



INMATES BRAWL AT CARSON CITY



Officers responded to loud banging and screaming noises emanating from a cell in the lower A wing at Carson City on November 26, 2006. Upon arrival, two prisoners who appeared to be intoxicated and smelled of alcohol were observed exiting the cell, while two inmates remained behind bleeding profusely from the head.

The two intoxicated inmates were cuffed and escorted to segregation. A shakedown of one of their cells revealed a bottle which contained what appeared to be a fermented yellowish liquid.

The two inmates who had been attacked suffered from several severe wounds to their heads and one also had welts on his back. Examination of the cell where the incident took place led to the discovery of a padlock attached to the end of a belt. Both inmates were treated and released from a local hospital.

One of the offenders received major misconducts for Assault Resulting in Serious Physical Injury, Unauthorized Occupation of A Cell, and Possession of a Weapon.

SCHOLARSHIP DEADLINE NEARS



As we posted in the December 15th KYI, there are several scholarship opportunities available for MCO members and their families. The first deadline, for the Union Plus scholarship, is rapidly approaching.

Application forms can be downloaded by visiting our website at www.mco-seiu.org, clicking on the Benefits tab on the left, and scrolling down to the bottom of the page where you will find links to the SEIU and Union Plus Scholarship forms.

If you do not have internet access just call MCO Central and ask for Sacha. We'll place a copy in the mail to you ASAP.

The deadline for scholarships from SEIU International is March 1st.

MCO's Scholarship application will be available in March as well as included in your March MCO Report. The deadline is June 1, 2007.

REMINDERS:

Exchange Transfer List cleared January 1st.

Pam Withrow Class OJT at MCO Central in Lansing, 5 p.m., January 17th.

Dennis Somers Class OJT in Grayling February 22nd.
(details to come)

Liz Foley Class OJT in Alpena March 8th.
(details to come)

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



NEW ADVISORY PANEL TO ADDRESS BUDGET SHORTFALL

The State of Michigan is currently facing a minimum of a \$500M deficit in the current budget.

This week, Governor Granholm announced the formation of a bipartisan "Emergency Financial Advisory Panel" to review the current situation and make a recommendation to her by the end of the month in preparation for her

State of the State Address on Feb. 6th, and the submission of her budget for FY 2008 on Feb. 8th.

The panel is comprised of key members including co-chairs, former governors Milliken and Blanchard, as well as Dr. Simon (MSU President), and former US Congressman Joe Schwarz.

CAMP LEHMAN BRAWLS

There were two fights at Camp Lehman this week - one serious.

The first fight between inmates was quickly broken up without injuries.

The second fight was also between two prisoners with one using a lock on the end of a belt to beat the other. The prisoner sustained severe cuts to his head and upper body, requiring multiple stitches and staples to close the wounds.

In this incident officers were on it fast and got the inmates separated, however 2-3 officers were sent to the hospital for blood exposure.

Camp Lehman has almost 600 inmates. Despite having over 50 cameras on order for more than two years, there are only three on the premises at this time.

The classification system keeps pushing inmates down and the Camp is seeing a much more violent population along with increasing counts.

KINROSS FLUSH WITH SHANKS

Over the holidays officers at the Kinross Correctional Facility made multiple discoveries of hidden shanks throughout the prison.

On December 29th, a 4" shank was found in the Dayroom, on the 30th, a 6" and 12" were found under a locker, and on January 1st, a 7" shank was found in the G-2 Entry Way.

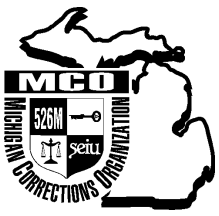
CIVIL SERVICE ADVISORY BULLETIN

The Michigan Department of Civil Service issued an Advisory this week authorizing supplemental pay and benefits for classified employees in a military reserve or National Guard unit who are ordered to emergency active duty in the uniformed services.

These benefits have been authorized as a result of a Presidential Proclamation since Sept. 11, 2001, and extended on a yearly basis since.

Due to the continued operations in Iraq and Afghanistan, the Department of Civil Service certifies that classified employees in a military reserve or National Guard unit who entered active military duty after 9/11, are eligible for these benefits during Fiscal Year '06-'07, regardless of duty location or nature of the military duties, as authorized in CSC Rule 2-14.

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LABOR REP. REGIONS REORGANIZED

Effective January 22, 2007

Dave VanKoevering

Muskegon
West Shoreline
Brooks
Huron Valley Mens
Huron Valley Womens
Camp Valley/Brighton (WHV)
Grand Rapids Corrections Center

KAREN MAZZOLINI

Parnall
Pugsley
Oaks
Kinross
Hiawatha
Chippewa
Straits

Randy Eicher

Egeler/DWH
Cooper St.
Florence Crane
Lakeland
Cotton
Camp Branch (Florence Crane)
Southern MI
SAI Bootcamp (Cooper St.)

Jeff Foldie

Newberry
Camp Manistique (Newberry)
Alger Max
Camp Cusino (Alger)
Marquette
Baraga
Camp Kitwen (Baraga)
Ojibway
Camp Ottawa (Ojibway)

Tangee Laza

MI Training Unit
Riverside
Deerfield
Ionia Maximum
Carson City
Boyer Road
Bellamy Creek

Cherelyn Dunlap

Pine River
St. Louis
Mid-Michigan
Saginaw
Scott
Thumb
Tuscola Re-entry Center

Cynthia Beal

Parr Highway
Adrian Regional
Macomb

John Bowers

Mound
Ryan
Standish
Camp Lehman (Standish)
Forensic Center
Baldwin TRV Center

IN MEMORIAM



Officer Bradley Raymond,

of the Huron Valley Mens Correctional Facility died suddenly on January 16, 2007, at the age of 37. Visitation will be at the Anderson Funeral Home 1448 Short St., in Tecumseh on Friday, January 19, 2007, from 1-8 p.m. with funeral services at Anderson on Saturday at 11 a.m.

Officer Willie Jackson of the

Southern Michigan Correctional Facility passed away on January 13, 2007, at the age of 58. He had over 22 years with the MDOC between SMI and JMF. Visitation will be at TM Hughes-Perry Mortuary in Battle Creek on Friday, January 19th, after 1 p.m., and at Trinity AME Church, 3500 W. Holmes Rd. in Lansing on Saturday from 12-12:30. Services will be at Trinity AME Church on Saturday, January 20, 2007, at 12:30 p.m.

INMATE DIES AT BELLAMY CREEK

An inmate in 5 block at the Bellamy Creek Correctional Facility died on January 13, 2007.

It is believed that the inmate was beat to death with a trash can by his cellmate in a double bunked Level IV cell.



CORRECTIONS OFFICER OF THE YEAR FINALISTS SELECTED!

MARY ANN HOCKING

MUSKEGON

Mary Ann has been a CO with the state for over 30 years at the Muskegon Correctional Facility. She has been an active MCO member throughout that time and presently serves as the MCF Chapter 1st Vice President and State Executive Board Trustee. Mary Ann is also an active member of the MCF Employee's Club.

Officer Hocking has consistently shown initiative, whether it be stepping up to take on added responsibilities when the Quartermaster/Property Room lost a Supervisor position, or for overtime in any area of the facility.

MICHAEL DESCO

PINE RIVER

Officer Desco hired into the Pine River Correctional Facility in 1999 and recently received his Associates Degree in Criminal Justice, with a 3.95 GPA, which he completed while working full time.

Michael implemented a database for block reports, allowing staff to maintain consistent and accurate records, and he manages a daily sanction log and re-classification list.

Officer Desco's professional-

ism and desire to seek out training opportunities, additional duties, and responsibilities stand him out as a leader at Pine River.



JOSEPH LEAHY

HURON VALLEY MENS

RUO Leahy has been with the MDOC for 9 years, serving most of that time at the Huron Valley Mens Complex. Joe has been a member of the Emergency Response Team for 5 years, the Honor Guard for 3 years, and will be serving as a FTO for the second time this year.

Officer Leahy has played a key role in building a bridge between the MDOC and Mental Health, establishing clear goals for each and helping to figure out a way to blend philosophies.

In his spare time, Joe is a professional body-builder, winning many titles and qualifying to compete for Mr. USA. He also speaks to schools and law enforcement agencies and serves as a personal trainer.



GREG SIPKA

HANDLON MTU

RUO Sipka started his career with the MDOC at JMF, then moved on to the Michigan Re-

formatory, IBC, Riverside and has been at the MI Training unit since 2005. He has been the recipient of five commendations for outstanding performance on the job in his 12 years as an officer.

In addition to his excellent work ethic and integrity on the job, Greg is very involved in his community, speaking to high school classes about the effects of substance abuse, the law, and the career of a corrections officer.

STEVE HOUCK

CARSON CITY

Steve has spent the last 17 years at the Carson City Correctional Facility leading by example and establishing himself as a mentor to other officers. He's an ERT member, back-up Hearings Investigator, Substance Abuse Instructor, Unit Fire/Sanitation Inspector and more.

Off the job, RUO Houck stands out in his community, serving as the Varsity Football and Power Lifting Coach for Carson City for the last 15 years. At a recent football game, Steve was presented a company flag by a former student returning from Iraq, who stated, "Two of the most important people in my life are you and my dad."



OFFICER ATTACKED AT MUSKEGON

An officer at the Muskegon Correctional Facility was taking count on the evening of January 31, 2007, when an inmate came out of his cell, asked to speak with him, and then attacked the officer yelling that he would kill him.

The officer sustained multiple injuries in the attack, requiring three stitches in his jaw, four staples in his head and has his arm in a sling. The officer's partner and another officer were injured in the scuffle to restrain the prisoner. All three officers remain off of work at this time.

OFFICER ATTACKED AT MRF

An OPT Level IV inmate at the Macomb Correctional Facility attacked a CO with a pen. In the scuffle, two CO's and the inmate were injured and sent to health care where they were treated and released. The prisoner was transferred to Seg.

TWO OFFICERS HURT IN SEPARATE INCIDENTS AT BELLAMY CREEK

On January 21, 2007, an officer was punched in the face after telling an inmate to clean his room. The officer was taken to the hospital for treatment of a possible broken nose. The prisoner in this attack had been in a double bunked Level IV unit 11 days earlier, but had been reclassified as a Level 2.

Then, on January 25, 2007, another officer was injured while trying to break up a fight that happened on the walkway while prisoners were on their way to chow. The officer was head butted - breaking her glasses. She was treated at the hospital for glass in her eye and a possible broken nose.

BUDGET UPDATE

The new budget for FY '07-'08 is due out next Thursday. With the end of the SBT, the state faces a loss of \$1.9B by the end of the year and is rapidly moving toward a crisis if the Legislature and the Administration can't agree on how to replace these funds, either in full or in part.

In addition, the current budget, which ends in October 2007, faces a \$800-900M deficit and it still remains to be seen how that will be addressed.

Stay tuned...

**Congratulations to
RUO Steve Houck,
DRF for being named
2007**

**Michigan Corrections
Officer of the Year!**

TWO CRITICALS AT CARSON IN ONE HOUR

A "Code Blue" was called at 7:15 in the morning on January 5, 2007, when a prisoner walked up behind another sitting at a table and punched him in the back and side of the head with a closed fist.

An officer immediately took the attacker to the floor and restrained the inmate, however he sustained sprained back muscles in the process and is still off of work.

In a separate incident, just one hour later, an inmate entered the library and punched another prisoner in the head. The inmate covered up and retreated to the librarian's office, however the attacker followed continuing to strike him about the head.

Officers were able to restrain the two inmates, cuffing them and sending them to Seg. after being seen by health care. Two officers sustained injuries - one was off for 4 days as a result.



KYI

KEEPING YOU INFORMED

FEBRUARY 9, 2007

BUDGET DETAILS RELEASED

Early Thursday, Governor Granholm issued her recommendation for the FY '07-'08 Budget.

The Corrections budget reflects a 4% general fund increase, while the Department of Community Health will see an increase of 2%.

The new budget calls for a reduction in the prison population, to be achieved through expanding the Michigan Prisoner Re-entry Initiative, offering clemency to medically fragile or elderly prisoners, changing sentencing guidelines and introducing a Community Placement program for non-violent offenders who would be monitored through tethers and/or placed in Corrections

Centers.

The Governor's budget recommendations would net \$92 million in savings in the MDOC.

Part of the budget also includes tax restructuring, part of which includes taxing purchases made by inmates from prison stores. It is estimated that this tax would generate \$700,000 in FY '08. Of those funds, \$200,000 would go to the general fund and the remaining \$500,000 would go to the School Aid Fund.

The Governor also issued Executive Order 2007-1 which partially addresses the current budget shortfall of nearly \$800M. In this order, the two remaining Corrections Academies for FY

'06-'07

have been cancelled.

The Governor is asking for quick approval so that additional revenues can be earned sooner rather than later to avoid making additional cuts during this fiscal year.

The budget recommendation was met with mixed reactions, and it will be up to the Legislature and the Administration to reconcile its differences and come to an agreement on a plan to lead Michigan forward, stopping this cycle of budget shortfalls.

More detailed info will be provided over the next several weeks.



OFFICERS COMMENDED AT CAMP LEHMAN

Last week an inmate at Camp Lehman waited until after midnight formal count to slit his wrists and then conceal his injuries under a blanket.

The inmate cut his arms lengthwise and hit an artery leading to extensive blood loss, which was noticed by a fellow prisoner as it began to soak through his bunk mattress.

The Lt. on duty had nothing but good things to say about the responding officers who put on gloves and jumped right in to save the life of this prisoner, without hesitation or thought regarding the substantial blood exposure. The entire Camp should be commended as other officers stepped in to fill positions vacated by the responders.

The inmate was minutes from death and the quick action by these officers not only saved the inmate but spared the Department the investigation that would have undoubtedly ensued had the prisoner died.

M. Scott Bowen has taken over as the new Director of the Office of the State Employer, replacing David Fink who has returned to his private law practice.



BUDGET AND EXECUTIVE ORDER UPDATE...

Many officers have contacted MCO concerned about a portion of the Governor's Executive Order 2007-1 which addresses cuts to the current fiscal year budget. Part of this order calls for some actuarial changes to the Defined Benefit Retirement system, allowing the state to make lower payments to the fund. This approach is not new, and has been done by governors from both political parties in Michigan's history. **This proposal does not have any affect on your retirement;** it is simply an accounting adjustment on the part of the state and will be accounted for at

a later time.

While the Governor's Executive Order 2007-1 passed the House, the Senate voted along party lines 10-7 this week to reject the order. At this point the Senate majority has offered no alternatives to the Governor's Executive Budget.

The more time that passes before an agreement can be reached increases the amount of cuts necessary to balance the present FY '06-'07 budget. The Governor is required to give the Legislature 30 days notice before she issues another Executive Order to cut the current budget.

DEPENDANT CARE AUDIT IN FINAL STAGES

As you may remember, Civil Service began an audit of Dependant eligibility for group insurance back in 2005. They have now entered the final stages of that process to remove ineligible dependants from state coverage.

MCO has approximately 430 members who have either not responded at all or have provided only part of the information requested.

Calls were made this week to those who partially responded, notifying members that they have until March 2nd to submit the

necessary paperwork or their dependants will be removed from coverage. Those who did not respond at all were not called.

In addition, both groups should be receiving certified letters notifying them of the effective date that any undocumented dependants will be dropped.

If you have any questions or concerns, please contact:

MI HR Service Center
1-877-766-6447
7a.m. -6p.m.
Monday -Friday

NOTICE!

MCO has received official notification of the closure of Camp Brighton and the opening of Camp Valley and Camp White Lake (formerly Gillman) with a target date of March 24, 2007. MCO Officials will set up meetings with those affected.

MONROE/LENAAWEE SCHOLARSHIP

The Monroe/Lenawee County AFL-CIO Central Labor Council is again awarding two \$500 scholarships; one each to a 2007 graduate from a Monroe County high school and a Lenawee County high school.

Complete eligibility criteria and application forms can be requested from MCO or downloaded from MCO's website at:

www.mco-seiu.org.

DEADLINE NEARS...

SEIU Scholarship Applications are due by March 1st!

Download your forms today at MCO's website or give us a call and we'll mail them out to you ASAP.



BULLETIN

KEEPING YOU INFORMED

FEBRUARY 20, 2007

DEPARTMENT MAKES CLOSURES

MCO received notification this afternoon that the Department will be closing the Southern Michigan Correctional Facility and shutting down 7 block at RGC, with a target date of July 15, 2007.

MCO will be sitting down with the Department to discuss the impact this will have on MCO members. As soon as details are finalized, MCO officials will be down to Jackson to personally talk with affected members.

JMF currently houses approximately 1480 prisoners and operates on a \$39.2M budget, and 7 block at RGC houses an additional 480+ inmates with an operating budget of just over \$9M.



CLOSURE UPDATE!

MCO has remained in contact with local chapter leaders throughout the week and will keep them abreast of any new information as it comes to light. A letter was also sent out to all members affected.

We know that you have many questions, but please bear with us as this process is directed by specific provisions in our contract and is not quick. A formal letter has been sent by MCO to the DOC requesting a meeting to sit down and discuss bumping regions and other issues. In addition, the Department is preparing updated vacancy lists and other information necessary to move forward. While a date has not yet been set, it is our hope that this will occur within the next week or so.

MCO has been fielding many questions in recent days and while there are not answers for many of them until we meet with the DOC, some common procedural questions can be cleared up...

► The closure of a facility does not mean that only the officers there will be affected, nor does it mean that they automatically lose their jobs. A “bumping region” will be established around JMF. Historically, officers at facilities within that “bumping region” will be allowed to move to vacancies around the state on a volunteer basis, thus opening up additional vacancies within the region for those who for family or other reasons can not or do not want to relocate. Then, the vacancies within the “bumping region” are filled and officers “bumped” according to seniority.

► Officers from JMF, however, cannot bump someone at another facility off of a prime shift. It would violate worksite and contract language.

► The State Executive Board has the responsibility of interpreting the contract and directing the union’s position during this process and in meetings with the Department.

► Once a Letter of Agreement has been signed with the Department and a “bumping region” established, this information will be posted on MCO’s website and union officials will meet with officers in Jackson personally.

The Department has stated publicly that this is likely the first of several closures to be made, the effect of which could reach statewide. We are working tirelessly to minimize the impact this will have on you and your family.

Stay tuned...

CAMP BRIGHTON ENTERS FINAL STAGES OF CLOSURE

MCO President Tom Tylutki, Vice President Andy Potter, and Labor Rep Dave VanKoevinger will be at Camp Brighton on Monday, February 26, 2007, to meet with members.

We have met with the Department and are now moving forward into the final stages of the closure of Camp Brighton and the opening of Camp Valley and Camp White Lake slated for March 24, 2007.

STABBING AT OAKS

A fight broke out on the evening of February 21st, where at least one inmate was stabbed in a two-on-one brawl in HU7 at the Oaks.

Staff responded and broke up the fight without serious injury. All three prisoners involved were serving life sentences and it is believed that the fight was due to a \$15 debt.

One shank was recovered.



KYI

KEEPING YOU INFORMED

March 2, 2007

NURSE THREATENED

An inmate at the Alger Max Correctional Facility had just finished being examined by a nurse when he dropped his pants exposing himself and attempted to close the door and trap the nurse.

The nurse, new to the position, was able to block the door from being shut and made it into the hallway where she ordered the inmate to leave. The inmate involved is serving time for CSC among others.

There is one officer assigned to Health Services who is responsible for letting inmates in and out of HS and doing rounds. The nurses are alone with inmates in the examining room.

MULTIPLE CRITICALS AT BELLAMY CREEK

2.13.07 - Two inmates fight in front of the chow hall. One was taken to the hospital for a stab wound. No weapon found.

2.19.07 - Two officers assaulted while walking an inmate back to his cell from the shower. One was head-butted in the nose, the other kicked.

2.21.07 - An inmate was stabbed two times in the neck during a fight on the walkway to chow. No weapon was found.

2.25.07 - An inmate walked up to an officer and assaulted her during chow.

MOUND ASSAULT

On February 8, 2007, three inmates at Mound were in the ARUS office when one inmate left, returned with a shank, and stabbed one of the other inmates there. A fourth inmate came and tried to help the stabbing victim.

Unit staff responded immediately and were able to move the inmates to the base area, restrain the prisoner and secure the shank.

Two officers went to the clinic but received no serious injuries; the stabbed inmate was sent to the hospital and then placed in Seg. Two additional inmates were also placed in Seg.

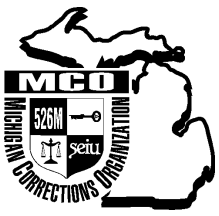
Jackson Picket
March 13, 2007
12-4

BUDGET/CLOSURE UPDATE

While current budget hearings continue, the big question is if there are going to be additional funds or if they are going to deal with this and next year's budget with cuts. Corrections, as we already know, is being challenged. MCO is dealing with this on several fronts - we are arguing to keep JMF open, talking about the public safety threat posed by any future adjustments to parole and sentencing guidelines, to name just a few. But at the same time we have to deal with practical matters and be prepared for plan B, which means we do our best to minimize the impact on our members under the contract.

We have made formal notification to the Department and they are gathering initial information such as vacancies at other institutions and Jackson's seniority list. MCO and the Department will sit down next week to discuss labor relations issues and possible bumping regions. The MCO State Board meets on March 21st, when they will make the necessary decisions to best represent the members.

MCO doesn't believe that future budgets can be handled with just cuts, either in Corrections, or statewide. Creative ways to find new revenues needs to be and must be made. There are a lot of politics going on and CO's must be wise in picking through the rhetoric from both parties.



OPEN ENROLLMENT FOR THE BENEFITS FOR LIFE PROGRAM COMING SOON

In the upcoming months, you will receive information in your mail regarding open enrollment for the voluntary Benefits for Life Program.

Open enrollment information will also be posted on the Department of Civil Service, Employee Benefits Division website as plans are finalized. This program offers you the opportunity to enroll in the State of Michigan's optional life insurance and critical illness plans. Enrollment in the Benefits for Life group auto and homeowners insurance plan can be made at any time by calling (888) 825-8395.

PILOT PRESCRIPTION PROGRAM TO LAUNCH

The Rx Savings Select pilot program involves targeted communications to some members with the cost of their drug(s), the State's cost, a dedicated toll-free phone number, and the savings opportunities available if they switched to a generic or a preferred brand.

Only about 30% of state employees will be included in this pilot program.

OFFICER NOMINATED AS "ALL STAR"

Correctional Officer Douglas Rodd, of the Mound Correctional Facility, has been nominated by "America's Most Wanted" as an All Star for his actions while serving as a reserve police officer for the Argentine Michigan Police Department.

Last summer Rodd and his partner entered a smoke-filled house and rescued a woman who was found lying on the floor.

Officer Rodd has been with the MDOC for 12 years, and is a certified self-defense instructor and an ERT trainer in weapons.

You can vote for Officer Rodd by visiting www.amw.com, clicking on the "All Stars" icon and doing a search for "Douglas Rodd." You can vote one a day till April 15, 2007. The All Star with the most votes wins \$10,000.



***Good Luck
Officer Rodd!***

Informational Picket

Protesting the closure of JMF

Tuesday,
March 13th
12-4pm

Come out and join us in front of the Southern Michigan Correctional Facility near the corner of Cooper St. and Parnall.

We have contacted local community leaders to join us and the media has been alerted. We need a strong, professional, MCO member presence from all chapters where possible - since in the end we all could be affected.



5 OFFICERS INJURED AT SAGINAW

A brawl between two prisoners in the chow hall at the Saginaw Correctional Facility on Wednesday, March 14th, left 5 officers injured - two stabbed in the hands.

It is believed that both inmates had shanks. All five officers were treated and released for injuries sustained while trying to protect these inmates from each other.

BELLAMY CREEK... ONE OFFICER ASSAULTED AND THREE OFFICERS SAVE LIFE

An inmate in general population, who just hours earlier had been handcuffed and taken to medical for court ordered administration of his psych. meds, attacked an officer in the chow hall with a lock-in-a-sock.

The officer was struck several times in the jaw, neck, and shoulder, but was able to restrain the prisoner with the assistance of

responding staff.

This incident may have been preventable if the inmate had been put in Ad. Seg. until his medications had time to take effect.

In a separate incident, Officers Burch, Stout and Theisen along with Sgt. Simon were first to respond to a choking inmate and were successful in most likely saving his life.

FSA BEAT AT FORENSIC

On Wednesday, an FSA was attacked by a prisoner who had been probated to Forensic for assaulting a psychiatrist at Kalamazoo Regional Psychiatric Hospital. It took 7 stitches to fix cuts to the FSA's head caused by a buckle on a belt the prisoner had wrapped around his fist.

Thanks to all the officers, friends, family and community members who came out on Tuesday to inform the public of threats to safety if JMF and the Annex close.

We had a great turnout - with over 200 on the line throughout the day - and extensive media coverage. Officers from across the state attended as well.

Special thanks to Rose City Motors for donating the use of a van to transport officers from the parking area to the picket line, and to John Gallagher for running shuttle service all day!



And a thanks goes out to Cheyanne Rose, daughter of Tom Rose (JMF), who jumped right in and took over sign repair as the winds took their toll throughout the day!





GOVERNOR ISSUES EXECUTIVE ORDER 2007-3

On Thursday, March 22, 2007, Governor Granholm issued Executive Order 2007-3, which calls for a reduction in total spending for the 2007 fiscal year by \$344.6 million, \$274.2 million of which is general fund.

Cuts to Corrections total \$67,551,800... most of which is achieved through the cancellation

of the two remaining scheduled Acadmies and actuarial changes to the defined benefit retirement system (both of which were also proposed in Executive Order 2007-1). As we stated then, these changes to the retirement system are simply an accounting adjustment that has been done before by governors from both political

parties. ***This proposal does not have any affect on your retirement.***



HCR #7 CALLS FOR REJECTION OF SCHEDULED PAY INCREASES

On Tuesday, March 20th, House Concurrent Resolution #7, lead by Representative Jacob Hoogendyk (R) and co-sponsored by 26 additional House Republicans, was issued and referred to the Committee on Government Operations. HCR #7 calls for the rejection of the proposed increase in rates of compensation recommended by the Civil Service Commission and contained in the current FY 2007-2008 budget.

In otherwords, they want to cancel the raises we bargained in our current contract that are scheduled to occur in October 2007 and April 2008.

According to projections by the House Fiscal Agency, the total possible savings achieved by canceling these increases would be \$227 million, \$147 million of which is General Fund/General Purpose.

Article XI, Section 5 of the Michigan Constitution directs that the Governor submit increases to the Legislature as part of the Executive Budget. This was done when Granholm issued EO 2007-1 on February 8th. The Legislature may, within 60 calendar days of the issuing of an Executive Order, reduce or reject these increases with a two-thirds vote of the members of BOTH Houses.

Two Key Points:

- ▶ **The Governor has no veto power under this provision**
- ▶ **Time is of the essence... the 60 calendar day window for the Legislature to approve this resolution ends by April 9th... thus we only have about 15 days to lobby our legislators opposing this resolution!**

An e-mail is being sent out to all members signed up for electronic alerts allowing you to just click through and reach your legislator. For those of you not signed up, you can access this information through our website by clicking on the "Action Center" button. When communicating with your legislator, remind them that we have already given over \$250 million in concessions to help the state balance the budget, and have been working with fewer staff and increased safety risks for years now.



KCF ESCAPE THWARTED

An officer on Saturday discovered that the floor tiles against the outside wall of a cell at the Kinross Correctional Facility weren't sitting at the same level as those around them. Further investigation revealed that four lifers had dug a tunnel, extending out 30 feet beyond the building and beyond the perimeter fence. The only thing remaining was the 6 feet up to freedom.

Tools, supplies, bags of sand, clothes, food, medication and letters were found inside the tunnel. At this time the inmates are being held and questioned to learn more about the foiled plot.

If it weren't for the outstanding work by an officer these four lifers who are serving time for CSC, murder, bank robbery and armed robbery to name just a few would be walking our streets.

SAI BILLS PASS HOUSE

House Bills 4184 and 4272, which will expand the eligibility of candidates to go to SAI (B prefix), passed the house and were sent to the Senate for its action.

According to the DOC, there are 10,000 prisoners in the system with a B prefix - 620 of which are potentially eligible. Of those, it is estimated that about 400 prisoners would go through SAI.

MCO CRISIS FUND RAISER KICKS OFF

The annual MCO raffle to raise money for the Crisis Fund kicked off last week. Chairperson Larry Henley sent out ticket packets to Chapter Leaders for sale between now and May 10th Central. This year, however, instead of raffling guns, we are raffling off the chance to win CASH!

Tickets cost only \$5 each, and only 4,000 were printed.

First prize in the drawing is

\$5,000 in CASH! Second through sixth prize is \$1,000 in cash each.

To keep this fund going it is essential that we raise more money and yet give something back to the people that contribute.

Spread the word or better yet *buy some tickets!* Thanks again for your support in keeping the Crisis Fund up and running.

Thanks to all the officers, friends, family and community members who have taken action and written (or e-mailed) their legislators asking them to oppose House Concurrent Resolution #7. At last count, nearly 750 letters had been sent through MCO's Action Alert system. The Senate also issued a Senate Concurrent Resolution #7 on Tuesday, and immediately referred it to the Senate Appropriations Committee. As of the time of this printing they have failed to act on it, however, and the timeline laid out in the Michigan State Constitution is quickly expiring. They must pass it by a 2/3's majority in BOTH houses in order to approve this resolution that would cancel the wage increases we bargained in good faith for over two years ago.

While the clock is ticking, it is vital that we keep up the pressure. Continue to communicate with your Legislators, and urge your friends and family to do so as well. Anyone can access the Action Alert system from the front page of our website at www.mco-seiu.org and this will send letters to both your Representative *and* your Senator.

Discussions at the Capitol continue on other fronts, including a Senate held hearing this week on privatizing services in corrections. The Senate intends to continue these discussions in light of what they are calling "prison reform."



3 OFFICERS ASSAULTED AT HVM

On March 20, 2007, a Level IV prisoner at Huron Valley Mens became agitated and tried to strike an officer with a closed fist. He missed, but when officers moved in to restrain him he became assaultive and spit in one officer's face. He also bit down on another officer's thumb when he tried to stop the prisoner from banging his head against the wall.

Refusing to release his bite on the officer's thumb, the prisoner continued to fight, and they both fell when officers took the inmate to the ground.

The prisoner was successfully restrained, however one officer sustained a five inch scratch to his neck and one to his nose, a second officer received a scratch to his forearm and was spit on in the face, and the third officer had tears in his skin from the inmate biting his thumb.

All three officers were treated and released from the local ER and returned to work.

Thanks to those of you who took action against the resolutions to cancel our bargained wage increases.
Remember to check the boxes in your Subscription Management Page so you will receive the MCO Report and KYI by e-mail!

HOUSE MAJORITY REVEALS BUDGET PLAN

The House Majority revealed a three pronged plan on Thursday to address Michigan's recovery.

The plan calls for spending reductions, reforms and revenue enhancements to restore the state's fiscal health and stop the chronic budget struggle.

It also calls for a new tax



structure to be implemented and then tax rates adjusted once there is a new "picture" of state revenues and expenditures.

The plan at this point lacks significant detail as most will be worked out in various sub-committees in the coming weeks.

Updates will follow in upcoming KYI's.



CRITICALS AT BELLAMY CREEK

In two separate incidents, inmates at IBC were wounded with shanks the week of March 27-31st.

On the 27th, an inmate coming in off of the big yard was found to have stab wounds. A shank was recovered after a

thorough search of the yard. Then, on the 31st, two level II inmates broke out into a fight in 6 block. After breaking up the fight and placing the prisoners in ad seg, one was found to have 20 puncture wounds. A shank was found in the microwave room.



JACKSON AREA UNION MEETINGS SCHEDULED

MCO Representatives will meet with members at each Jackson facility one more time before the Voluntary Transfer forms are due next Friday, April 13, 2007.



The following meetings have been set:

- Monday, April 9th, 9-11 p.m. EGELER'S EMPLOYEE LOUNGE
- Tuesday, April 10th, 8:15-10:15 p.m. PARNALL'S EMPLOYEE LOUNGE
- Tuesday, April 10th, 10-Midnight COOPER STREET'S EMPLOYEE LOUNGE
- Wednesday, April 11th, 9-11 p.m. COTTON'S EMPLOYEE LOUNGE
- Thursday, April 12th, 8:30-10:45 p.m. JMF'S ENTRANCE



RESOLUTIONS TO CANCEL PAY INCREASE DEAD

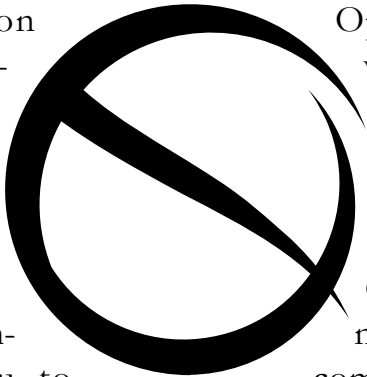
The deadline for the Legislature to take action on House and Senate Concurrent Resolutions #7 passed on Monday without action.

As you recall, these resolutions called for forgoing the negotiated pay increases for state employees. Thank you to those of you who responded to our action campaign and wrote your Legislators about this important issue.

In another attack, House Republicans introduced HCR #18 last Thursday (April 5) which was similar to HCR #7, but went further, asking state employees to pay more out of pocket for fringe

benefits. This resolution was immediately sent to the Committee on Government Operations, however it was also subject to the 60 days time limit from the issuance of the Executive Order by Granholm, therefore it never made it out of committee.

While these resolutions did not pass, this does not mean we are out of the woods. This budget crisis must be resolved and every day that passes puts the state further behind. Stay alert, watch for news from the Union, and be ready to take action again if necessary.



INMATES ACT UP AT HVM




There were two criticals at Huron Valley Mens on April 6, 2007.

The first involved an RTS inmate who attacked an officer in food service, scratching them in the face. Another officer sustained a torn rotator cuff/separated shoulder when trying to restrain the inmate.

In the second incident, an inmate in the holding tank behind the control center slipped out of his belly chains and used the padlock on them to break out the windows. Officers used the pepper ball gun and did a "cell rush" to contain the inmate.

.....
APRIL WAGE INCREASE

Effective April 8, 2007, you received the next scheduled wage increase of 2%. The breakdown of this is all laid out in the back of your contract but a snapshot of the increase is laid out below.

-  CO E9 at Step 8 (4 year level) increases by \$852.80/year
-  CO E9 at Step 9 (top) will see an additional \$915.20/year.
-  RUO E-10 at Step 9, increases by \$977.60/year.

Union Dues are calculated based on the pay of a CO E9 at the Step 8 (4 year) level, therefore the dues increase will be \$.41 per pay (from \$20.52 to \$20.93), totaling \$10.66 per year.

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SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
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BULLETIN

KEEPING YOU INFORMED

APRIL 17, 2007

RIVERSIDE TO MOVE TO THE OLD MR BUILDING

MCO has been notified by the Department that they will be moving Riverside operations to the old Michigan Reformatory, with a target date of October 1, 2007.

The RTP unit will be moving to MTU in August of 2007.

MCO will be sitting down with MDOC Labor Relations in the near future to discuss the impact this will have on MCO members. MCO's objective is to maintain proper staffing levels, although early indications are that there might be a reduction in FTE's at the new location.

The MCO Executive Board is meeting this week and will be discussing the impact this has on the Ionia area as well as the closure in process in Jackson.

Officials from MCO Central plan to visit Ionia facilities later this week to personally talk with affected members.



RIVERSIDE MOVEMENT UPDATE

As stated in the Bulletin on Tuesday, MCO has been notified that RCF is moving to the former Michigan Reformatory. The RTP units will be moved to MTU.

The MCO board met this week and decided that this was not a "closure" but rather a "move of operations." Initial indications from the Dept. is it will need less officers to staff the new location. MCO has sent a letter to the Dept. requesting to sit down and discuss the impact on MCO membership, review FTE numbers, vacancies, etc.

Today, MCO staff and leadership are visiting MTU and RCF. In the coming days and weeks, staff and leaders will expand visits to all Ionia area facilities.

Current budget constraints caused the Dept. to visit the need for future officer appreciation events, including this year's.

MCO, which helped originate MCOY appreciation events, didn't want to see what little, well-deserved, appreciation officers do receive go by the wayside and has agreed to pay for the meal for each facility officer of the year (and one guest) to attend the MCOY Banquet in May.

BUDGET MOVES THROUGH LEGISLATURE

The House, on Tuesday, amended and then passed, on a 57-51-2 vote, SB 220. ***This only partially addresses the current year budget shortfall.*** As amended by the House, the bill cuts spending by \$310.7 million, \$247 million of which is general fund dollars.

Cuts include payment delays to community colleges and public universities, cutting a 2% increase for the Agricultural Experiment Station and Co-op Extension Service, and others.

For Corrections, the House passed version does not provide funding for additional beds added, or expected to be added, due to unanticipated growth in the prisoner population nor the costs to fund six months of Camp Brighton which was de-funded in FY 2006-2007, but did not close until March.

The bill de-funds the Parolee Loan Program (\$294,000), and cuts \$441,000 from Project Joshua. Changes to Workers' Compensation result in a savings just over \$1 million, and the elimination of funds for the compensatory buyout and union leave bank is another \$275,000. This bill has now been returned to the Senate.

AD SEG FILLS UP AT BELLAMY CREEK



April 16th proved to be a very busy day at IBC. As a result of multiple incidents a total of 13 inmates were set to ad seg.

On the 6-2 shift, there was a fight on the big yard and when one inmate refused to cuff up he turned on the yard staff. Later on shift, another inmate was sent to ad seg with a noi for assault on another inmate.

The 2-10 shift had one go for refusing to lock up, another for threatening behavior, 2 out of 3 block went for fighting, 2 out of 7 block for inmate-on-inmate assault and then another fight on the big yard. Four inmates went from 6 block as well.

Of the 13 that went to ad seg, 9 were Level II prisoners, and two inmates required hospital treatment for their injuries.

JACKSON UPDATE

The Voluntary Transfer requests that were turned in last Friday have just been processed.

Notification of those results will follow shortly.



OFFICER REVIVES PRISONER



Last week an officer at Huron Valley Mens administered first aid and successfully revived an inmate who was choking on peanut butter.

The prisoner had stopped breathing for three minutes and did not have a pulse.

DESPITE RULING, JMF CLOSURE TO PROCEED

Back in March the MDOC appealed to the 6th Circuit Court of Appeals an order by U.S. District Judge Enslen that prevented them from moving 600 ill and disabled inmates from JMF until he had approved the Dept.'s "move" plan. The Dept. submitted their plan in early April.

The Court of Appeals has remanded the case back to Judge Enslen, stating he must make a decision on the Dept.'s plan by May 9th.

The Dept. has reaffirmed to MCO it is proceeding as planned and determined to close JMF by July.

UNION MEETINGS SCHEDULED FOR IONIA AREA

MCO Representatives will meet with members at the following Ionia facilities next week...

Monday, April 30th, 1 p.m. (2nd shift) 2 p.m. (dayshift)

IMAX LOBBY



Tuesday, May 1st, 1 p.m. (2nd shift) 2 p.m. (dayshift)

DEERFIELD LOBBY

Wednesday, May 2nd, 1 p.m. (2nd shift) 2 p.m. (dayshift)

BELLAMY CREEK LOBBY

Crisis Fund Raffle Tix... get yours now before the drawing on May 10! Cost: \$5 each, and only 4,000 were printed.
1st prize = \$5,000 CASH!
2nd - 6th prizes = \$1,000 each.

SENIORITY BASED TRANSFER WINDOW OPEN

Seniority Based Transfers, administered by the DOC, are available to employees who met the conditions as laid out in Article 15, Part D, Section A, #2, page 79.

The window period to apply is May 1 - May 31, for a transfer that will occur between July 1 and December 31.

The list expires after each window period, thus you need to sign up again if you didn't get a transfer last time.



CONTINUED PROBLEMS AT BELLAMY CREEK

Bellamy Creek continues to have problems with fighting and stabbings amongst inmates on an almost daily basis.

On April 22, 2007, an inmate on the big yard was removed after it was found he had stab wounds to his cheek and shoulder. An inmate was later placed in ad seg for the assault.

Then, on April 23, 2007, an inmate was sent to the hospital for treatment of stab wounds to the neck. When officers went to take an inmate to ad seg for this

assault, he failed to cooperate and a squad and chemical agents were required to extricate him from his cell.

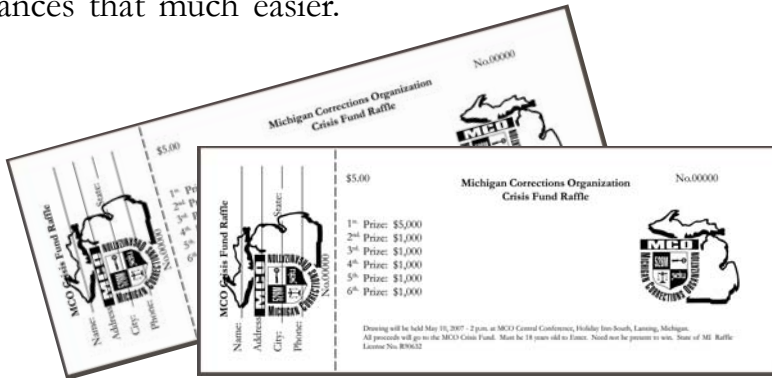
On April 25, 2007, another 7 inmates went to ad seg for various charges including possession of a weapon, dangerous contraband, and refusing to lock up. One inmate swallowed what is suspected to be drugs and a shank was found on a prisoner in the big yard. Of the seven that went to seg, four were Level II.



LAST CHANCE!

Crisis Fund Raffle Tickets... there's only a few days left to get in on the chance to win \$5,000 cash. Five others will win \$1,000 cash and it all happens next Thursday, May 10, at Central Committee.

Tickets cost just \$5 each, and we only printed 4,000 to make your chances that much easier.



RETIREMENT CHANGES

We have received several calls over the last week about the decrease in what the state is putting into the defined benefit retirement system (noted as RET 01 on your paycheck.)

As we stated back in March and April in the KYI, Governor Granholm's Executive Order 2007-3 made some actuarial changes to save the state almost \$195 million this year. This included an adjustment of pension fund assets to actual market value. ***An article in today's LSJ confirms that these changes will have absolutely no impact on retiree pensions.***

SENIORITY BASED TRANSFER WINDOW OPEN

Seniority Based Transfers, administered by the DOC, are available to employees who met the conditions as laid out in Article 15, Part D, Section A, #2, page 79.

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The list expires after each window period, thus you need to sign up again if you didn't get a transfer last time.



SCALED BACK INMATE RELEASE PLAN

A revised prisoner release plan now calls for releasing approximately 3,200 inmates, as opposed to the 5,000 originally planned.

The change is due to closer scrutiny of those eligible - releasing 2,200 non-violent, non-sex offenders and then possibly another 1,000, regardless of their crimes, who have chronic health problems.

Removed from the possible parole list are those who may have originally committed a non-violent crime, but later moved on to a violent crime, or used a

weapon.

This change, however, will not affect the planned closure of JMF by mid July.

Even with the lower figures, the state still expects to save about \$92million for the 2007-2008 fiscal year.

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SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
1 (800) 451-4878
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JACKSON UPDATE

This week U.S. District Judge Enslin rejected the Department's plan for moving ailing prisoners currently housed at JMF, saying that they must either provide additional information or submit a new plan altogether.

While the Department considers its response to this ruling, they filed a notice of appeal to the U.S. 6th Circuit Court of Appeals asserting the state's right to operate its correctional facilities. They also requested an expedited consideration because Judge Enslin has previously ordered that an air conditioning system be installed at JMF by July 15th.

MCO continues to monitor this closely and will be in touch with affected members as the situation progresses.

SUMMER ACTIVITIES HEAT UP

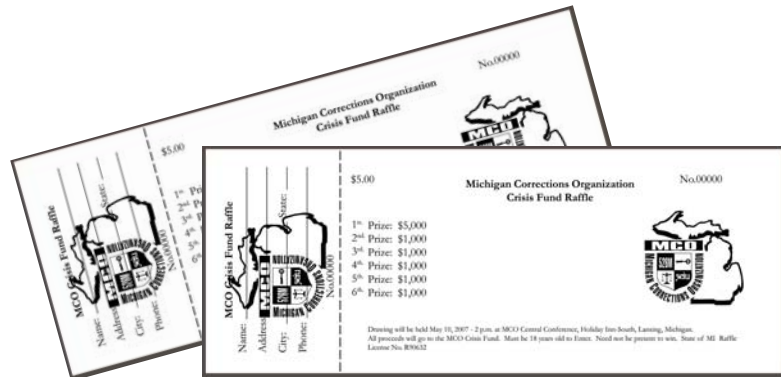
MCO now has Cedar Point Tickets for sale at just \$33 each. This is lower than AAA or even Meijer so you had better get them quick before we sell out.

Just call Cindy Kogut at (517) 485-3310 to get yours today.

WINNERS!

6 winners were drawn in the Crisis Fund Raffle at Central Committee yesterday. They are...

- \$5,000** Julie Cabana - Muskegon Correctional
- \$1,000** Sarah Cobb - Detroit, MI
- \$1,000** James Sims - Florence Crane
- \$1,000** Greg Warner - Canton, MI
- \$1,000** Ponda Esu - Macomb Correctional
- \$1,000** Michelle Feighner - Hiawatha Correctional



REMINDERS...



MCO Scholarship Deadline - June 1st and it is fast approaching. Application forms were included in the March MCO Report and are also available for download from our website at www.mco-seiu.org.

Bargaining Surveys - Many are coming in but we need them back as soon as possible so that the Bargaining Team has time to review and compile the information before bargaining starts.

Seniority Based Transfers - The window period to apply is May 1 - May 31, for a transfer that will occur between July 1 and December 31. (see last week's KYI for more details)

Arbitration Database - Now online. Just scroll down MCO's homepage to "Online Tools" and follow the link!
(username and password provided, limited number of logged in users at any given time)



SHOT FIRED!

Two inmates in the Level IV back 40 at Brooks got into a fight when one stabbed the other on Monday, May 7, 2007.

The officer on scene immediately called for assistance. Despite repeated orders to stop and drop the weapon, the inmate continued to stab the other, and a warning shot was fired from 2 post.

The armed inmate was then subdued by staff and both prisoners were sent to segregation.

No staff were injured and the "victim" was not seriously wounded.

CRITICALS AT DRF

Two cellmates at Carson City exchanged blows on April 22nd. When officers responded to the commotion and ordered them to break it up and get on their bunks, both prisoners complied. One required hospital treatment for his injuries, and the other sustained puncture wounds from a pencil.

Two days later on the yard, an inmate took a swing at another and missed. The other inmate then grabbed a cane from a third inmate and proceeded to use it (and break it) on the inmate attacking him. Officers broke it up and sent them to Seg.

BUDGET AGREEMENT STILL NOT REACHED

Governor Granholm, House speaker Andy Dillon and Senate Majority Leader Mike Bishop have been behind closed doors for several days trying to reach a budget agreement that would resolve the current fiscal year shortfall.

In a statement released on Tuesday, Granholm and Dillon indicated that while they have made progress this week, they would not agree to a proposal by the Senate which calls for cuts only.

In addition, the Senate plan if approved, would only solve the budget shortfall until Friday, when revenue estimates are expected to come in reflecting a shortfall - moving the overall deficit to over \$700 million.

They are scheduled to continue meeting throughout the week.

TWO ESCAPES THIS WEEK

► May 10 - An inmate from Kinross walks away from a work crew and remains at large.

► May 15 - Two inmates from Macomb walk away from a work crew but are captured several hours later.

REMINDERS...

Seniority Based Transfers - The window period to apply is May 1 - May 31, for a transfer that will occur between July 1 and December 31. See your personnel office to put your name on the list.

Concert Season Kicks Off - the first tickets of the season are now available and all the details listed on the website.

- Coming Up: May 25 - Eddie Money
- June 2 - Montgomery Gentry
- June 8 - Foreigner
- June 10 - Legends of Motown

Call Cindy K. at (517) 485-3310 to get your FREE tickets today!

(*minimal fee, usually \$5 per ticket, includes parking)





BULLETIN

KEEPING YOU INFORMED

MAY 22, 2007

BUDGET CRISIS CONTINUES

LAYOFF NOTICES ISSUED

MCO has been formally notified by the Office of the State Employer that due to a lack of funds/reduction in spending authorization, **the Security Unit is to prepare for both an Indefinite Layoff of employees AND for Temporary Layoffs.**

The notices issued today to all unions imply layoffs could be statewide if no deals are made for the current budget shortfall by June 1st and a fiscal crisis occurs. Layoffs would likely start on or after June 22, 2007.

It is unknown at this time what impact this will have on officers or how any layoffs could be handled.

MCO is certain the state cannot solve its current budget problems with cuts alone and that new revenues are needed to address the structural deficit. MCO members are encouraged to contact your legislator and tell them that they need to step up to the plate - *new revenues must be a part of any budget deal!*

Information about layoffs can be found in Article 14 - pgs. 60-69 of your contract.



BULLETIN

KEEPING YOU INFORMED

MAY 23, 2007

DEPT. TO ADD MORE BEDS

BUDGET CRISIS CONTINUES

MCO was notified and met with the Department this afternoon regarding its plan, revealed this afternoon at a Senate subcommittee hearing, to increase the number of beds at 9 minimum security prisons across the state. Their aim is to save \$10 million a year by adding what equates to 1,488 beds.

The MDOC plans to go from 7 to 8 in a cube at Cooper Street, Parnall, Parr Highway, Boyer Road, Hiawatha, Deerfield, Pine River, Mid-Michigan and West Shoreline.

At the meeting, MCO argued the heightened security risks created for everyone when you cram so many inmates into cubes that were originally designed to house 5. MCO also argued for more staffing - and the Department agreed to add more officers. However, the union views the additional staff numbers to be inadequate.

If a sound budget deal cannot be reached we would anticipate further cuts.

We need to stick together and watch each other's backs as we face these increased security threats.



REMINDERS...



MCO Scholarship Deadline is June 1st!



MCO is proud to offer the MCO Scholarship Program. This program offers 20 \$500 scholarships to

children of MCO members entering (or in) college. Eligible students are a child, stepchild, or adopted child of an MCO member in good continuous standing for three years as of the January of the year for the scholarship.

Applications can be downloaded from MCO's website at www.mco-seiu.org, and were also included in the March MCO Report.

Seniority Based Transfers

The window period to apply for a Seniority Based Transfer ends next Thursday, May 31, 2007. See your personnel office to put your name on the list. *(note: the list clears after each window period so if you have placed your name on the list in the past and didn't get a transfer, you need to put your name back on the list.)*

BELLAMY CREEK TROUBLES CONTINUE

Inmates at IBC were on lockdown from Wednesday evening through Friday morning after a series of events, including an alleged plot to attack an officer.

As we've reported, IBC has had escalating criticals in recent weeks.

May 11-7 inmates to ad seg for multiple charges including possession of weapons and threatening behavior

May 13 - another 2 for stabbing another prisoner

May 14 - 4 went for possession

of shanks in their cell, another set his cell on fire and they had to evacuate b-lower

May 15 - 9 more locked up for noi for refusing shakedowns.

According to officers, they have removed about 15 shanks from the housing units and yards in the last 20 days.



BUDGET AGREEMENT TALKS CONTINUE

The pressure is building and talks continue as we near the June 1st deadline to reach an agreement on the current year fiscal crisis.

Despite the holiday weekend, rare Friday and Saturday sessions are scheduled.

Two bills (HB 4801 and 4802) were introduced late last week which call for removing the full subtraction of most public pension benefits from taxable Michigan Income. Under HB 4801, the first \$40,920 for a single filer, or \$81,840 for a joint filer would be tax exempt, but any amounts over these limits would be subject to state income tax.

HB4802 amends the State Employees' Retirement Act Section 40(1) to reflect that this provision does not apply to the taxation of retirement or pension benefits under the Income Tax Act of 1967.

MICHIGAN CORRECTIONS ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
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1 (800) 451-4878
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SUMMER ACTIVITIES KICK OFF...

Concert Season has officially started...

MCO is proud to once again offer free* concert tickets to MCO members for select concerts at the DTE Energy Music Theatre, Palace of Auburn Hills, or the Meadow Brook Music Festival near Detroit.

Upcoming concerts include:

June 8 - Foreigner

June 10 - Legends of Motown

For more information or to get your free* tickets...contact Cindy Kogut via e-mail at cindys@mco-seiu.org or by phone at (517) 485-3310 or (800) 451-4878.

* Subject to availability. There is a nominal per ticket facility fee which includes parking (normally \$5, sometimes \$10 or \$15). Voucher may be redeemed for one (1) lawn seat prior to event at the Palace of Auburn Hills, Meadow Brook or DTE Energy Music Theatre Box Offices. These vouchers may be upgraded to pavilion for an additional fee (varies by event).

Best deal in town on Cedar Point Good Any Day Tickets!

Regular Price: \$41.95

MCO Member Price: \$33.00

*Ages 3-61, 48" or taller in shoes. One day admission into Cedar Point for one person

Cedar Point Ride and Slide:

Regular Price: \$69.95

MCO Member Price: \$65.00

*Ages 3-61, 48" or taller. Two days at both Cedar Point and Soak City for one person. Two dates of visit do not have to be consecutive.

Cedar Point Junior/Senior Good Any Day: \$11.95

*Ages 3-61, under 48" tall in shoes or age 62 & older. One day admission at Cedar Point for one person Children age 2 and under are free.

Soak City Good Any Day:

Regular Price: \$28.00

MCO Member Price: \$23.00

*Ages 3-61, 48" or taller in bare feet. One day admission into Soak city for one person.

STANDISH MAX ERT CAPTURE SUSPECT

Last Thursday, the Standish Max Emergency Response Team was returning from training in Saginaw when they observed a police officer driving north in the southbound lane, attempting to use his stun gun on an individual who was running down the interstate on foot.

The ERT members stopped their van, and with one remaining behind to safeguard the weapons, the other two ran off after the suspect and were able to catch and restrain him for the local authorities.

Good Job Guys!

BUDGET AGREEMENT TENTATIVELY REACHED

In late night sessions last Friday, the Senate approved SB436, a supplemental appropriations bill to address the FY '06-'07 budget shortfall.

The final version of SB436 calls for reductions to several State departments, the Legislature and the Judiciary.

For Corrections, it actually includes both appropriations of \$26.6M for additional prison and camp beds and prison clinics, and reductions of \$441,000 (cancellation of Project Joshua) and \$275,000 (removing the Compensatory and Union Leave Bank.)

SB 436 was presented to the Governor for her signature on Wednesday, May 30, 2007.

This agreement, however, only addresses \$317M of the \$800M shortfall.

The House on Wednesday, approved two bills (HB 4850 & HB 4851) to address the remaining \$500M, which the Senate is expected to vote on sometime during the first week of June.

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BARGAINING NOTES

Central Committee discussions covered many member concerns, comments and goals regarding upcoming contract negotiations.

Bargaining prep continued this week with the compilation and review of the member surveys. In addition, MCO staff poured through the contract, article by article, providing input on issues to be addressed.

On a similar note, Jan Miller, who has lead the bargaining of our contract on behalf of the OSE for many years, announced his retirement. It is unknown at this time who will take his seat across the bargaining table from us, however Valerie Hill, a former MDOC Labor Rep, recently left to take a position with the OSE.

JACKSON UPDATE

Officials are still waiting for an answer (expected soon) from the 6th Circuit Court of Appeals. The MDOC appealed to the court after Judge Enslen barred the closure of Southern Michigan saying that they had an insufficient plan for handling the medically fragile prisoners involved.

Surprisingly, however, this week Judge Enslen did approve the movement of the dialysis unit from JMF to Ryan, which is expected to occur this weekend.

The MDOC has indicated it continues to plan for the closure of JMF by mid-July and is not waiting to take action.

BUDGET STATUS



On Wednesday, June 6th, the Governor signed SB 436 and ordered it into immediate effect as Public Act 17, however she line item vetoed a \$5M reduction to the State Lottery promotion and advertising program. This cut would have resulted in insufficient funds to cover current year obligations.

This agreement, however, only addresses \$317M of the \$800M shortfall.

The House approved two bills (HB 4850 & HB 4851) to address the remaining \$500M last week, however the Senate has yet to act.

UPCOMING EVENTS

LABOR NIGHT AT OLDS PARK - LANSING LUGNUTS **AUGUST 25, 2007** **7:05PM**

Call Matt LaMaster at (517) 485-4500, Ext. 226 to purchase tickets for only \$8 each!

UNION FAMILY FAIR DAY - INGHAM COUNTY FAIR **AUGUST 2, 2007** **NOON-CLOSE**

Entry: \$2 in advance (\$5/Gate) All Day Ride Bands: \$8 in advance (\$18/Gate)

Tickets available until Monday, July 30, 2007, through the Greater Lansing Labor Council at (517) 485-5169. Children 3 and under Free.

CONCERT TICKETS

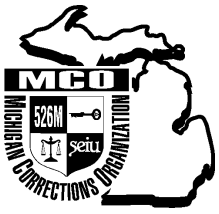
JUNE 14 - DOOBIE BROTHERS/PETER FRAMPTON

JUNE 20 - CREEDENCE CLEARWATER REVISITED WSG/RANDY BROCK

JUNE 22 - TED NUGENT

CONTACT CINDY K AT CINDYK@MCO-SEIU.ORG OR (517) 485-3310 TO GET YOUR TICKETS TODAY!

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



STABBING AT CAMP BRANCH

On Sunday, June 10th, an inmate who had been playing basketball in the yard almost got back to his unit before he fell down alerting officers to a problem. It was determined that he had been stabbed 4 times while out on the yard and suffered a punctured lung.

Officers believe that two shanks may have been used, although none have been found and they have no suspects in the stabbing.

Often yard officers are pulled to run chow, leaving 500+ inmates on the yard with nobody to witness incidents like this.

ATTACK ON STATE EMPLOYEES CONTINUES

Senate Majority Leader, Mike Bishop, on Monday said the first part of addressing the state's budget crisis (for FY 2007-2008) should be asking state employees to forgo their 4% negotiated wage increases.

This attack came to light in an interview with the Detroit Free Press (6.12.07) when Bishop was asked what he would do if he were Governor to resolve the current crisis. Senator Bishop can be reached via e-mail at: senmbishop@senate.michigan.gov

RIVERSIDE AND MR UPDATE

MCO continues to argue with the MDOC for the need for more staffing for RTP units at MTU and at the old Michigan Reformatory building when RCF moves.

MCO has also talked with Representative Brian Calley and contacted other key legislators to ask for assistance in pressuring the MDOC.

Safety is of the utmost importance!

IN MEMORIAM



A motorcycle accident in the early morning hours of June 13, 2007, claimed the life of Officer Scott A. Nalepa, 41, of the Huron Valley Mens Correctional Facility.

Officer Nalepa, started at the Huron Valley Center in 1994 and served as a union steward before moving to the MDOC and HVM.

Visitation is at the Jarzembowski Funeral Home today (2-9 pm) and the funeral is Saturday at St. Clement Catholic Church in Dearborn at 9 a.m. with Mass of the Resurrection at 10 a.m.

BUDGET BALANCED?

On Tuesday, HB 4850 was passed by the Senate, signed by the Governor, and immediately enrolled as PA 18. This bill authorizes the state to take upfront \$410M in future tobacco settlement revenue to deposit into the School Aid fund and the General Fund to partially address the FY 2006-2007 deficit.

HB 4851 which involves Higher Education and would address the remaining deficit has been passed by the House, and is now awaiting a vote by the Senate.

Legislators and the Administration announced on Wednesday that they have reached an agreement on the Michigan Business Tax (MBT) which would replace the SBT when it ends in December. Voting is expected on this next week.

The new MBT would be revenue neutral, replacing the \$1.9B the SBT brought in, while at the same time 7 out of every 10 business would pay less in taxes.



LSJ SALARY DATABASE!

Mickey Hirten
Executive Editor, LSJ
(517) 377-1076
mhirten@lsj.com

Tell him how you feel.

MCO is attacking this issue through multiple avenues (potentially legal ones) and will keep you updated.

LABOR REP REGIONS

Due to the upcoming retirement of David VanKoevinger facilities are gradually being reassigned.

Effective June 19th, the Labor Rep. for Huron Valley Mens, Huron Valley Womens and Camp Valley will be Jeff Foldie.

Other facilities will be assigned to staff by next week.

POTTER RE-APPOINTED

Andy Potter, MCO's State Vice President, was re-appointed by Governor Granholm to the Correctional Officers' Training Council for a term that expires March 29, 2010.

The CO Training Council sets standards and requirements for training and education of state and local correctional officers.

BELLAMY CREEK BUSY

Ten inmates at IBC went to Ad Seg on June 3rd... 7 for NOI (two of whom were claiming rape by their bunkie) and 3 others for assaulting other inmates, fighting and dangerous contraband.

LEVEL IV'S FIGHTING

Between 1900 hrs. on June 14th and 0830 hrs. on the 15th Brooks had 3 inmate on inmate fights with a total of 12 inmates involved. Of those, four were sent to the hospital for treatment of their injuries. Thankfully no officers were hurt.

The fighting occurred primarily between Level IV's who all lock in the same unit. Officers suspect something is going on and are watchful for continued activity. One Level IV unit was locked down. Two of the fighters are Level II's and it is believed that their incident is unrelated to what is going on in the Level IV block.

OFFICER IN NEED

Officer Scott Waggoner (ATF) is in critical condition with an infection. He has five children and a baby due in August. Waggoner's wife is in school and therefore they have no other income.

A donation account has been set up at South Central State Employees Credit Union, 2000 Curtis Rd., Adrian, MI 49221 c/o Scott Waggoner. Donations can be made by mail or in person.

BUDGET PROGRESSES

HB 4851, which resolves the FY '06-'07 deficit, passed the Senate yesterday and is awaiting the Governor's signature.

Legislative leaders on Wednesday may have come to an agreement on \$1.5B in new revenues to settle the FY '07-'08 budget. Of this, \$1.2B is a mix of income and luxury taxes (concert/event tickets), and the other \$300M from fees and fines.

House and Senate votes could happen by June 27th or 28th.

Senate Republicans are ready to propose money saving reforms if the House approves a tax increase - **Prison privatization is on their short list.**

ATTACK CONTINUES

Representative Lorence Wenke (R - Kalamazoo) introduced a proposal this week that calls for state public employees and retirees to pay for 25% of their health care premiums.

Rep. Wenke believes this could save the state upwards of \$400M a year if adopted.



AMMO FOUND

Kudos to the midnight shift at the Straits who found 6 rounds of .22 ammo in the kitchen on June 20, 2007.

Good Job!



BULLETIN

KEEPING YOU INFORMED

JUNE 22, 2007

JMF CLOSURE DELAYED

6TH CIRCUIT COURT OF APPEALS ISSUES STAY

MCO was notified this afternoon that the closure of JMF will be delayed. The U.S. 6th Circuit Court of Appeals issued a stay today allowing the MDOC to release prisoners from JMF down to those medically fragile and others that are in question - approximately 700.

The Court has asked for final briefs and has indicated that it may address the remaining issues with the medically fragile in early to mid-September which means the Dept. will not meet the original July 15th deadline.

Because of the judge's decision, the Corrections budget will now be short millions of dollars for the current fiscal year.

A meeting has been set up next week between MCO and the MDOC. The Dept. has indicated it still plans to move forward with the closure, that this is simply a delay. More to follow.



GOP DEMANDS HALT TO WAGE INCREASES

On Thursday, Senate Majority Leader Mike Bishop (R) demanded that Governor Granholm cancel the scheduled pay increases for state employees **AND** find another \$300M in wage concessions or other reforms before the GOP would entertain a vote on any tax hikes.

Granholm's spokesperson, Liz Boyd, stated, "We have a contract. Employees have already given. They've already made concessions. For lawmakers to seek more without looking at their own salaries is really hypocritical."

Boyd also noted that Granholm does not have the authority to block the raises. The Legislature had a 60 day window in which they could have brought it up for a vote, however Bishop never did. Bishop does, however, have the authority to cut Senate employee's salaries.

Call your legislators and tell them that we've already given... that we're already doing more with less and we're putting our lives on the line every day in the process!

CONCERT TIX!

July 7 - The Charlie Daniels Band

July 8 - Live/Colletive Soul

LSJ SALARY DATABASE

MCO members have generated over 260 letters to Mickey Hirten, Executive Editor of the Lansing State Journal, in response to the posting of a state employee salary database that includes, among other things, full names of employees.

MCO is attacking this issue through multiple avenues - including coordinating with other unions to pursue the possibility of legal action.

As you know, our issue with the database is that the posting of employee names is unnecessary and threatens the lives of our officers statewide.

Many members and friends have cancelled their subscription to the LSJ and we encourage you to consider this as well.

If you didn't get the e-mail Action Alert, and want to submit a letter to the LSJ, simply visit MCO's website and go to the Action Center.

OFFICER STRUCK AT ARF

An officer was kicked in the stomach this week when a prisoner on prisoner (RTP) fight broke out on the yard.

The officer was injured when the assaulter resisted being restrained by another responding officer.

BUDGET MOVEMENT

HB 4851, which resolves the FY '06-'07 deficit, was presented to the Governor for her signature late Wednesday.

Both houses of the Legislature passed the Michigan Business Tax on Thursday which should replace the \$1.9B hole left when the SBT ends December 31st.

In addition, the House passed HB 4348 (the Corrections budget) and HB 4344 (the MDCH budget) for FY '07-'08. Both bills now move to the Senate for their consideration.

To read the complete analysis of the bills, simply visit www.legislature.mi.gov and type in the bill number.

INCIDENTS AT STRAITS

The siren was blown and a shake down revealed a shank made out of sharpened fence tie wire found on the yard in the center court trash can.

In another incident, two CO's approached a group of 5 inmates who had moved a picnic table and asked them to move it back. One prisoner took offense and began screaming profanities at one officer who ended up getting struck in the cheek. The other officer stepped between the two and called fight on the radio for backup.



BULLETIN

KEEPING YOU INFORMED

JULY 3, 2007

JACKSON UPDATE

COURT DECISION IMPACTS CLOSURE PLANS

MCO and the MDOC met today to address the closure of JMF. Because of the 6th Circuit Court of Appeals decision last week and other external forces, we are under a compressed timeframe which affects the entire process.

Letters were sent today from MCO President Tom Tylutki to all Jackson Area members. The Department informed MCO that it will be in Jackson this week to directly begin soliciting requests for voluntary transfers *from JMF officers only*, based on seniority and that those officers must make their decisions quickly.

The Department intends to transfer approximately 50 officers out of JMF no later than July 29, 2007, as they anticipate the inmate population dropping.

MCO Labor Relations Representative, Randy Eicher, will be onsite at JMF on Thursday and Friday, July 5 & 6, 2007.



TOUR SCHEDULE

MCO President Tom Tylutki and Labor Rep Jeff Foldie will be touring the UP next week. You can catch up with them at:

SUNDAY

Baraga (afternoons)

MONDAY

Camp Kitwin (1st) and
Ojibway (2nd)

TUESDAY

Marquette (1st & 2nd)

WEDNESDAY

Alger & Camp Cusino

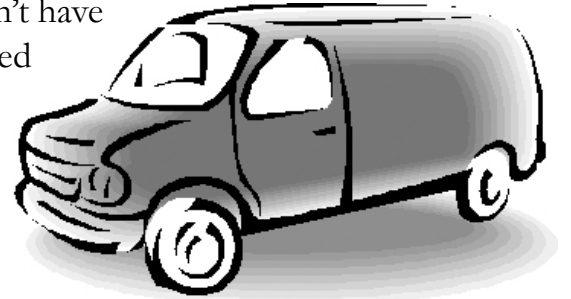
THURSDAY

Newberry & Camp Manistique

ESCAPE ATTEMPT

A parolee who was being transferred to the Baldwin TRV Center took the opportunity to kick out the transpo van window while it was slowed down due to construction on M-59 near the I-96 ramp. The parolee then jumped out the window and fled down the hill toward the interstate. One officer stayed in the van with the other 6 parolees while the other jumped out of the van and chased the inmate down the hill, tackling him and taking him back into custody. The officer sustained some injuries while apprehending the inmate.

This parolee had originally served time for domestic violence and breaking and entering and was now back in on a parole violation. Had he been cuffed, he couldn't have kicked out the window, exited the van, and attempted to run away. And, an officer wouldn't have been injured in the process.



INMATE AT MUSKEGON USES BAT AS WEAPON

On July 2, 2007, a distress was called from the back recreation yard at MCF that staff were in need of help. Responding officers found one inmate agitated and swinging a bat. Officers determined that he had been jumped by four other prisoners and stabbed and thus he grabbed the baseball bat and was swinging it at everyone, staff included, to defend himself.

At one point, the inmate appeared to have determined who stabbed him and focused his attention on the alleged assaulter. The suspect continued to antagonize the inmate, yelling obscenities and challenging him to act.

Officers secured and cuffed the suspect and led him out of the area. However, he continued to taunt the victim who in turn continued to pursue him - threatening him and the officers escorting him in the process. Additional staff were finally able to distract the inmate with the bat so that escorting officers could remove the other inmate from the area. Over 15 officers and ARUS's responded to the incident which occurred below two closed gun towers.

CONCERT TIX!

DTE

July 13 - Boyz II Men wsg 112
(7:30 pm.)

July 14 - Solid Gold Dance
Party (7:30 p.m.)

July 19 - Blood, Sweat &
Tears/Chuck Negron (7:30
p.m.)

July 21 - Anita Baker (8 p.m.)

MEADOW BROOK

July 13 - Lonestar (8 p.m.)



JUDGE ISSUES TRO AT JMF

Judge Richard Enslen issued a temporary restraining order last Friday against the MDOC to prevent the transfer out of about 700 sick inmates from JMF. In addition, he denied a request by the MDOC to keep Director Caruso from testifying at a deposition about the closure plans.

Judge Enslen scheduled a hearing for this Wednesday, however the results of that hearing are unknown at this time.

Apparently the TRO was issued in light of a claim that two prisoners from a housing unit for sick inmates were transferred.

INMATE SPITS ON MACOMB OFFICER

One officer was spit on and another struck by a fist while attempting to restrain an inmate involved in a fight with his cellmate. Officers entered the cell and were able to immediately restrain one inmate who complied with orders. The other, however, remained combative and struck one officer in the arm with a fist and spit in the eye of the other.

Officers were eventually able to use physical controls to restrain the combative prisoner, and were then sent to the hospital for treatment of possible exposure.

SEG INMATE AT ALGER STIRS THINGS UP



It started on June 25, 2007, when an inmate refused to leave the seg yard module. A move team assembled and was forced to use gas to place him back in his cell.

The next morning this same inmate convinced other prisoners in his unit to destroy or cover up their cell door windows. They were forced to blow the siren and again move teams were used to restrain the inmates - moving some to other seg units.

Later that day those inmates involved in the earlier incidents who had been moved to other units succeeded in talking prisoners in the new units into causing trouble. All in all, 9 cell door windows were destroyed along with several cell light fixtures. There were no staff injuries and all three shifts did a great job in handling this series of incidents.

CONCERT TIX! DTE ENERGY MUSIC THEATRE

July 19 - Blood, Sweat & Tears/Chuck Negron
(7:30 p.m.)

July 21 - Anita Baker
(8 p.m.)

Call Cindy K at MCO Central at (517) 485-3310 or e-mail at cindyk@mco-seiu.org for your free tickets today!

MCO CRISIS FUND GOLF OUTING

Friday, August 24, 2007

Hole-in-One could win you a 2007 Chevy TrailBlazer or \$1,000,000!

Monies collected go to the MCO Crisis Fund helping MCO members and their families in times of need.

Registration forms were included in the June MCO Report and can also be found online at MCO's website: www.mco-seiu.org.

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SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
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WWW.MCO-SEIU.ORG



BULLETIN

KEEPING YOU INFORMED

JULY 17, 2007

ADDITIONAL CLOSURES

CAMP MANISTIQUE AND WORK CREWS

ON THE CHOPPING BLOCK

The Department notified employees of Camp Manistique early this morning that the facility will be closing with a target date of September 9, 2007.

In addition, MCO was informed all *public* work crews (those that serve communities, etc.) will be shut down. Work crews that serve other state agencies will continue.

MCO is scheduling a meeting with MDOC Labor Relations to determine the impact of the work crew changes on the bargaining unit and to address the closure of Camp Manistique.

The Department indicates these actions are being taken as a savings measure as the MDOC faces expected shortfalls in next year's budget. Additional costs due to the court's decision to delay the closure of JMF further complicates the budget crisis.



SENATE REPUBLICANS CONTINUE ATTACK ON MDOC AND WORKERS

On Thursday, Senate Majority Leader Mike Bishop (R) along with Senators Cropsey (R) and Kuipers (R) hastily called a press conference to counter what they feel is an ineffective plan by Governor Granholm and the MDOC to address the Corrections budget as well as change sentencing guidelines.

Their first plan is to attack employee wages and benefits. Senator Bishop is now proposing that the Legislature *not fund* the upcoming wage increases and instead have the DOC absorb those costs from another area of their budget. He and the other republican leaders are saying that with real reforms, \$200M in annual savings could be found. These include outsourcing services, privatizing transportation, and cutting millions in annual overtime for corrections officers. They also wish to explore putting all medically fragile inmates in the former Youth Prison in Baldwin and then privatizing the facility for further cost savings.

Other so-called reforms include addressing recidivism, increased use of regional jails and faith-based programs, and increased funding for the MPRI program.

The Senators specifically attack CO salaries, comparing them to Illinois and other states. Accordingly, since 78% of the Corrections budget is related to employment expenses such as pensions, health care, and wages, *they claim the Governor's plan to change sentencing guidelines won't save the state any money but their proposed reforms would* since wages and benefits is where they focused their attention.

DISTURBANCE AT STF

Inmates at Mid Michigan this week went to the back yard instead of chow and once the last unit was released they assembled and marched around the track. They then moved to the front yard, and then towards the front house gate and food service areas before finally breaking up.

A total of 9 prisoners were cuffed and set out to Seg at SLF for organizing this demonstration.

Staff and Management did a great job of handling this potentially dangerous situation...which officers believe to have involved over 600 inmates. The Department is claiming the number is closer to 400.

MCO E-MAIL PROBLEMS

MCO is having difficulties with e-mails from an AOL address. While this doesn't affect many members, please be aware that MCO may not have received your communication! We are working on it!

JMF ORDER REVISED

Judge Enslin has handed the case over to U.S. District Chief Judge Bell who, on Wednesday, amended- but did not vacate- Enslin's order to halt the transfer of medically fragile inmates out of JMF.

The state may now release those inmates who are up for parole or eligible for treatment programs at other prisons.

Judge Bell scheduled an August 29th hearing on the issue of the MDOC moving inmates in violation of Judge Enslin's order.

CONCERT TIX!

DTE ENERGY MUSIC THEATRE



July 29 - B.B. King, Al Green & Etta James and Her Roots Band (7 p.m.)

August 2 - Blood Sweat & Tears/Chuck Negron (7:30 p.m.)

August 3 - Pat Benatar & Neil Giraldo (7:30 p.m.)

MEADOW BROOK

August 1 - Wynonna (8 p.m.)

Call Cindy K at MCO Central at (517) 485-3310 or e-mail at cindyk@mco-seiu.org for your free tickets today!



IN OUR THOUGHTS

Officer Brian Madery, 35, Cotton, was seriously injured on Tuesday, July 24th, in a motorcycle accident just two miles from the prison while on his way to work. A Blazer pulled out in front of him, catching his leg between the SUV's bumper and the bike. A fellow officer (Patrick Nnanabu) witnessed the incident and provided immediate first aid while flagging down help. Officer Madery was life-flighted to Ann Arbor where they amputated his left leg just below the knee and he remains in serious condition. Madery started with the MDOC about 7 years ago and is the MCO Chapter Secretary for Cotton. He has a wife and two young children at home.

Stay Strong

IN MEMORIAM

Officer Charles E. Haynes, 55, of the Huron Valley Mens Correctional Facility passed away on July 21st after a year long battle with cancer.

Officer Haynes started at Parr Highway in 1995 and then moved to HVM in 2004. He leaves behind a wife, two daughters and a son.

2007 MCO CRISIS FUND GOLF OUTING



AUGUST 24, 2007

\$60 cost per person includes: Cart, 18 holes, Brats and Dogs at the Turn, FREE Driving Range and luncheon afterwards. The first 36 paid teams will be accepted.

A Hole-in-One could win you a 2008 Chevy TrailBlazer or \$1,000,000 courtesy of:



Monies collected go towards the MCO Crisis Fund helping MCO members and their families in times of need. If you can't attend but would like to make a donation or sponsor a tee (\$100) or cart(s) (\$25/each or 5/\$100), checks should be made payable to the MCO Crisis Fund.

Registration forms were in the June MCO Report and can also be found online at www.mco-seiu.org. **Deadline to register is August 10, 2007.**

BARGAINING SCHEDULED

It's that time again. Dates have now been set for the start of MCO Contract Bargaining.

As scheduled, MCO and the Office of the State Employer will sit down for the first time on August 28, 2007. Bargaining generally will be a couple of days a week for several weeks. Additional dates will be scheduled as they progress.

With the retirement of Jan Miller at the OSE, Beth Beauchine has been tagged to lead the negotiations on behalf of the OSE.

MANISTIQUE UPDATE!

Members of the Senate Appropriations Committee and other State Legislators attended a City Hall Meeting in Manistique this morning to talk about the planned prison closure. Representatives from MCO, including Tom Tylutki, were also in attendance to protest the closing and told the Legislators (both Republicans and Democrats) that they should be ashamed of themselves... "the budget is in shambles and you just took a two week vacation!"

A picket has been scheduled for Wednesday, August 8, 2007. More details including times and specific location will follow shortly.



CAMP MANISTIQUE CLOSURE (& PICKET) POSTPONED!

Director Caruso, and Reps Casperson (R), McDowell (D), and Wheeler Smith (D) along with Matt Johnson from Governor Granholm's office were in attendance last night at a town hall meeting set up by Rep. Steve Lindberg (D) who along with other officials is calling for the state to reverse their decision on Camp Manistique.

Director Caruso announced that additional discussions with Governor Granholm on her way to the town hall meeting has led to the postponement of the closure of Camp Manistique (scheduled for September 8, 2007) until a more seamless transition can be established for the use of the facility by the community.

A work group of individuals was established at the meeting to explore other potential uses for the facility - a multi-county jail for example.

Director Caruso stated that Camp Manistique will continue normal operations indefinitely at this time. MCO is taking this news with a grain of salt though as the final outcome is uncertain. This decision, however, does not change the fact that there are still problems with the current budget due to the continued operations at JMF and cuts will need to be made somewhere.

MCO continues to argue, as we have been, with lawmakers and the Department that they should keep Camp Manistique and JMF open. In fact, we don't see it as good public policy to close ANY facility in the state.



2007 MCO CRISIS FUND GOLF OUTING AUGUST 24, 2007

\$60 cost per person includes: Cart, 18 holes, Brats and Dogs at the Turn, FREE Driving Range and luncheon afterwards. The first 36 paid teams will be accepted.

A Hole-in-One could win you a 2008 Chevy TrailBlazer or \$1,000,000 courtesy of:



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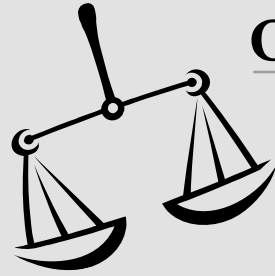
ARUS ASSAULTED IN OFFICE, OFFICERS INJURED AT JMF

An inmate, who took offense to being told by an ARUS that his cell move was being temporarily denied, began to choke and hit the ARUS in the face with a closed fist.

The first responding RUO grabbed the prisoner and separated him from the ARUS, but was hit in the nose, again with a closed fist, and then thrown into the corner by the inmate. Two additional RUO's arrived on scene and restrained the prisoner who remained combative.

Another five officers responded and all were required to successfully restrain and transport the inmate to Seg.

The ARUS was treated at the local hospital for head and neck injuries. The first responding RUO sustained a broken nose, injured neck, and a chipped bone in the middle of the front side of his skull. Other responding officers were treated for blood exposure, and another sustained a sprained wrist.



OEL PROCEDURE NOTICE!

The recent arbitration decision regarding the OEL created problems for both the Department and MCO members.

Attempts to get an agreement with the DOC to lessen the impact of the decision initially failed because the MCO State Executive Board felt the Department was asking for too much.

The logistical nightmare caused by the arbitrator's decision ultimately brought the two sides together. This week, the Department and MCO agreed to deal with the issue in contract negotiations - *and in the interim* - allow each facility to utilize the procedure used previous to the arbitration decision.

BELLAMY CREEK BUSY

IBC had a busy day on August 2nd, starting off first thing in the morning with an inmate threatening an officer and being sent to Ad Seg.

Then, about an hour and a half later, another prisoner went to Ad Seg - this time for threatening another inmate.

That afternoon an inmate threw his food tray out of the food slot, striking an officer.

And finally, later that evening, a prisoner required hospital treatment for a stab wound he received while in the chow lines.

2007 MCO CRISIS FUND GOLF OUTING AUGUST 24, 2007

There's only a couple of spots left! Hurry and sign up while there's still room.

If you can't attend but would like to make a donation or sponsor a tee (\$100) or cart(s) (\$25/each or 5/\$100), checks should be made payable to the MCO Crisis Fund.





INSURANCE OPEN ENROLLMENT WINDOW

It's that time of year again... the open enrollment for State-Sponsored Group Insurance plans. This is the one time a year (besides qualifying "life events" such as the birth of a child) when you can review your accounts and make changes.

The enrollment window opened on Monday, August 13th and will continue through August 31, 2007. Any new enrollments or changes will go into effect October 7, 2007.

You should have received an informational packet about this in the mail recently. If you haven't, please contact the MI HR Service Center at 877-766-6447 or 517-335-0529.

If you make no changes, your enrollments and benefits in health, dental, vision, life, and/or long-term care will remain the same.

ERT AIDS COMMUNITIES

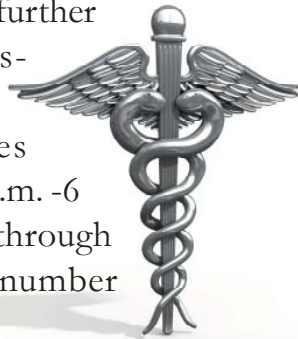
ERT members from facilities in the UP have been activated to assist in battling the Sleeper Lake fire - started by a lightning strike on Aug. 2nd - that has burned over 18,000 acres to date.

Emergency personnel from throughout Michigan and several states have been called in and Granholm is seeking a federal declaration of a natural disaster.

SPECIAL NOTE: For those of you enrolled in Care Choices, M-Care and PHP-Jackson HMO's, you *must* make another selection for your health insurance as **these HMO's will no longer be available.**

In addition, you should take this time to review the criteria and necessary documentation needed to cover qualified dependants.

To make changes, simply log in to your MI HR Self-Service account at www.michigan.gov/selfserv and click on the "Open Enrollment" link. If you do not have internet access, or have further questions, customer service representatives are available 7 a.m. -6 p.m. Monday through Friday at the number noted.



LOCKDOWN AT THUMB

The youthful offenders at the Thumb have been busy in recent weeks. In three days there were 5 fights which led to the lock down of the B side of Franklin Unit for 24 hours. The next day when one refused to lock down an officer was assaulted and another injured, both requiring hospital treatment. The lockdown continued through Monday, July 30th.

CHAPTER LEADERSHIP ELECTIONS SCHEDULE

August is the nomination window for those wishing to run for a chapter office in the September elections.

To run for a position on the chapter executive board, simply nominate yourself by submitting your name to the Chapter Elections Committee during 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.

IN OUR THOUGHTS...

Officer Amanda Mikulka, 25, of Huron Valley Womens, lost her right foot in a grenade attack while on patrol in Mosul, Iraq on August 9th. Mikulka was in the last 60 days of her deployment as a member of the 144th Military Police Company National Guard Unit based in Owosso.

Officer Mikulka was awarded the Purple Heart and is now being treated at a hospital in Germany before being brought back to Walter Reed to recover.



BULLETIN

AUGUST 28, 2007

CAMP MANISTIQUE WILL CLOSE

MCO has been notified that the Department will proceed with plans, announced originally last month, to close Camp Manistique with an effective date of October 20, 2007.

The Department says that they will continue to work with the local community to find alternate uses for the facility.

A picket, which had been postponed several weeks ago and re-scheduled for this Friday, August 31, 2007, will proceed as planned. MCO officials and staff from Lansing will be in attendance, and ads have been placed in the local papers. Members are encouraged to stop out and support the officers of Camp Manistique. The continued attack on Corrections during these tough budget times affects us all.

**Camp Manistique Picket
Friday, August 31, 2007
12 noon - 3:30 p.m.
Camp Manistique High School**

CLOSE CALLS AT BELLAMY CREEK FIGHT IN LEVEL IV UNIT AT URF

During a shake down in the dorms, an officer discovered a cell phone hidden inside a jar of peanut butter, and the charger for it inside another jar.

Then, during a Level IV visitation, an officer observed an inmate wearing a visitor pass. It was determined that the inmate's identical twin who was visiting with their mother and having their picture taken, was the source of the visitor badge. Keen attention to the personal clothes the inmate wore to the visitation paid off.

On August 27, 2007, a fight broke out on the Level IV walk during chow. Eight prisoners were taken to Seg for Fighting and or Assault on Staff, Failure to Disperse, and Inciting to Riot.

Three officers sustained minor injuries in the incident.

OPEN ENROLLMENT

Just a short reminder, the open enrollment window for State Sponsored Group Insurance ends on August 31, 2007.

BARGAINING KICKS OFF

Today is the kick off of contract negotiations between MCO and the Office of the State Employer.

The MCO Bargaining Team and officials from the OSE, led by Beth Beauchine, are scheduled to meet for several days a week over the next several weeks.

EARLY RETIREMENT BILL

Senator Mike Bishop (R), along with others, introduced SB689 last week that would offer an early retirement for state employees.

This bill, however, *does not include covered positions or conservation officers.*

Although unlikely to pass, this bill would devastate Michigan services. State employee numbers are now at 1970's levels.

IN OUR THOUGHTS...

Officer Dorothy Williams, of the Huron Valley Mens Correctional Facility, got off of her midnight shift last week and was on her way home when she was struck by a 17 yr. old drunk driver.

Officer Williams sustained substantial injuries, including breaking both arms, both legs, a hip, and suffered burns while she was trapped in her car.

Williams is a 20 yr. veteran of the MDOC.



STAFF ASSAULTED IN OAKS SEG UNIT

Two officers were badly assaulted in Housing Unit Four Segregation Unit at the Oaks on August 28, 2007.

The prisoner was handcuffed (in front) without leg irons and was escorted to the RUM's office for SCC review. The prisoner acted up, forcing the Sgt. and two RUO's (one with a shield) to remove him from the office at which point he began fighting and resisting staff. One RUO sustained injuries when the prisoner used the handcuffs as a weapon to strike the officer about the face, head and neck. Both RUO's were taken to a local hospital where one was treated for a neck, back and leg injury along with a possible broken wrist, and the other, who is 4 mos. pregnant, suffered a Placental Abruption - the consequences of which can be fatal to the unborn child but will not be known for some time.

The prisoner involved had been placed on a "Highly Assaultive" list a week earlier for sending threatening letters and making threats against staff. An inmate on this list is given an orange in color 278, and escorted by three staff, thus alerting others that he poses a greater than normal risk amongst Seg prisoners.

ESCAPE ATTEMPT ENDS POORLY AT TCF

When inmates broke for morning chow on Sept. 5th, an officer noticed that two youthful offenders were instead heading toward the adult side. When he pursued them the inmates took off running, however they were caught near 9A and Zone 22.

The offenders were found in possession of a piece of metal, a well crafted 32 foot rope (made from sheets), and a shorter rope with handles that appeared to be designed to strangle someone from behind.

ATTEMPTED MURDER OF OFFICER AT NCF

No officers were injured. On Thursday, August 30th, a female officer on midnights was attacked by inmate Davis while her partner was doing rounds. Davis, who is serving time for second degree CSC, pushed the officer into an office where he assaulted her. She fought him off, pulled her PPD, and kicked a phone off of the hook setting off an alarm in the control center.

Davis is expected to be charged with attempted murder and sexual assault.

The officer, while beaten and traumatized, escaped serious injury and was treated and released.

SPECIAL OLYMPICS TRIP WINNER SELECTED



Officials from MCO, Special Olympics Michigan, and the MDOC met at MCO Central in Lansing on August 29, 2007, to draw the winner of the trip raffle.

Dawn Klida of Bay City is the big winner and can choose from a trip to Amsterdam Holland, Hawaii, Punta Cana in the Dominican Republic, a Mexico Cruise or \$2,500 in cash.

Congratulations to Dawn and thanks to all of you who purchased tickets. Your contributions go a long way in supporting Special Olympics of Michigan and all of the athletes statewide.

WEAPONS AND FIGHTING RULE THE DAY AT IBC

August 28, 2007, kicked off with an inmate going to Ad Seg for threatening behavior. Three weapons were found in his cell. Two more prisoners went to Ad Seg for NOI's.

The 2-10 shift had 2 inmates fighting on 4 block yard, and then five fighting on the walkway coming back from chow.

In all, 11 inmates went to Ad Seg throughout the day.



CIVIL SERVICE UTILIZES “EMERGENCY” RULE

MCO was notified today that the Civil Service is going to invoke a rule change - permitted in “emergency” situations - given the status of the state budget crisis. The rule change will override the contract and allow for up to 20 temporary layoff days. Layoff days would not have to be concurrent and would be allowed between Oct. 1 - Nov. 3, 2007. The Civil Service will vote on this at the end of September. MCO vigorously protested this action and is trying to stop it! This is all of the information available at this time.

CONTRACT NEGOTIATIONS CONTINUE...

The MCO Bargaining Team and officials from the OSE and MDOC have met several days a week over the last three weeks, with the goal of pounding out an agreement. Discussions have occurred on most articles but at this point, there are many differences between the parties. MCO hopes to complete giving our viewpoint on unit specific items by the end of next week. We expect the State will have specific proposals that we will need to respond to as well. Without a state budget, it is unknown when “economics” will be dealt with.

The nature of bargaining inhibits sharing much information for two reasons: 1) it’s not as simple as trading one thing for another. In fact, most things do not come together until near the end of the process --- often in a “package” form, and 2) it’s a violation of good faith bargaining for either side to put out to the public exactly what’s being said, etc., at the table. MCO will share as much as we can with the membership when there’s opportunity to do so.

STABBING AT CENTER

After dinner last Friday, an offender at the Tuscola Re-entry Center walked up to another on the yard, made an accusatory statement, and then began to stab him multiple times about the back and side with a metal object.

The victimized inmate sustained four stab wounds, marks on his neck, and a reddened eye. He was taken to the local hospital for treatment of his injuries.

The assaultive offender was placed under arrest by the Michigan State Police.

ASSAULT AT THE VALLEY

On Sunday, a prisoner grabbed a female officer and tried to drag her into his cell. She was able to free herself, however the inmate pursued her into the hall. Her partner arrived, took down and secured the inmate.

The next day an inmate grabbed a nurse, dragged her into the med room, and attempted to sexually assault her. She yelled out, staff responded and secured the prisoner. The Nurse and officer are fine, and the MSP was called in for the attempted sexual assault.

BUDGET STALEMATE

After taking a Thursday recess for Rosh Hashanah, House lawmakers have convened today with the intent to vote on a tax increase, reforms, and cuts. The state must come to a budget agreement, or pass a “continuing budget”, by October 1st or faces government shut down.

On Monday, Senate Majority Leader Mike Bishop (R) suggested that there were over \$1B in cuts possible to balance the FY ‘07-‘08 budget without a tax increase, however, he did not provide specifics. Details came on Tuesday when Gary Olsen, Director of the Senate Fiscal Agency, presented a report - prepared at the request of Senator Bishop - to the Senate Appropriations Committee. The report outlines \$1B in budget cuts, as well as another \$1B in possible cuts which would solve the deficit entirely.

The cuts outlined include \$50M to Corrections, the early retirement package (would hire 1 for every 4 who leave), eliminating increases to the K-12 School Aid Fund, Higher Education, and more.

The House put up for vote an increase in the sales tax on Wednesday, however they were not able to get the necessary 2/3 majority to put it on the January ballot, since all Republicans voting dissented.

MCO LEADERS’ UPCOMING TOURS

- 9/17 - Camp Lehman (1st) Kinross (2nd)
- 9/18 - Straits (a.m.) Hiawatha (2nd)
- 9/19 - Chippewa (1st) & Labor Mgmt.



BE HEARD AT THE CIVIL SERVICE MEETING

MCO, along with other state employee groups, is planning to demonstrate before the Civil Service Commission protesting its consideration and presumed implementation of an “Emergency” rule regarding temporary layoffs that would override our contract.

All MCO members and families are invited to participate. Be at the MCO office (421 W. Kalamazoo St., Lansing) at 7:30 a.m. on Friday, Sept. 28, 2007. Please watch for further information in a Special Bulletin early next week.

CONTRACT NEGOTIATION UPDATE

Negotiations occurred on Thursday this week, and are scheduled for several days next week, however they are progressing slowly due to the inaction by the state government on the budget. *Stay tuned...*

LAWMAKERS CONTINUE TO ARGUE OVER BUDGET SOLUTION

The House has been holding marathon sessions since last weekend, but closed the voting board just before 8 a.m. this morning without sufficient votes to send an income tax increase proposal to the Senate. The most recent House plan called for cuts in state spending along with a proposed increase in the income tax - a tie-bar to HB 5198 which could be used to propose a 6% tax on some services (excluding entertainment tickets) was removed during negotiations late yesterday. House Majority Leader Andy Dillon (D) has been in ongoing talks with House Republicans aiming to get the tax increase passed with a bi-partisan vote... thus easing its passage in the Republican led Senate. Senate Majority Leader Mike Bishop (R), who has been chastising the House for their inability to put up for a vote a tax increase proposal, has said that the Senate would be forced to take action if the House didn't do something soon. Yet, behind the scenes, he and State Republican Party Chair Saul Anuzis have been contacting House Republicans and their constituents urging them to vote “no” on any tax increase. Late yesterday, House Floor Leader Chris Ward (R) broke from partisanship politics and voted for the increase, but it alone wasn't enough.

Political posturing on both sides of the Legislature and both sides of the aisle has pushed this budget stalemate to d-day. Procedural time constraints for passing and enacting legislation means that every day without a vote puts the state on the brink of a continuation budget or a government shutdown. Either way, citizens and state employees will suffer. In the meantime, MCO continues to fight off hostile proposals regarding Corrections, coming mainly from the Senate leadership.

On Monday, the Senate passed on a party line vote (20-17) a “continuation budget” which would continue the current spending plan for 30 days beyond October 1st. Granholm, however, has said that she would veto the bill unless some revenue increases were attached to fund the extension.

The Senate also moved forward with their own tax increase proposal. Senator Bishop's plan involves enacting \$1.1B in cuts, and raising the income tax from the current 3.9% to 4.3% generating the additional \$662M needed to balance the budget. Included in the \$1.1B in cuts he proposes are the cancellation of \$332M in proposed spending increases recommended by Granholm, erasing \$75M in planned state employee pay raises, achieving a savings of \$190M through the early retirement program, and a one time fix of drawing \$215M from the new Michigan Business Tax. Bishop's proposal, however, failed to come to a vote on Tuesday because Senate Democrats felt there were too many “one-time” fixes, uncertainty of some critical details, and an insufficient tax increase to balance the budget. Both houses plan to reconvene on Sunday.



BULLETIN

SEPTEMBER 25, 2007

MCO TO PROTEST CIVIL SERVICE MEETING

FRIDAY, SEPTEMBER 28, 2007 - 7:30 A.M.

MCO needs all available bodies - members, families and friends - to participate in a demonstration at Civil Service on Friday, September 28, 2007. Civil Service will be convening a special meeting at 8:30 a.m. that morning to vote on the implementation of an "Emergency" rule that would allow the state to override MCO's contract, forgo proper notice, and layoff state employees up to 20 days (could be non-consecutive) between Oct. 1 and Nov. 3, 2007.

Members will gather at the MCO Central Office (421 W. Kalamazoo St., Lansing) at 7:30 a.m. on Friday morning to pick up some breakfast and a sign before walking to Civil Service (Capitol Commons Center, 400 S. Pine St., Lansing, Conference Room A) to gather with other State Employee Groups at 8 a.m.

Please check MCO's website (www.mco-seiu.org) or call 1-800-451-4878 on Thursday afternoon for final directions and to confirm that the Civil Service Commission Meeting is still planned. It is our hope that a budget agreement is reached between now and then, in which case the Commission may cancel the meeting.

CORRECTIONS OFFICERS CONTINUE TO SUFFER ATTACKS

Senate Republicans have once again sought out Corrections in their attempts to find a budget solution. On Sunday, the Republican led Senate passed SB511 on a party-line vote (with one exception- Senator Valde Garcia(R) who voted no) which totals just over \$1B in cuts towards solving the FY '07-'08 budget deficit.

The cuts include the closure of Southern Michigan, 7-block at Egeler, and Riverside, as well as calling for the privatization of mental health and food service areas. Troublesome new additions include savings from "restructuring employee overtime" which effectively means employees would not earn overtime until they have actually worked 80 hours in a pay period (sick/annual leave usage would not count toward the 80 hours), and the removal of funding for existing state vacancies. This implies they won't be hiring - placing further stress on an already overcrowded and understaffed prison system.

These actions fly in the face of what Senate Republican members of the Judicial Subcommittee on Prison Reform and Safety told the citizens of Jackson at a public hearing in March. At the hearing, the Senate Republicans stated they did not support the closure of JMF and had a plan to address the budget situation that did not include such closings.

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

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CIVIL SERVICE VOTES DOWN CONTRACT OVERRIDE!

Hundreds of state employees, including a large number of MCO members from around the state marched on the Civil Service Commission at 8 a.m. this morning to protest its planned vote on an “Emergency” rule to override state employee contracts regarding temporary layoffs.

The meeting room was filled to capacity with 250 people, while a couple hundred more marched outside awaiting the decision.

Union leaders, led off by MCO’s Executive Director Mel Grieshaber, testified before the Commission opposing the effect this rule would have upon state employees. Not only would it have allowed the state to waive the notice period for layoffs, but it would have also increased the possible number of layoff days to up to 20 days and eliminated contractual language regarding seniority and recall rights for layoffs.

After testimony by state union and association leaders, as well as several individuals, the commission voted with a split 2-2 decision (Commissioners McMillan and Waldman voting against the rule)... thus the measure failed.

This is a huge victory for state employee unions, protecting the sanctity of negotiated contracts, however it doesn’t prevent the possibility of layoffs in the event of a government shutdown. **The union will proceed with legal action to guarantee that our members are paid for the work they do... because as “essential services” traditionally includes the prisons, we will be on the job protecting the safety of Michigan’s citizens, whether the Legislature has done its job or not.**

BUDGET AGREEMENT FALLS THROUGH

This afternoon MCO was officially notified that a budget agreement has not been reached and that a government shut down is to proceed effective Monday, October 1, 2007.

The Governor has instructed that 35,000 state employees be informed that they are not to report to work on Monday morning. Despite the Civil Service decision earlier this morning, the Governor has indicated that the **layoffs will occur and that the state will deal with union contract consequences at a later date.**

Unless otherwise notified by the Department, MCO advises that all security bargaining unit employees report to work on Monday. Any violations of the MCO contract during this crisis will be pursued vigorously.

Some facilities have begun contacting officers on sick or annual leaving telling them that they will not be paid for this time. MCO has already filed an “et. al” grievance regarding the leave credit issue as well as a grievance for those who’ve received lay-off notices.



REMINDERS:

MCO members received a 2% wage increase effective October 1, 2007. As you know, MCO's bylaws direct that membership dues adjustments correspond to wage increases. Thus, in conjunction with the recent wage increase, member dues were adjusted accordingly from \$20.93 to \$21.35. With the 2% raise, an E-9 at the top of the scale will see an increase of \$873.60 in wages and \$10.92 in dues.

In addition, Dry Cleaning Allowances will appear on your October 18th paychecks, and Longevity and Sick Leave/Physical Fitness Bonuses will appear on November 1st paychecks.

OFFICER ASSAULTED AT CHIPPEWA

An officer on the 2-10 shift on September 19, 2007, was struck in the side of the head with a lock-in-a-sock by a Level IV prisoner in the Education Building. The officer and another (who was injured while restraining the inmate) were both transported by ambulance to the hospital for treatment of their injuries and were later released.

JMF CLOSURE TO PROCEED

The U.S. 6th Circuit Court of Appeals recently rejected an appeal by the inmate's lawyers to halt the closure of JMF, voting 3-0 to send the case back to Judge Jonker. The closure of JMF, which had been stalled by Judge Richard Enslen at the time the appeal was filed, has since been handed off to Judge Robert Jonker. Thus, the MDOC says it will now proceed with the closure of JMF as it assumes the new judge, Jonker, will allow it.

MCO has again convinced the Department to allow officers to volunteer to go to vacancies statewide. Since this goes beyond the contract, the MDOC insists MCO handle much of the procedure. Letters are going out today to all Jackson area members with a volunteer form. *The return period is very short, so interested members take note!*

MULTIPLE INCIDENTS AT CAMP BRANCH

On Saturday, September 22nd, a prisoner was stabbed multiple times in the yard. The attacker was locked up.

Then, just two days later, on Monday the 24th, shakedown teams from all three Coldwater facilities reported to Camp Branch after several prisoners requested protection. The shakedown revealed two homemade shanks and two cell phones. Six inmates from one unit were locked up for possession of contraband and several were transferred out of the facility.

OFFICER NEEDS OUR HELP

DeeAnna Flack, 28, wife of RUO Shawn Flack of the Cooper Street Correctional Facility, was recently diagnosed with a very rare and dangerous form of cancer, Chondrosarcoma. Chondrosarcoma is a bone cancer that for DeeAnna started in her skull near her sinuses and traveled to the base of her skull and spinal chord area. She has undergone surgery at the U of M Hospital to remove as much of the cancer as they can, however she needs Proton Therapy Radiation to further her treatment.

Cooper Street has planned a couple of fund raisers as the required travel to Boston for at least 6 weeks of treatment will use up available funds and Shawn's annual leave. The family has set up a website to provide information and updates on DeeAnna's condition at www.deeannasangels.com. Please keep them, and their two young boys, Ashton and Aaron, in your thoughts and prayers during this critical time.



RIVERSIDE TO MR MOVE PROCEEDS

The planned move of the Riverside Correctional Facility to the old Michigan Reformatory is scheduled for November 4th. MCO has argued and met with the Department on several occasions, including touring the facility with several legislators, to get more positions. The manning sheet is out - MCO has a copy - and it includes many more positions than the Department originally proposed. The additional positions should help to make the MR facility safer and more efficient when it opens.

BARGAINING

Impasse Assistance Letters Sent

In these hard budget times, MCO is facing a determined Employer (the State) who has presented many harsh proposals. MCO continues to forcefully argue our position and is actually fighting to keep items we already enjoy.

This week, MCO and the OSE sent a letter to the Employment Relations Board requesting Impasse Panel Assistance. Although MCO continues to bargain in good faith, Impasse Panel procedures require the union and the State to start preparing in case we cannot reach agreement.

After nearly 6 weeks of negotiations, both sides are facing a dwindling timeline.

LAST PRISONERS RIDE OUT OF CAMP MANISTIQUE

While efforts to keep the facility open continue, the Department rode out the last 40 prisoners from Camp Manistique on Wednesday. The officers at the facility have all received their transfer assignments, most to either Alger Max or Newberry Correctional Facility, and will move prior to the Oct. 20th closure date.

As all individual department budgets are being worked on we continue to hope and argue funding be maintained for the camp. However, funding in itself doesn't guarantee a facility will continue to be operated. So, MCO continues to argue with the Department for the retention of Camp Manistique.

FIGHT AT BARAGA MAX

Officers were monitoring two prisoners who were arguing while returning to the unit from chow. When the inmates neared the doorway to the unit and began to bunch up the incident escalated and a fight broke out. One inmate attacked another, and then a second threw a few punches into the mix. In all, three prisoners went to Seg and one officer was treated for minor injuries sustained while gaining control of the situation.

A new rule for the inmates to walk 2 by 2 and to stay to the right to avoid the congestion should allow staff to see what is going on better and allow them to respond faster.

CLOSER TO HOME

REMINDER

October 1 - 31, 2007, is the window period for those wishing to put their name on the Closer to Home Transfer List.

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 clears at the end of each year.

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 contract.



SEVERAL UNIONS SETTLE CONTRACTS...

MCO still heading towards Impasse

Although MCO is always willing to continue bargaining in good faith, it appears contract negotiations with the state have come to an end. For those of you new to the process, here's a refresher on contract bargaining and impasse procedure:

⇒ if we come to an agreement with the State, the contract is sent out to the membership for a ratification vote. If approved, then the contract is sent to the Civil Service Commission for final approval by the state.

⇒ if we come to an agreement but the contract fails to be ratified by the membership, then it is referred to the Impasse Panel, who makes recommendations for the next step... which could mean sending both sides back to the bargaining table, or it could mean sending the contract as is to the Civil Service Commission where it would be within its power to impose an agreement.

⇒ if we cannot come to an agreement then it goes before the Impasse Panel - and there is **NO RATIFICATION VOTE BY THE MEMBERSHIP.**

The Impasse Panel, a 3 member board appointed by the Civil Service Commission, hears the viewpoints from both sides through testimony, briefs and evidence. The Panel then makes a recommendation to the Civil Service Commission who has the full final authority to accept or change the language and ultimately impose a contract.

As a practical matter, the Panel establishes various deadline dates to handle the impasse process. Today, Friday, October 19, is the deadline for each side to submit all agreed upon articles and for each side to submit proposals on the areas where they can't agree. Next Friday, October 26, the state and the union must submit all briefs and evidence supporting their positions. The Panel will then schedule hearings for early November. The Panel's recommendations will be rendered in time for the December 5, 2007, Civil Service Commission meeting where the Commission will review them and ultimately impose a new contract.

At this time, there are five or six articles upon which MCO and the OSE cannot agree. Most, obviously, are in the areas of wages and health care, as well as issues relating to how overtime is paid.

UNIONS SETTLE

MSEA and SEIU Local 517M and UAW 6000 each came to tentative contract agreements with the OSE late this afternoon.

SEIU 517M represents nearly 5,000 state employees in their Human Services Support, Scientific & Engineering, and Technical bargaining units.

MSEA represents workers in multiple departments including Corrections.

Both unions plan to provide specific provisions of the tentative contracts to their members early next week, with ratification votes to follow.

At the time of publication, it is rumored that UAW 6000 has settled. Although AFSCME was bargaining this afternoon, their status is unknown.



BULLETIN

OCTOBER 25, 2007

MCO AND OSE SETTLE ON NEXT CONTRACT

MCO and the OSE came to a voluntary agreement this evening on a contract to cover January 1, 2008 to December 31, 2010. Notice will be given to the Impasse Panel that its intervention will not be needed.

Bargaining was strenuous and frustrating this year particularly with state budget restraints that all members understand. At the end of the day, the MCO bargaining team decided there was a potential to lose more at the Impasse Panel, especially since every other state union had settled.

MCO has received the same economic package as all other unions. For fiscal year 2008/09 there will be no wage increase; FY 2009/10 members will receive a 1% increase and in FY 2010/11 we will receive a 3% pay increase.

Highlights of the insurance package covering all unions - increases the insurance premium to a 90/10 split and the HMO split to 95/5. The deductible will go to \$300 (individual) and \$600 (family), which is what MCO had in the contract preceding the current one. Doctors office visit will go to \$15. Prescriptions will go to \$10/\$20/\$40 with additions to mail order as well. With a voluntary agreement, the state got off its proposal for a new coinsurance that would have cost us more and left dental and LTD alone.

MCO fought off the attack on worksite lines, kept the uniform allowance which the legislature was trying to take as well, and retained the high security retention pay while placing additional language that guaranteed it to the CTO's. We did improve some unit specific language too.

More complete details will be forthcoming in future days and weeks with every member receiving a summary and ballot. Because MCO was the last union to settle, we now face an ambitious schedule in getting the information out to the members and allowing enough time to vote. The ballots must be counted in time for the Civil Service Commission to approve the contract at its December 5th meeting.



CONTRACT AGREEMENT REACHED!

A tentative agreement was reached between MCO and the State last night. Complete terms of the agreement will be mailed out with the ratification ballot to all members in the near future. Basic elements of the package are being communicated to MCO chapter leaders at this time. Negotiations took several months and the bargaining team fought hard to retain items we currently enjoy and to secure wage increases during hard economic times while attempting to minimize hits to health insurance. Highlights of the agreement follow:

Wage Increases:

All employee unions accepted the following wage provisions:
Base wage increases totally 4% over the term of the contract.

October 2008 - 0%

October 2009 - 1%

October 2010 - 3%

MCO Specific Guarantees...

...Uniform Allowance will not be touched
...Max Pay retained

...Language added to guarantee Max Pay for CTO's
...No Assignments across Worksite Lines

Also...

...they backed off moving some procedures from Major Medical to the Dental Plan where they would have quickly exceeded the maximum benefit.
...they left LTD alone
...they backed off a new co-insurance on the health care that would have added more costs to members.

Insurance: (For State Health Plan PPO enrollees)

- ✓ Premium split now 90/10%
- ✓ Deductibles increase to 300 (individual) and 600 (family) which is a return to 2001 levels.
- ✓ Current vision and dental maintained.

Insurance: (For HMO enrollees)

- ✓ Premium split now 95/5%

Prescription Plan:

Prescription plan does change - the 3 tier system of \$7/\$15/\$30 goes to \$10/\$20/\$40. In most cases, however, a brand name drug, or generic drug is available, thus avoiding the highest costs. Mail order prescription co-pays were also increased.

Overtime: (Article 17)

Sick leave is now NOT counted as time worked when calculating how overtime is to be paid. Thus, if an employee were to call in sick one day, but then work their RDO...they would be paid straight time for the RDO, rather than time and a half as before. By coming to a voluntary agreement, however, we were able to avoid having holidays calculated in this manner too, which the State was seeking at Impasse. MCO members will still receive time and a half for any work over 8 hours (or 10 in alternative schedule) - something that MCO negotiated above and beyond the Fair Labor Standards Act and which we fought hard to preserve.

- ✓ some beneficial changes to Article 17 will be stated in the summary all members will receive.

Additions...

- MCO gained a guarantee that the Department cannot take away the lunch period during life of contract.
- Agreed to a Letter of Understanding that says if Legislature gets a pay increase it will allow us to return to the bargaining table on wages.



BULLETIN

OCTOBER 30, 2007

CLOSURE UPDATES...

MCO SECURES JOBS FOR THOSE AFFECTED!

SOUTHERN MICHIGAN

MCO received confirmation yesterday that our discussions with the Department were successful and of the 221 officers remaining at JMF -there will be **NO LAYOFFS!** There were 143 officers in the region who volunteered to transfer out (139 granted) creating openings in the Jackson area for those who could not/did not leave. Those transferring out of the region include approximately 71 from JMF, 34 from Cotton, 18 from Parnall, 13 from Cooper St. and 3 from Egeler. Those officers remaining at JMF have been placed as follows: 51 to Cotton, 54 to Cooper Street and 45 to Parnall. In the end, the CFA Administration allowed the Jackson complex and surrounding areas to go over in order to place officers and avoid layoffs, which were projected to be in the neighborhood of 30. Two CRR's did get bumped - one chose to voluntarily transfer to WHV, and one voluntarily dropped to an E-9 to stay at their current facility.

The current timeline has the prisoners moved out by this Friday, and officers beginning to voluntarily transfer out as soon as November 4th in seniority order.

RIVERSIDE TO MR

Original projections showed that there would be approximately 60 less FTE's at the new location, however after MCO toured the facility with legislators and actively pursued safety concerns with the Department we gained additional positions to ensure once again that there would be **NO LAYOFFS!**

The move from Riverside to MR is scheduled to begin on or about November 5th, with inmates and staff moving simultaneously. While MCO was successful in securing positions for all staff at the new facility there will be some adjustments, according to our contract, for shift balancing which will result in approximately 10 officers leaving 3rd shift and moving to 2nd.

MCO GIVEN NOTICE

MCO was officially notified this morning that the Grand Rapids Corrections Center is being closed. The Corrections Budget that came out of Conference Committee yesterday afternoon included specific language that the Department cancel its lease for the facility.

MCO is in the process of requesting a meeting with the Department to set up a bumping region. At this time they are estimating the closure will occur in 2-3 months. We will keep you apprised as more information becomes available.

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

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

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2008-2010 CONTRACT TIMELINE, Q & A, AND MORE...

MCO is in the process of finishing up and compiling the voting packet and Contract Review documents. It is going to the printer shortly with a target goal for the ratification packets to hit the mail in the next 7-10 days.

The complete tentative contract agreement, in legislative format, is available right now on the website at www.mco-seiu.org.

MCO has been fielding some questions regarding specific language... we'll try to answer some of them for you now.

Q. "If I work a double or anything over 8 hours in a day will I get overtime, even if I use a sick leave day that pay period?"

A. Yes. Contrary to popular belief, state or federal law does not require time and a half pay for work over 8 hours. However, our contract does guarantee it.

Q. "The contract says our Uniform Allowance was retained however the budget says that the increase we got last contract is not to be paid?"

A. In the recently passed budget, the legislature attempted to say that no expenditures for the additional \$325 Uniform Allowance should be made in the future. While this creates a lot of confusion, it will have no practical effect - we will be getting the increased Uniform

Allowance for the life of the contract.

Q. "If the contract is voted down, what happens?"

A. *if the contract fails to be ratified by the membership, then it is referred to the Impasse Panel, who makes recommendations for the next step. The Impasse Panel could decide to send both sides back to the bargaining table, or it could send the contract as is to the Civil Service Commission where it is within its power to impose an agreement with changes if it so chooses.*

Q. "What's this Letter of Understanding that could return us to the table if the legislature gets a raise in the future?"

A. *This unique addition to the contract would trigger a wage re-opener if the legislature authorizes a pay increase for itself.*

Q. "Will we still be getting our 2% wage increase?"

A. *Yes, the 2% wage increase MCO members are scheduled to get in April 2008 is secure.*

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

Seniority Based Transfers, administered by the DOC, are available to employees who met the conditions as laid out in Article 15, Part D, Section A, #2, page 79 of your contract.

The window period to apply is November 1 - November 30, 2007, for a transfer that will occur between January 1st and June 30, 2008.

The list expires after each window period, thus you need to sign up again if you didn't get a transfer last time.

REMINDER:

The time changes occurs this weekend at 2 a.m. Sunday morning. Those officers working 3rd shift will get an hour of overtime as the clocks will fall back 1 hour.





BULLETIN

NOVEMBER 14, 2007

CONTRACT PACKETS ON THE WAY...

The Contract Review Document, Ballot, and Voting Instructions are in the mail. Most members should receive their packets within 2-4 days.

Because MCO was the last union to settle we are working on a tight deadline to get the ballots back and counted before the December 5th Civil Service Commission Meeting. This schedule is further complicated by the Thanksgiving Holiday falling during this crucial period.



Please be sure to thoroughly read the voting instructions located in the back of the Contract Review and send in your ballot as soon as possible. This will ensure that your ballot is valid and counted. Stray marks and improper mailing procedures will invalidate your ballot.

NOTE: In order to allow enough time for most members to receive their packages, and to streamline the process of sending out replacements, we ask that you wait until you have received your mail on Monday, November 19th. If you still have not received your Review and Ballot package starting on Tuesday, November 20th you may call MCO and request a replacement.

Please - DO NOT call for a replacement before November 20th.

MICHIGAN CORRECTIONS
ORGANIZATION
SEIU LOCAL 526M
421 W. KALAMAZOO
LANSING, MI 48933
(517) 485-3310
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CONTRACT REVIEW DOCUMENT

ADDITIONAL LANGUAGE CHANGES

It was discovered late this week that a key enhancement to the contract was inadvertently omitted from the Contract Review document you have received (or will) in the mail.

MCO gained a significant benefit for our members in Article 19, Section E - Medical Leave of Absence. The following reflects the changes: (note: capital letters reflect NEW language, struck words

reflect deleted language) “Upon depletion of accrued sick leave credits, an employee upon request ~~may~~ SHALL be granted a leave of absence for personal illness, injury or temporary disability necessitating his/her absence from work. Such leave ~~may~~ SHALL be granted for a period of up to six months, WITHIN A FIVE-YEAR PERIOD, plus any approved extensions upon

providing required medical information. Time off on medical leave of absence due to pregnancy shall not be counted against this six-month period. The employee’s request shall include a written statement from the employee’s physician indicating the specific diagnosis and prognosis necessitating the employee’s absence from work and the expected return to work date.”

PLEASE TAKE THE TIME TO PROPERLY COMPLETE YOUR BALLOT AND PLACE IT THE MAIL AS SOON AS POSSIBLE. BALLOTS MUST BE RETURNED BY DECEMBER 1ST IN ORDER TO BE COUNTED BEFORE THE DECEMBER 5TH CIVIL SERVICE COMMISSION MEETING.

ESCAPE AT FORENSIC

Two patients climbed the fence and escaped Sunday evening, November 11th. The pair were back in custody around 8 am. on Monday when they called for an ambulance to address injuries they received while escaping.

One of the “patients” seriously assaulted an officer several weeks ago.

OFFICER ATTACKED

On Saturday, November 3rd, an officer at LMF was brutally punched 5 times to the face and fought off an attempted stabbing while he was releasing an inmate in the Transition Unit for yard.

The officer sustained extensive bruising and swelling to an eye that closed shut and was off of work for several days.

OPEN ENROLLMENT

Just a reminder that the Open Enrollment window for your Flexible Spending Accounts ends on November 29, 2007. If you have any questions, please feel free to contact Susan Kant in the Employee Benefits Division at (517) 373-1846.



JMF RETURN RIGHTS

Officers who completed voluntary transfer forms to move out of the Jackson area in conjunction with the closure of the Southern Michigan Correctional Facility have return rights to the Jackson area for a period of one year.

If you are one of these officers and are interested in returning to the Jackson area when or if any openings occur, you need to contact David Silsbury at (517) 373-1968 or via e-mail at silsbuds@michigan.gov.

In the event that openings occur in the Jackson area, only those officers who have contacted Dave indicating their desire to return will be placed according to seniority.

Officers must contact Dave to be considered for any future openings.

OFFICER STEPS UP

An officer on the 2-10 shift at Camp Branch came to the aid of an inmate who was choking during the evening meal on Thanksgiving.

It took several attempts before he was able to dislodge the blockage, likely saving the inmate's life.

LOCK-IN-A-SOCK

On November 15th an inmate at West Shoreline threatened staff with a lock in a sock. The incident occurred during shift change when the inmate was told to cuff up.

Several staff responded, gaining the attention of several large groups of inmates gathered in the yard. The inmate then made a scene when officers were taking him down, which provoked the groups on the yard to begin yelling at officers. This then forced the shut down of the yard.

The inmate in question had been recently transferred in and was eligible for the 8 man bays - despite the fact that he had two assault on staff convictions from Ionia.



ANOTHER ESCAPE

At 4:10 a.m. on November 25, an officer observed an inmate going over the fence at Camp Ottawa.

After a count confirmed the escape, state officials were notified and a search launched. A local resident notified officials about an hour later of suspicious activity on his property and tracks in the snow led the searchers to the inmate who was apprehended without incident two hours after his escape.

The prisoner was treated at a local hospital for injuries received while scaling the razor wire, and then transferred to Baraga Max. He was sentenced in September for armed robbery, and was waived down from a Level II to a secure Level 1 at the end of October.

The inmate had served time in prison prior to this conviction, and had an escape charge during his earlier incarceration.

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BULLETIN

DECEMBER 3, 2007

CONTRACT RATIFICATION FAILS

With 49% of the Membership voting... the 2008-2010 contract was voted down 54% to 46%:



1933 Yes votes
2244 No votes

The Civil Service Commission meeting originally scheduled for December 5, 2007, has been moved to December 19, 2007.

MCO's contract is now on a fast track for Impasse. Letters are due Wednesday, supporting documents by Friday and an Impasse Hearing will be scheduled for sometime next week. The Panel recommendation will be forwarded to the Civil Service Commission in time for it to make a final determination.

MCO is meeting with the OSE in an attempt to narrow the issues the Panel will consider in order to avoid the possibility that the whole contract could be affected.

MSEA is the only other union to vote down their contract at this point, however AFSCME is counting its ballots today as well.

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IMPASSE PROCESS AND PROCEEDINGS

MCO has met with the Department to narrow down the main issues where there is disagreement. By narrowing down the list, it helps to stop the OSE from opening up articles with issues that - if they were successful - would hurt MCO. Due to the nature of the issues where there is disagreement, it was impossible for either side to go back to the bargaining table...there was just no room for movement.

Today was the deadline for each party to provide the Impasse Panel with a brief supporting its proposal as well as any additional supporting exhibits.

MCO's Position on the Articles going to Impasse can be summarized as follows:

- ⇒ Wages - 1%, 2%, 2%.
- ⇒ Retain High Security Retention Pay (Max Pay) and include additional language to guarantee Max Pay for the CTO Classification, as well as increase Comp Time accrual limits.
- ⇒ Health Insurance- status quo 95/5 for State Health Plan, no Premium for HMO, prescriptions stay at \$7/\$15/\$30.
- ⇒ Overtime - Sick leave usage does not count against 80 hours, add clarification on gender specific assignments, and add penalties to violation of 32 hour rule and mandatory over the top half of seniority to 2.5 times pay.

MCO had contracted with expert lawyers and economists a few months ago to conduct research and start preparations for the possibility of Impasse, so at this point in time most of our work is already done.

The State's Position on the Articles going to Impasse can be summarized as follows:

- ⇒ Wages - proposing a range from (0%, 1%, 1%) to (0%, 1%, 3%).
- ⇒ Eliminate High Security Retention Pay (Max Pay).
- ⇒ Health Insurance - 90/10 split on State Health Plan premium, and a new 90/10 split on HMO premiums, prescriptions go to \$10/\$20/\$40 and all dental codes such as dental surgery now count towards your \$1500 dental maximum, rather than being covered under major medical. Deductibles increased to \$300/\$600 and a \$50 co-pay if not admitted at the ER, among others.
- ⇒ Overtime - Sick leave and Holidays count against your overtime when calculating OT and the elimination of the A and B list. New OT procedure require an officer to call in to volunteer the night before or two hours before your shift, doesn't matter what shift you work on, lowest OT hours get right to work.

Monday is the deadline for any reply brief, with the Impasse Panel Hearing later next week. Tuesday December 18th is the deadline for the Impasse Panel to submit its recommendations to the Civil Service Commission, in preparation for their meeting on December 19th at which point they will review and act upon those recommendations.

HOLIDAY PACKAGES IN THE MAIL

The MCO Holiday Packages - complete with new 2008 pocket calendars - went into the mail on December 1st.

Be patient. It takes a while for them to reach all members around the state and often times some officers at one worksite will get theirs days or even a week before others at the same joint.

If your package does go missing between our doorstep and yours (or if it's missing a piece) simply call MCO and we'll send out a replacement right away.



NOTE: MCO's phone system was temporarily down on Friday afternoon while some components were replaced. This caused the loss of any voice mails that were stored in the system. We apologize for this breakdown and any loss of communication that resulted.



IMPASSE HEARING PREPARES TO MAKE RECOMMENDATION



The Impasse Hearing, which started just after 9 a.m. this morning, concluded this afternoon after hours of testimony by the Office of the State Employer, MCO, AFSCME and MSEA.

The morning session was set aside to address the economics. The Office of the State Employer started with an overall economic presentation and argument followed in turn by each union.



The afternoon was then devoted to unit specific arguments and rebuttal. A summary of the issues before the Impasse Panel by the various unions follows:

Economic Issues:

MCO - Wages, Insurance issues, CTO Max Pay and sick leave as it relates to the calculation of OT

AFSCME - Insurance issues only, *they have accepted the OSE's wage proposal and the sick time issue as it relates to the calculation of OT*

MSEA - Wages, Insurance issues, and Asbestos removal pay



Unit Specific Issues:

MCO - OT procedure and how it would work

AFSCME - Worksite lines (state is proposing that employees would have to work at facilities located within a 2 mile radius with shared services)

MSEA - Temporary layoff language and Reduction in hours issues

Under the guidelines, the Impasse Panel must submit its recommendation to the Civil Service Commission no later than Tuesday, December 18, 2007. Look for a Special Bulletin on Tuesday and/or Wednesday.

In the meantime, MCO's Impasse Brief, OSE's Impasse Brief, MCO's Impasse Response Brief, and MCO's opening statement can all be found on the website at www.mco-seiu.org.



BULLETIN

DECEMBER 18, 2007

IMPASSE PANEL MAKES RECOMMENDATION

The Impasse Panel has released its recommendation to the Michigan State Civil Service Commission which is meeting tomorrow afternoon to deal with all State contracts. The Panel advised the Commission to essentially impose the tentative agreement originally made between the state and MCO.

Wage increases will be as all other state employees at 0%, 1% and 3%. Health insurance will also be as agreed to by the other unions in their voluntary agreements, as well as sick time as it relates to the calculation of OT.

MCO fought off the attack on High Security Retention Pay (Max Pay) and kept the new language to include CTO's.

The State failed in its arguments to get Holidays included along with sick leave in the OT calculation.

In regard to the OT procedure, the Panel is recommending that the Commission impose the TA'd language, but encouraged both parties to continue working on this "broken and inefficient" system.

The MCO's presentation before the Impasse Panel essentially used the same arguments made at the bargaining table. MCO is frustrated with the Panel recommendation and disappointed it did not recognize the challenges correctional and forensic officers face every day. MCO worked with experts and lawyers and through the media as much as possible to influence the Panel. In the end, the Panel indicated it was not convinced enough by the OSE or MCO to take or give more than what other employee groups received through their voluntary agreements. The Panel further cited the economic climate the state is facing at this time.

See the Impasse Panel Recommendation and the complete TA'd language on MCO's website at www.mco-seiu.org

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BULLETIN

DECEMBER 19, 2007

CIVIL SERVICE COMMISSION RENDERS DECISION ON MCO CONTRACT

The Michigan State Civil Service Commission met today at 1 p.m. and voted to impose the Tentative Agreement (as recommended by the Impasse Panel) on the MCO bargaining unit.

MCO Executive Director Mel Grieshaber spoke before the Commission, arguing for the Commission to consider a change to the Impasse Panel's recommendation. Mr. Grieshaber fought the attempt to have Sick Leave not count as time worked in the calculation of Overtime as disparate treatment for MCO members. *"Officers suffer disparate treatment under this handling of sick leave. They work in a hostile environment where they are exposed to HIV, Aids, MRSA and more. Due to short staffing, this bargaining unit more than others often work overtime, and are frequently forced to do so, thus resulting in MCO members suffering more under this change than other state employees. The solution to this is to hire more officers...not penalize those that get sick."*

Despite the argument, the Commission ruled to adopt the Impasse Panel's recommendation, which means that Sick Leave will not count as time worked in the calculation of OT.

SCOTT CORRECTIONAL OFFICER KILLED OFF-DUTY

Lt. Joseph T. Candie, a 14 year veteran of the Scott Correctional Facility, was fatally shot around 5:15 this morning at the Shell gas station at 5 Mile and Beck in Detroit after shift.

It is reported that there was an altercation between Candie and the suspect prior to him being shot multiple times in the chest. CPR was administered but he died at the scene.

The suspect is still at large and is reported to be a white male, wearing a red scarf/bandana across his face and driving a silver Oldsmobile.

TISM debriefings have been held at the Scott Correctional Facility throughout the day today and at the Huron Valley Women's Facility where Candie's fiance worked.