

MINUTES OF:
MCO Central Committee
SEIU Local 526M
Thursday, May 10, 2007

The meeting of the Central Committee was called to order by President Tom Tylutki at 10:00 a.m. on Thursday, May 10, 2007, at the Holiday Inn South in Lansing.

Roll call was taken and the following were present: James Sims, Marc Hendrick, Dennis Keith, Rich VanAlstine, Douglas West, Jim Dingeldey, Randy Burrow, Randall Rumler, David Paladino, Russell Doyle, Doug Bonno, Rod Denley, Randy Fox, Michael Hull, John Fetters, Chandler Lindamood, Jennifer Gilkison, Tom Tylutki, Mel Grieshaber, Bruce Waldron, John Gibbs, Wayne Thompson, James Schiebner, Roger Wade, Gregory Melchert, Michael Feighner, Carlos Molina, Michael Newton, Phillip Fleury, Benjamin Kline, Theoplis Motley, Harold Warr, Nanette Warr, Scott Teske, Thomas Tefft, Joseph Wohlfert, Phil Patterson, Robert Tingley, Troy Speckin, Jeffrey Fowler, Steven Hammond, Morgan Smith, Cary Johnson, Bradley Gorman, James Stevenson, Timothy Roush, Brent Kowitz, John Gallagher, Robert Potter, Gary Kott, Jim Johnson, William Miller, Jerald Campbell, Mark Mapes, Celeste McLean, Kamal Cariuty, Douglas Vining, Michael Leo, Larry Henley Ryan Knaus, Frank Sulskis, Anthony Hurst, Beverly Morse, Johnny Mitchell, Roger Holman, Michael Taylor, Rico Torreano, Julie Cabana, Mary Ann Hocking, Darren Ansorge, Michael Presley, Kevin Molenkamp, Keith Pelky, Ponda Esu, Thomas Bonczar, Steven Smith-Elliott, Robert Sikkenga, Matthew Schwing, Daniel Miller, Dennis Beecham, Gary Pung, Andrew Potter, Jeff Armbrustmacher, Jerry Derusha, Jerry Blankinship, Paul Brock, Adam Douglas, John Bowman, Fatima Olden, Ronald Niemi, Rich Hedges, Steven Lehto, David Kavanagh, Jeffery Fields, Michael Chedister, Kenneth McGinn, Wayne Sipperley, Scott Doesburg, Kenneth Gibson, Michael Moye, Philipson Omorogieva, Terrence Bridges, Todd Pickett, Ralph Golidy, Brenda Walton, Carletta Andrews, Ray Sholtz, Mark Morford, Louis Duma, Michael Bryce, Merlin Parlett, Jesus Sanchez, Raymond Demaertelure, David Altenberndt, John Ost, Kenneth Miller, Lori Conant, Bernard McClain, Matthew Robertson, Michael Guerin, Michael Bradley, Devlyn Kuehl, Bill Henderson, Arthur Harter, John Hull, Robert Champlin, Kevin Smith, Barry Jones, Richard Miller, Byron Osborn, Ross Shubert, Ronald Donmyer, Gregory Parker, and Latese Walls.

The minutes of the August 23, 2006, Executive Board meeting were presented for review. Motion was made by Mike Newton to accept the minutes as printed. Supported by Phil Fleury and MOTION CARRIED.

The minutes of the September 28 and 29, 2006, Executive Board meeting were presented for review. Motion was made by James Sims to accept the minutes as printed. Supported by Doug Bonno and MOTION CARRIED.

The minutes of the October 23, 2006, Executive Board meeting were presented for review. Motion was made by Jamie Stevenson to accept the minutes as printed. Supported by Bill Miller and MOTION CARRIED.

The minutes of the December 6 and 7, 2006, Executive Board meeting were presented for review. Motion was made by Bruce Waldron to accept the minutes as printed. Supported by Latese Walls and MOTION CARRIED.

The minutes of the January 17 and 18, 2007, Executive Board meeting were presented for review. Motion was made by James Sims to accept the minutes as printed. Supported by Bruce Waldron and MOTION CARRIED.

The minutes of the February 8, 2007, Executive Board meeting were presented for review. Motion was made by Mike Newton to accept the minutes as printed. Supported by Gary Kott and MOTION CARRIED.

The minutes of the October 24, 2006, Central Committee meeting were presented for review. Motion was made by James Sims to accept the minutes as printed. Supported by Bill Miller and MOTION CARRIED.

The Financial Report was presented for review. Motion was made by Ron Niemi to accept the report as given. Supported by Mike Bradley and MOTION CARRIED.

Rod Denley thanked Bill Henderson for his hard work as the Union's Treasurer.

Mel Grieshaber reviewed his written report covering some of the following topics:

Reported on various contract issues and advised that contract negotiations will begin this summer/fall for a new agreement.

Reported on the Employer's plans to close certain facilities and reorganize others.

Advised that Scott Bowen has been appointed the new Director of the Office of the State Employer.

Reported on the new face of the MCO website and the new link from the website to a searchable database of MCO arbitration decisions.

Advised that Jeff Foldie, former SRF Chapter President, was hired in January as a Labor Relations Representative for MCO.

Reported on the status of various legislation and budget issues.

Discussed the MCO PAC fund, SEIU COPE, the Member Political Organizer program.

Reported that Andy Potter has been selected by SEIU to serve on its Republican Member Advisory Committee.

Mel Grieshaber announced the retirements of David VanKoevering and Cynthia Beal and thanked them for their dedication to the Union and its members. Tom Tylutki presented each a plaque honoring their years of service, after which VanKoevering and Beal spoke briefly to the delegates.

Tom Tylutki reported on the following topics:

Reported on the closure of JMF and Egeler's 7 Block, and the process for transfers, bumping and layoffs.

Reported that DOC will be transferring operations at Riverside to the Michigan Reformatory and the RTP Unit will move to MTU. MCO has requested a meeting with DOC to discuss the impact of these moves.

Reported that laws are being modified to allow the SAI to accept B-prefix prisoners. MCO continues to argue for additional officers.

Reported that we were successful in getting most if not all of the equipment that CTOs in Detroit were missing.

Reported that Camp Brighton has closed and its prisoners have been relocated to the new Camp Valley. Camp White Lake, near Pontiac, also has opened. Labor/management meetings have been set up to resolve issues.

Thanked those who participated in protesting House and Senate Concurrent Resolution 7, which would have rescinded our pay raises for fiscal year 07-08.

Reminded the delegates that May is the open window period for seniority-based transfers.

Discussed various grievance issues. Advised the chapters that a when a member is disciplined/suspended as the result of criminal charges, do not wait for the outcome of the criminal proceeding before filing a grievance. Asked that the chapters include the CAJ31 and disciplinary conference summary when forwarding suspension and discharge grievances to the MCO office for processing at Step 3.

Advised that the DOC had considered canceling the Corrections Officer of the Year Banquet for budget reasons. To ensure that the banquet took place, MCO paid for the meals for each facility's Corrections Officer of the Year and their guests.

Thanked Larry Henley for running the Crisis Fund Raffle, and all who took the time to sell tickets. The Crisis Fund has given out \$9,000 so far this year to members in need.

Advised that the Steward Manual has been updated and thanked Andy Potter, Adam Douglas, Cary Johnson, Randy Eicher and Tangee Laza for their work.

Reported that MCO currently has 9 grievances at Step 2, 95 and Step 3, 93 at pre-arbitration, 1 at redetermination, 1 on hold, 6 pending settlement, 17 at arbitration and 13 on appeal to the board.

The drawing for the Crisis Fund Raffle was held at 2:00 p.m. and the winners were: 1st prize, Julie Cabana; 2nd prize, Mike Feighner; 3rd prize, Sara Cobb; 4th prize, James Sims; 5th prize, Ponda Esu and 6th prize, Gregg Warner.

Andy Potter reported on the following topics:

Reviewed the proposed amendment to Article 8 of the Bylaws. This amendment is a housekeeping measure that adds the pay step number to the hourly rate used to determine the Union's dues. Motion was made by Andy Potter to adopt the amendment. Supported by James Sims and MOTION CARRIED by a vote of 117-2.

Reported on his appointment to the SEIU Republican Member Advisory Committee, and reviewed the presidential candidates interviewed by the committee thus far.

Discussed efforts to get officers time off from work to assist the Red Cross in disaster relief.

Reported on the activities of the Committee on Communicable Diseases. Thanked Cynthia Beal for her assistance to the committee. Discussed the process for determining the DNA of certain strains of MRSA. This would help to pinpoint the source of infection for members and facilitate the processing of workers' compensation claims.

Discussed revisions to the Steward Manual. Reported that the committee is still working on certain aspects of the test, but that it's work is almost complete.

Reported that he will be coordinating activities for the August golf outing to raise funds for the MCO Crisis Fund. He asked for volunteers to work the fundraiser and to solicit sponsorships and prize donations.

Adam Douglas reported on the activities of the Health and Safety Committee. He advised that the minutes of the committee are posted on the MCO website. Puncture-proof gloves, prisoner diabetes testing on the units, and inmate locks are current topics of discussion.

John Ost reported on the activities of the Uniform Committee. The committee is currently working out the aspects of a new uniform and hopes to have its recommendations to the Director by October.

Bill Henderson reported on the activities of the Efficiency Advisory Committee, and discussed various cost saving measures the Union has recommended to the Employer.

Bob Tingley opened discussion on balancing overtime by RDO groups. Tom Tylutki explained the contract language. Lengthy discussion ensued on the balancing of overtime. Motion was made by Rod Denley to table discussion. Supported by James Sims and MOTION CARRIED.

As there was no further business, motion was made by James Sims to adjourn. Supported by Gary Kott and MOTION CARRIED. The meeting stood adjourned at 3:05 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

Executive Director's Report

MCO Central Committee
May 10, 2007

Submitted by Mel Grieshaber

Following are various issues I will be discussing today. Other leaders or staff will expand on some items referenced in this report. Also today you received the newest version of *A Citizen's Guide to State Government*, which lists all state, and federal legislators, governor and executive branch officials, legislative maps as well as a guideline in contacting decision-makers.

Issues and Matters of Interest

- MCO Contract
 - October, 2007 pay increase 2%
 - April, 2008 pay increase 2%
 - May is open window period - seniority based transfers
 - Next contract negotiations --- summer/fall, 2007

- Facility Closings and Re-orgs
 - JMF and Egler (status; lobbying efforts)
 - RCF, MR and MTU
 - Camp Brighten, TRV & Camp Valley
 - Camp White Lake

- New OSE Director --- Scott Bowen

- Civil Service Comm rule change – temp layoffs (NERE's)

- E-mail opportunities: KYI; MCO Report; bulletins

- HCR & SCR email effort (rejection of pay increase – defeated)

- MCO WEB site – new look (demonstration)

- MCO Arbitration database (WEB access demonstration)

- MCO Personnel
 - Jeff Foldie hired, January 07
 - Dave VanKoevering retirement
 - Cynthia Beal retirement

Legislation and Related Issues

- FY 06/07 (current) Budget Status (massive shortfall)
 - Executive orders
 - Senate and House reductions
 - MDOC: two academies cancelled
 - More to come
- Revenues, Cuts and Reform --- proposals & status
- SBT replacement; new MBT proposals
- Next years budget (FY 07/08); status
- MDOC --- budget and future
 - Prisoner release: med fragile; elderly
 - Parole revamp
 - Sentencing guidelines
 - SAI (boot camp) "B" prefix
- Bills
 - HB 4263 --- restore prisoner good time credits
 - HB 4262 --- eliminate disciplinary credits
 - HB 4176 --- restriction on double-bunking in high sec
 - HB 4075 --- early retirement (not going anywhere)
 - HB 4003 --- sales tax on prisoner purchases
 - HB 0165 --- allow labor arbitration for local C/O's

Politics and Political Program

- MCO PAC Fund and SEIU COPE
- Member Political Organizer (MPO)
- SEIU Republican Member Advisory Cmte (Andy Potter)

- Election Schedule --- U.S. President

Coalitions, Associations and Affiliations

- Change to Win Federation (CTW)
 - New Chair: Phil Thompson (SEIU)
 - Meetings with legislative leadership
- Prosecutors Association of Michigan

MINUTES OF:
MCO Central Committee Meeting
SEIU Local 526M
Tuesday, October 23, 2007

President Tom Tylutki called the meeting of the MCO Central Committee to order at 10:00 a.m. on Tuesday, October 23, 2007, at the Sheraton Hotel in Lansing.

Roll call was taken and the following delegates were present: Brent Kowitz, Mildred Smoker, Dennis Keith, Douglas West, John Clements, Rich VanAlstine, Randy Burrow, Mark Tenniswood, Joe Coats, Troy Wilkinson, Jeff Fields, Joe Voorheis, Doug Bonno, Rod Denley, Charles Beacham, William Cobb, Mark Rowe, Tom Tylutki, Mike Patrick, John Gibbs, Jeff Bierstetel, Chris Schmidt, John Miller, Mitch Gainer, Al Pennell, Elizabeth McConkey, Scott Fountain, Phil Fluery, Steve Rechsteiner, Scott Allen, Neal Pelon, Tim Hayes, Scott Teske, Phil Patterson, Anne Smith, Kacy Datema, Troy Speckin, Jeff Fowler, Matt Bledsoe, Keven Myers, Steve Hammond, Cary Johnson, Jennifer Holder, James Stevenson, Ricky Ries, Tim Roush, John Gallagher, Robert Potter, Gary Kott, Jim Johnson, James Stageman, Jerald Campbell, Mark Mapes, Kamal Cariuty, Doug Vining, Mike Leo, Larry Henley, Ryan Knaus, Frank Sulskis, Wade Wakefield, Beverly Morse, Robert McGaffigan, Rocky Isaacson, Joe Milliner, Todd Ninnis, Michael Sweet, Roger Cochran, Mary Ann Hocking, Richard Bierman, Marcus Polychuk, Keith Pelky, Ponda Esu, Thomas Bonczar, Steven Smith-Elliott, Matt Schwing, Brian Lierman, Dan Miller, Dennis Beecham David Pasche, Jeff Armbrustmacher, Andrew Potter, Gary VanSickle, Kristopher Kangas, Robert Lustila, Adam Douglas, William Bridges, Aderian Williams, Ronald Niemi, Kristopher Taskila, Steven Lehto, David Kavanagh, Bryon King Johnathan Drayer, Mike Psenski, Wayne Sipperley, Scott Doesburg, Al West, Monique Anthony-France, Philipson Omorogieva, Jason Lane, Terrence Bridges, Brenda Walton, Randy Ware, Carletta Andrews, Ray Sholtz, Luann Parker, Louis Duma, Robert Davis, Michael Bryce, Thomas Kerrins, Jeff Ries, John Ost, Dave Altenberndt, Mary Cooke, Elizabeth McNamara, Lori Conant, Bernard McClain, Matt Robertson, Matt Maurer, Michael Guerin, Mike Bradley, Devlyn Kuehl, Bill Henderson, Art Harter, Paul Cooper, David Vaughn, Jay Whitman, Donnie Huizar, Cecil Pedrin, Ron Donmyer, Bryon Osborn, Greg Crouch, Lisa Fraley, and Jerald Beard. Kip Smith attended as guest.

The minutes of the May 10, 2007 Central Committee meeting were presented for review. Motion was made by Al West to accept the minutes as printed. Supported by Doug West and MOTION CARRIED.

The minutes of the May 9, 2007 Executive Council meeting were presented for review. Motion was made by Jeff Fields to accept the minutes as printed. Supported by Al West and MOTION CARRIED.

The minutes of the August 23, 2007 Executive Council meeting were presented for review. Motion was made by Doug West to accept the minutes as printed. Supported by Jeff Fields and MOTION CARRIED.

The minutes of the April 17 & 18, 2007 Executive Board meeting were presented for review. Motion was made by Jeff Fields to accept the minutes as printed. Supported by Rocky Isaacson and MOTION CARRIED.

The minutes of the May 8, 2007 Executive Board meeting were presented for review. Motion was made by Randy Burrow to accept the minutes as printed. Supported by Kamal Cariuty and MOTION CARRIED.

The minutes of the June 18 & 20, 2007 Executive Board meeting were presented for review. Motion was made by Monique Anthony-France to accept the minutes as printed. Supported by Doug Vining and MOTION CARRIED.

The minutes of the July 23 & 24, 2007 Executive Board meeting were presented for review. Motion was made by Ponda Esu to accept the minutes as printed. Supported by Rick VanAlstine and MOTION CARRIED.

The minutes of the August 22, 2007 Executive Board meeting were presented for review. Motion was made by Jeff Fields to accept the minutes as printed. Supported by Al West and MOTION CARRIED.

The financial report for the months ending August 31, 2007, was presented for review. Motion was made by Mike Bradley to accept the report as given. Supported by Ron Niemi and MOTION CARRIED.

Tom Tylutki asked for a moment of silence for officers injured or ill.

Tom Tylutki swore in the new chapter officers and delegates.

John Ost reported on the activities of the Uniform Committee. He introduced the members of the committee and advised that the new uniform is close to being approved. It is hoped final approval will be achieved at the December meeting of the committee. The new uniform will be phased in with annual uniform orders.

Adam Douglas reported on the activities of the Health and Safety Committee. He introduced the members of the committee and explained that the committee is advisory body that makes recommendations for change to Deputy Director Straub. He advised that the minutes of the committee are posted on the MCO website.

Bill Henderson reported on the activities of the Efficiency Advisory Committee. The latest meeting was held on October 22nd.

Motion was made by Rod Denley to prohibit recording Central Committee meetings with any video or audio device of any sort. Supported by Randy Burrow and MOTION CARRIED.

Tom Tylutki and Mel Grieshaber explained and reviewed with the delegates the background, atmosphere and issues involved in this year's bargaining.

Mel Grieshaber reviewed his written report on the following topics:

Current contract - October 2007 and April 2008 pay increases, window period for closer to home transfers, uniform allowance.

Facility closings and reorganizations – JMF, SMN, RCF, MR, MTU, Camp Manistique, partial abolishment of public works crews.

The Civil Service Commission's unsuccessful attempt to change its rules on layoffs.

Department of Civil Service abolished, and Huron Resources moved to DMB.

Email opportunities – KYI, MCO Report, bulletins.

Upcoming training for new chapter presidents and chief stewards.

Legislation and budget issues.

Political programs – SEIU COPE, MCO PAC.

Tom Tylutki reported on the following topics:

Closure of JMF - Explained closure procedure to the delegates.

The move of RCF to RMI and RTP to MTU. Advised that MCO's staffing concerns convinced DOC to add 60 positions at RMI.

DOC has formed a committee for tobacco free prisons. Andy Potter will serve on the committee, representing MCO.

CTOs now report to CFA.

New manning sheets are out.

Various benefits available to members through the MCO website.

Meetings to be held with the chapter presidents and their regional prison administrator.

Bid jobs - Reminded chapters to start working on the bid jobs for the next contract.

Crisis Fund - Donations from the fund totaled nearly \$20,000 this year.

Thanked the members who picketed at the Civil Service meeting on layoff rule changes.

Grievances - We have 77 grievances at step 3, 52 at pre-arb, 20 on hold, 6 pending settlement, 34 at arbitration, and 2 on appeal to the board.

As there was no further business, motion was made by Steve Hammond to adjourn.

Supported by Jennifer Holder and MOTION CARRIED. The meeting stood adjourned at 3:10 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

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Executive Director's Report

MCO Central Committee
October 23, 2007

Submitted by Mel Grieshaber

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

Issues and Matters of Interest

- Current MCO Contract (expires December 31, 2007)
 - October, 2007 pay increase 2%
 - April, 2008 pay increase 2%
 - October is open window period – closer to home transfers
 - Uniform Allowance – paid this month
- Contract Bargaining Update
 - MCO scheduled for Impasse Panel
 - General Discussion/Process
- Facility Closings and Re-orgs
 - JMF and Egeler
 - RCF, MR and MTU
 - Camp Manistique
 - Public Work Crew's --- partial abolishment
- Civil Service Comm unsuccessful rule change attempt re: layoffs
- Dept. Civil Service abolished; Departmental H.R. moved to DMB
- E-mail opportunities: KYI; MCO Report; bulletins
- New Chapter Pres. & Chief Steward Training

Legislation and Related Issues

- Revenues Package Passed
 - New Michigan Business Tax (MBT)
 - New Income Tax
 - Expansion of Sales Tax

- FY 07/08 Budget Status
 - Continuing Budget (ends October 31)
 - \$440 million state budget shortfall
 - DCH & DOC (\$56 million cut)
 - More to come
- Corrections "Reform"
 - Democrats: prisoner release --- med fragile; elderly; parole
 - Sentencing Guidelines
 - Republicans: privatization; less C/O's; pay/benefit cuts
- Bills
 - HB 4263 --- restore prisoner good time credits
 - HB 4262 --- eliminate disciplinary credits
 - HB 4176 --- restriction on double-bunking in high sec
 - HB 4075 --- early retirement (not going anywhere)

Politics and Political Program

- MCO PAC Fund and SEIU COPE
- Member Political Organizer (MPO)
- Election Schedule --- U.S. President
 - SEIU Michigan Endorses John Edwards

Coalitions, Associations and Affiliations

- Change to Win Federation (CTW)
- Prosecutors Association of Michigan