Committee that was bargained into our new contract to address infectious diseases, including MRSA, Hepatitis C, etc. The state will be putting out in the near future a new A.R.O. manual to better guide officers on preventative and precautionary measures to take. The MCO Executive Board took action and allowed the Committee to contact an outside doctor, a specialist from the University of Michigan, to review the state’s protocol. The Committee also interviewed the doctor extensively on MRSA. The doctor was quite confident in the DOC’s new protocol and reminded us that MRSA is not blood

borne, but a bacterium, and thus easily prevented with the use of universal precautions.

A group of CTO’s is being gathered in preparation for a meeting with the DOC to discuss several issues.

EXECUTIVE DIRECTOR’S REPORT - Mel Grieshaber reviewed some items in the new contract, including the 1% pay increase in October 2005, another 1% in April 2006, that the BLT program has concluded and the increase in the Uniform Allowance.

Mr. Grieshaber also discussed CTO issues, the Gender-based lawsuit, Officer Orientation and Staffing in the prisons.

The MCO Website and all the new information and capabilities available was discussed, including the electronic distribution of the MCO Report and the KYI which is not only more timely, but cost effective for the Union.

In addition, the new system will allow us to send out a “call to action” which makes it as simple as the click of a button to contact your legislators on key topics of interest to CO’s.

Some of the legislation we are addressing includes HB 5219 and 5220, which deal with gender discrimination, HB 4030 on retirement and HR 1806 which is on the federal level dealing with the Freedom of Information Act.

Senator Schauer has several bills he’s working on that would eliminate any possibility of continuing the private youth prison and would not allow Michigan prisoners to be placed in private prisons.

Information on these bills as well

(continued on pg. 10)



ARBITRATION REPORT

By: John Bowers, Labor Relations Representative

In this case an officer was charged with four work rule violations. According to the Employer's Statement of Charges, the Grievant was engaged in an extended conversation with a co-worker for about 50 minutes and therefore did not observe her assigned area or make a security round. Additionally, it is stated she was not within arm's length of her critical tools (keys and radio) for a period of 10 minutes. The incident was recorded on tape. The officer, an eight-year employee, had no discipline on her record. The grievant received a three-day suspension for work rule violations #27 - Dereliction of Duty, #31 - Failure to take proper security rounds, #32 - Inattention to Duty, and #37 - Failure to Make Required Rounds.

At the hearing, the Union explored each violation with the Employer through cross-examination. According to the grid, Work Rule #27 carried the highest penalty. In questioning the Investigator, this rule violation occurred when a prisoner came to the podium area and was seen leaving without any sign of recognition by the officers. The Union argued that since the tape contained no audio, any possible conversation between the officers and the prisoner could not be heard and therefore the employer could not detect if the officers spoke to the prisoner or not. The camera was pointing straight down at the officers and when the prisoner moved back from the podium, it could not be determined where the prisoner was or what the officers told him.

The second violation was rule #37 -

Failure to Make Proper Security Rounds. This violation was the nexus of the Employer's case. The Employer attempted to establish that the Grievant did not make a round during the fifty minutes the camera focused on her. However, the videotape showed the Grievant get up from the podium and leave for 4 minutes. The Deputy Warden, who was controlling the camera, panned the unit so erratically and quickly, that it was impossible to determine where the officer might have been. Additionally, there were two other cameras in the area that could have been reviewed to see if the Grievant was someplace else in the unit, but were not utilized by the Employer. The premise was that the Grievant was guilty and the Employer was only looking for evidence to prove it. Even if found guilty of this violation, the maximum penalty was a written reprimand.

The third work rule violation, rule #32 - Inattention to Duty, was described in the summary by the Investigator - also the RUM for the Unit - as sitting and talking with a co-worker for a prolonged period of time (50 minutes). The Union believed this to be a silly argument. The Investigator admitted in cross-examination that she had been the Grievant's supervisor for many years. In this capacity, the Union argued, the RUM would have had many opportunities to observe the Grievant's work habits and tendencies. The Grievant testified she had performed her duties in this method for a very long time. There are slow periods on every shift and the RUM should have been aware of any deficiencies in the Grievant's work habits. The

Inspector/RUM stated she had not counseled the Grievant for poor performance in the past.

The final charge, Work Rule #31 - Failure to Take Proper Security Precautions, alleged that the Grievant did not properly secure her PPD, pager, radio, handcuffs and keys by placing the items on the podium prior to shift change. Testimony by the Inspector indicated she believed the above stated items had to be on the officer at all times. When the Warden testified, he contradicted that belief and stated if the items were within arm's length of the officer at shift change, it was adequate. The Union was quick to point out that if those in charge cannot agree on what is the correct method or operating procedure, how was the Grievant supposed to know. The videotape clearly showed the Grievant was very close to the podium with her equipment in plain sight.

Both parties submitted written briefs and the Union drew the Arbitrator's attention to the CAJ 231. The document restated all four charges but only described two. The Union argued that as the Grievant's supervisor for many years, the Inspector/RUM had to have had knowledge of the Grievant's habits, including chatting with her co-worker and her method of exchanging equipment during shift change. Therefore, the Employer had lost its ability to raise this behavior as work rule violations without first informing her it was not acceptable. Furthermore, the Union argued that the camera used to pan the unit was too erratic and panned too fast to find the grievant. The Employer also failed to utilize the other

(continued on pg. 8)



ORIENTATION AID OFFICERS IN NEW ROLES

On October 25th & 27th, over 40 new Chapter Presidents and Chief Stewards gathered in Lansing for an all day orientation to the Union and their new roles and responsibilities as chapter leaders.

MCO Central staff and the new leaders had the chance to put faces with names and get to know their union liaisons. While a few in attendance had previously held other union positions, most were completely new to chapter leadership.

Main topics for the orientation included Grievance Handling and Disciplinary Conferences. Special attention was given to grievances and

the notion that many issues can be dealt with at the local level before going through the grievance process. Procedures and recommendations were given on how to handle and process grievances with and without merit, and to consider the ramifications of your grievance on other facilities and officers statewide before you proceed.

Feedback from those in attendance indicates that the orientation was helpful, informative and gave them a broader perspective on the responsibilities of union leaders.

In addition, a resource binder with information on Union structure, politics, grievance handling, communication, disciplinary conferences, ULP's and more was prepared and distributed to all Chapter Presidents, Vice Presidents and Chief Stewards at Central. While the binder can't answer all questions and cover all topics, it does provide a strong foundation and the information on who to contact for various situations.

MCO is taking a different approach to training after the start of the New Year. Instead of bringing large groups of individuals to MCO Central in Lansing, Labor Representatives will be traveling to various regions throughout the state and holding smaller, more specific training sessions. This strategy will allow for more timely, and more in-depth discussions. Often there are common issues or problems within distinct geographic areas and so this kind of regional training can help to address them and make sure that all of the facilities in that area are handling it the same way and not working against each other. This is also a more fiscally responsible method as it lowers admin and travel costs to the union.

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



WILLIAM OVERTON CLASS STARTS AT ACADEMY

On October 24th, Union President Tom Tylutki and Labor Relations Representative Dave VanKoevering spoke to the new William Overton class at the Academy.

They were introduced to a little bit of MCO's history, current union benefits, and guidance on their future with the MDOC. The class received new employee packets with a MCO membership pin, a copy of the contract and other union information.

This is the first class to go through training at the Michigan State Police Training Academy after recent budget cuts forced the closure of the MDOC DeMarse Training Academy.

Of the 120 hired for this class, 75 are female. This is the result of a request by MCO to hire at least 50 female officers to staff the female facilities in light of recent actions by the DOC which mandate that only female officers staff female housing units. With the denial of the U.S. Supreme Court to hear our appeal on the Gender based lawsuit, our case has gone as far as it can. By hiring new female officers to staff these facilities, however, it will allow the existing female officers, who have been forced to staff Huron Valley Womens and Scott Correctional, the ability to transfer.

The MCO Executive Board was joined by members of the class at the OJT Reception on November 8th. Chapter presidents Ralph Goliday from Scott and Greg Parker from Huron Valley Womens were also in attendanc since their facilities aree receiving the majority of this class.

It was a great chance to meet and greet these new officers in a more casual environment than at the Academy and gave the Union the chance to answer any questions they had about the MDOC and MCO.

With the addition of this Academy and the officers from Baldwin we should be able to lessen some of the staffing issues we have been fighting against throughout the state.

And any increase in staffing is an increase in our safety...





ARBITRATION REPORT, CON'T

cameras available in the unit to determine if the Grievant was elsewhere and out of sight of the camera the Deputy was controlling.

After reviewing the written briefs, the Arbitrator agreed with the Union's position. In her decision, she opined; "It was apparent that the failure to make the appropriate rounds was the more serious of the two charges. Therefore, I shall dispose of the keys and equipment allegation first. None of the provisions Grievant is charged with violating states that the keys and cuffs should be on the officer's person. Rather, the verbiage used is that they are to be available and in serviceable condition. From Employer's testimony, their witnesses had decided this meant within arm's length. From my viewing of the videotape, the keys were on the podium and within arm's length... Accordingly, that charge must fall of its own weight."

"The more serious charge was a failure to make rounds...the camera – such as it was – showed her leaving once during that period, but not where she went; rather it jumped or panned around some parts of the facility. Employer testimony revealed that there were other cameras in use but for some unstated reason the Employer witness who testified to this did not check the other cameras. This could have been critical. Accordingly, insufficient evidence was presented to find the Grievant did not make rounds at least once during this 50-minute period."

In the end, the union prevailed with the arbitrator granting the grievance; making the Grievant whole for the 3-day suspension.

OFFICER IS FIRST RESPONDER

On November 3, 2005, Officer Rohrig from the Florence Crane Facility came upon a car accident on her way into town.

When she approached the overturned car she found a distraught mother outside the vehicle while her 20 month old was pinned inside by the caved in roof.

While others stopped at the scene, Officer Rohrig was the only one to step in and calm the child and mother until the fire department and EMT's arrived. The Jaws of Life were used to free the child who was then taken to the local hospital for treatment.

Way to go CO!

MCO STATEMENT OF ACTIVITIES
(STATEMENT ENDING JUNE 30, 2005)

Revenues	Amount
Membership Dues	\$2,130,790
Non-Member Fees	43,667
Interest	21,071
Total Revenues	2,195,528
Expenses	
Administrative Leave	67,296
Annual Leave	1,243
Arbitration	27,303
Books, Dues and Subscriptions	1,757
Computer	2,090
Consulting	4,402
Continuing Education	1,054
Contributions	69,350
Depreciation	51,694
Insurance	105,489
Leased Equipment	5,777
Legal and Accounting	33,827
MCO Report	33,960
Meetings and Conferences	135,815
Office and Administrative	28,729
Organizing	1,678
Organizational Unity Materials	3,146
Pension Contribution	69,092
Picket	1,811
Postage	9,490
Professional Organization Membership Fees	28,901
Athletic Team, Social Activity, Advertising,	
News Release and Related Expenses	10,145
Repairs and Maintenance	14,251
Salaries	426,155
Taxes - Payroll	44,608
Taxes - Per Capita	754,199
Telephone	20,908
Utilities	9,549
Total Expenses	1,963,719
Increase in Unrestricted Net Assets	\$231,809



UNION FRIENDLY HOLIDAY SHOPPING!



This holiday season shop with confidence. Confidence in the quality of your purchase and in the knowledge that you are supporting fellow working families at the same time. With the tough economy nationwide, working families are struggling more than ever. Often times, unionized companies are faced with competitors who offer similar products and services at lower costs. The reason some can offer these lower costs, however, is because they pay substandard wages, offer limited and highly expensive health care, and use unsafe work practices...Wal-Mart is a popular example.

There has been a rash of recent headlines about Wal-Mart, specifically the high costs the communities pay because most of their employees are not eligible for or cannot afford the health care they offer. These employees are then forced to

use state and government assistance for their health care needs. You will hear a lot about Wal-Mart this holiday season as a massive informative campaign has been launched. But Wal-Mart is not the only culprit.

Union products and services sometimes cost more. This is no secret. But buy buying union, you are supporting companies who support us. Companies who have made the commitment to provide for working families while providing quality goods and services.

Cheap prices can come at the cost of sub—standard living wages, low or no health care, increased

public assistance and often foreign made goods.

While the thought of researching your every purchase to make the “union” choice may seem a little daunting...there are some quick, easy, ways to help you out. There are two main on-line shopping sites that make it as simple as the click of a button...and they can also give you complete up to date lists of union products searchable by category or brand so that when you are out and about in the offline world you can make the right choices too!

So, this holiday season and beyond...think twice before you pay the price.

www.shopunionmade.com

<http://unionshop.aflcio.org>

UNION BUILT PC

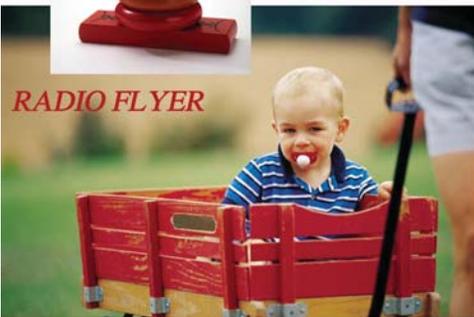


Fisher-Price



Louisville Slugger

RADIO FLYER



HARLEY-DAVIDSON



GOODYEAR



Kennedy





CENTRAL CONFERENCE, CON'T

as legislative maps will be posted on all facility union bulletin boards so that members can easily determine who to contact.

Mel also discussed the MCO PAC fund and the new option of designating a political party for your donations.

Finally, the recent disaffiliation of the SEIU from the national AFL-CIO was reviewed for the delegates.

The Bylaws Committee, chaired by Mike Taylor, reviewed proposed bylaw amendments. After discussion and some adjustments, the delegates overwhelmingly approved a package of amendments. Once the amendments are approved by SEIU, the union is going to provide every member with a complete copy of both MCO's & SEIU's current constitution and bylaws.

ALERT!

The Exchange Transfer list clears at the end of each year. If you would like your name to remain on the list after December 31, 2005, you will need to re-submit your information to Sacha at Central ASAP!



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. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
2. E-mail your request to: sacha@mco-seiu.org
3. Complete the online form under "MCO Tools" at www.mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

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

MCO STATEMENT OF ACTIVITIES

(STATEMENT ENDING SEPTEMBER 30, 2005)

Revenues	Amount
Membership Dues	\$3,344,846
Non-Member Fees	67,779
Interest	33,415
Total Revenues	3,446,040
Expenses	
Administrative Leave	104,224
Annual Leave	3,553
Arbitration	28,876
Books, Dues and Subscriptions	2,137
Computer	2,695
Consulting	4,380
Continuing Education	1,462
Contributions	72,350
Depreciation	77,619
Election	1,169
Insurance	146,742
Leased Equipment	8,084
Legal and Accounting	59,518
MCO Report	47,546
Meetings and Conferences	191,582
Office and Administrative	57,193
Organizing	1,678
Organizational Unity Materials	8,351
Pension Contribution	102,952
Picket	3,045
Postage	13,774
Professional Organization Membership Fees	35,666
Athletic Team, Social Activity, Advertising	
News Release and Related Expenses	25,986
Repairs and Maintenance	25,899
Salaries	642,239
Scholarship	10,000
Taxes - General	41,277
Taxes - Payroll	62,277
Taxes - Per Capita	1,114,155
Telephone	29,482
Utilities	16,697
Total Expenses	2,942,608
Increase in Unrestricted Net Assets	\$503,432

**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: name, home phone number, classification (E-9, E-10), 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 name 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 remember to contact MCO to remove your name from the list once you've transferred.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Robert Mills, E-9	Newberry	Kinross Area	(906) 293-6200
Dalan Knox, E-9	Macomb	Thumb	(586) 749-4900
Brian Lierman, E-10	West Shoreline	Grand Rapids Center	(231) 773-1122
Jamie Willyerd, E-9	Mound	Thumb	(313) 368-8300
Yvonee LaPonsie, E-10	Newberry	Kinross Area	(906) 293-6200
Mark Bourdow, E-10	Mound	Saginaw	(313) 368-8300
Brian Leathed, E-9	Huron Valley Mens	Any Jackson Facility	(734) 572-9892
Charles Belt, E-9	Gus Harrison	Jackson Area	(517) 265-3900
Juanita Lambert, E-9	Macomb	Thumb	(586) 749-4900
Marcell Reno, E-10	Gus Harrison	Ryan, Huron Valley Mens	(517) 265-3900
Jamie Minto, E-8	Oaks	Standish/Lehman/Pugsley	(231) 723-8272
Alexander Samuel, E-8	Oaks	St. Louis/Saginaw	(231) 723-8272
Omar Stewart, E-8	Oaks	Muskegon Area	(231) 723-8272
Gary Blow, E-10	Brooks	Oaks	(231) 773-9200
John Russell, E-10	Boyer Road	St. Louis/Mid-Michigan Area	(989) 584-3941
Randy Glasgow, E-9	Newberry	Pugsley/Oaks/Camp Lehman	(906) 293-6200
Alexander Thompson, E-8	Oaks	Muskegon Area	(231) 723-8272
Jason Thomas, E-10	Muskegon Correctional	Oaks	(231) 773-3201
Donald Jennings, E-8	Oaks	St. Louis/Saginaw	(231) 723-8272
David Burnham, E-9	Standish	Thumb	(989) 846-7000
Kristina Wood, E-9	Camp Brighton	Macomb/Thumb	(734) 878-6623
Gloria Bogan, E-9	Macomb	Thumb/Saginaw	(586) 749-4900
Santiago Gomez	Thumb	Saginaw/Standish	(810) 667-2045
Troy Chrisman, E-8	Lakeland	Guss Harrison/Parr Hwy	(517) 278-6942
Jerry Fink, E-9	Mound	Scott	(313) 368-8300
Thomas Grayson, E-8	Macomb	Saginaw/Standish/St. Louis	(586) 749-4900
Jason Huyck, E-9	Newberry	Kinross area	(906) 293-6200
John Schulz, E-8	Egeler	Alger/Marquette	(517) 780-5600
Willie Phillips, E-10	Oaks	Muskegon Area	(231) 723-8272
Ernest Landrum, E-10	Lakeland	Jackson Area	(517) 278-6942
Kris Bolan, E-9	Gus Harrison	SAI Cassidy Lake	(517) 265-3900
Kimberly Johnson	Camp Brighton	Jackson Area/Carson City	(734) 878-6623
Brian Lyons, E-10	Oaks	Standish/St.Louis/Saginaw	(231) 723-8272
Brad Pratt, E-9	Camp Lehman	Pine River	(989) 348-8101
Boyd Baker, E-10	Handlon	Macomb	(616) 527-3100
Joe Stevenson, E-9	St. Louis	Saginaw/Thumb	(989) 681-6444
Matthew Boerema, E-9	Brooks	Oaks	(231) 773-9200
Daniel McClelland, E-10	Bellamy Creek	St. Louis	(989) 527-2510
Eric Hoffman, E-8	Pugsley	Camp Lehman	(231) 263-5253
Mark Chalker, E-9	Southern MI	Saginaw/Thumb/Standish	(517) 780-6000
Dan Quertermous, E-10	Mid-Michigan	Thumb	(989) 681-4361
Michael Chedister	Mid-Michigan	Thumb	(989) 681-4361
Kirk Vogel, E-8	Oaks	Standish/Camp Lehman/Saginaw	(231) 723-8272
Wyatt Sederaw, E-8	Lakeland	Bellamy Creek/Ionia Area	(517) 278-6942
Jeff Swint, E-9	Standish	Saginaw	(989) 846-7000
Randy Wheelock, E-10	St. Louis	Pugsley	(989) 681-6444

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

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Permit No. 533



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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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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