



MCO REPORT

FRED PARKS CLASS

OJT RECEPTION



12.6.07



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PRESIDENTIAL PONDERINGS...

Very soon the bell will sound and Round 1 of the budget battle for fiscal year '07-'08 will begin. The Department of Corrections' budget, which has already been under attack from various newspapers and external forces, will once again be a major battle this year.



Tom Foldie

Continued cuts over the years in the budgets for both the MDOC and MDCH have left facilities understaffed and over-populated. Recently incidents have occurred at Pine River, Parr Highway and the Level 2 unit at I-Max - all facilities where prisoners were added.

On January 31, 2007, a Departmental Labor Management meeting will address short staffing and the many other issues at the Forensic Center that continue to remain unresolved.

In addition, a February 7, 2007, Region II Meeting has been called with Regional Prison Administrator Ray Wolfe and Chapter Presidents to discuss their facility issues and other general points of interest that are ongoing.

I would like to formally welcome Jeff Foldie to MCO Central Office. Jeff, a former CO and long time MCO Chapter Leader, worked at Saginaw, Standish, Carson City and Boyer Road. Jeff recently graduated from Cooley Law School and passed the Michigan Bar and has been hired as a Labor Representative, covering the Western Upper Peninsula (see new LR Regions, Pg. 4).

The process of hiring a new Labor Rep did restrict my time in the field, but I was able to tour Standish, SAI

UNION NEWS

Bootcamp, and attend a Labor Management meeting and tour Macomb.

I look forward to resuming my work in the field and discussing issues face to face with officers around the state.

Congratulations

Mary Ann Hocking has been selected as the Correctional Officer of the Year for the Muskegon Correctional Facility.

Mary Ann has over 25 years with the MDOC and currently serves as a State Executive Board Trustee.

Crisis Fund Wins...

The officers at the Scott Correctional Facility held a Softball Tournament and Bowl-A-Thon.

Dayshift beat out 2nd Shift making them donate \$100 to the MCO Crisis Fund. Sorry for your loss but thanks for the donation!

MCO Recognized

MCO Executive Board Members attended the Michigan Special Olympics Law Enforcement Torch Run (LETR) banquet in December where they accepted, on behalf of all MCO members, special recognition as the sponsor of the LETR Conference and as a supporting sponsor of the LETR.

The athlete who addressed the banquet this year gave the MCO Board a very sincere and emotional thanks for all they and MCO officers have done for Special Olympics and told the Board how proud the athletes are to be associated with the MCO.



Outstanding Job

To Officer Mike Little and Officer Tim Sprague of the St. Louis Correctional Facility.

On October 27, 2006, they successfully took down a prisoner who had taken a nurse hostage - with a shank to her throat - while undergoing a MRI at St. Mary's Hospital in Saginaw.

Their training and instinctual actions quickly resolved a very dangerous situation.

Way to go guys!



UNION VIEWS

1ST ANNUAL OAKS SHOP-WITH-A-COP AN EASY SELL

The 1st Annual “Shop-With-A-Cop” has come and gone here in Manistee with great success. I would like to thank the Oaks, City Police Department, Sheriff’s Department, State Police, Tribal Police, Kmart, Pizza Hut, 2 anonymous donors, and the great volunteers that helped with the shopping, wrapping, organization, picture taking, and anything else that needed to be done. We had a lot of great people donating their time for this great cause.

We raised \$4000 for the event. Wow, what a great accomplishment for these needy children. Thirty children showed up for the event. Each child was allowed \$100 to spend on their family and themselves. We only used \$3,000 of that \$4,000, so we all got together and came up with the plan to have a few drawings. The drawing was very successful and we were able to give away 2 bikes, 2 TV’s, 2 radios and

4 big sleds. And, we were able to purchase 20 sleds for every child that was not lucky enough to win one of the other prizes, allowing every child to take home something.

Kmart brought in Santa who gave each child a present from the North Pole (donated by Kmart). Kmart also supplied pop and chips for the children while they waited for everyone to finish shopping. In addition, Pizza Hut donated 12 pizzas for everyone to eat.

All in all, this project was a great way for everyone to give back to the community, and for all the children that participated in the program. We all are looking forward to next year and the opportunity to make the program even bigger and better.

Thanks to everyone,

Officer McShane

Editor’s Note: Many officers participate in similar programs around the state each year, and that number is constantly increasing. Officer McShane contacted MCO earlier in the year after seeing what the Standish Max facility had done and wished to start the program in his area. MCO applauds his efforts to organize this event and gather the volunteers to make it happen. As corrections officers, we are not often seen as a part of the greater law enforcement community because the public can’t see us doing our job. By participating in events like this it goes a long way toward making that happen.



To start a “Shop with a Cop” or other community program in your area, contact Sacha at MCO Central.





LABOR REP. REGIONS REORGANIZED

Effective January 22, 2007

DAVE VAN KOEVERING

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

TANGEE LAZA

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

RANDY EICHER

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

CHERELYN DUNLAP

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

CYNTHIA BEAL

Parr Highway
 Adrian Regional
 Macomb

JEFF FOLDIE

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

JOHN BOWERS

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



ARBITRATION UPDATE

by David VanKoevering, Labor Relations Coordinator

In a recent arbitration decision, arbitrator Kerner upheld a three-day suspension for violation of work rules #1,5, and 27.

At the time of the event, the officer was stationed as the officer in charge of the control bubble while the other three officers were on duty at other places in the housing unit. The four officers were supposed to work as a team; there was no rank differential between them.

The grievant had been a regular on this unit, and he knew the prisoners, including the prisoner in cell 136. He knew the prisoner had a medical condition which required him, from time to time, to receive medications. The prisoner had thrown up at the drinking fountain at the end of the cellblock near the bubble. On that occasion, the grievant went to the prisoner and asked if he needed medical attention. The prisoner muttered something and went back to his cell.

Shortly thereafter, the grievant was notified that the prisoner was sick and needed to go to health care. The grievant used the public address system to broadcast to the prisoner, "You walked to chow, you can walk to health care." The department took exception to this statement and disciplined the officer.



The arbitrator concluded the core value, which is implicated in the facts of this case, is the need for the prisoners to be given dignity as human beings. That is, after all, just about all that some of these prisoners have left. The need for showing dignity to the prisoner is also the heart of keeping discipline in the prison. According to the arbitrator, the grievant thoughtlessly responded to the situation of the emergency call light, and after receiving the first report from one of the other officers, publicly called out the prisoner for being sick. He as much said, "I don't believe your sick. Get up and walk to the wing."

As pointed out by the Deputy Warden, even if the grievant did not believe the prisoner was sick, there was no basis to publicly call attention to his illness. Rather, the medical condition should have been treated seriously and should have been handled confidentially by going directly to the prisoners' cell to communicate that health care had been called.

According to the arbitrator, the Union's defense that other members of the staff had equal culpability in the situation does nothing to avail the grievant. It is the arbitrators conclusion that the department had just cause to discipline the grievant and the three-day suspension was upheld.



UNIFORM COMMITTEE

The Uniform Committee met on December 19, 2006, to review the progress of the new uniforms and examine new utility belts and other uniform equipment.

Officers from each region will be testing out the new uniforms while the committee continues to seek feedback before they make the final recommendations.

Another meeting will be held in early February.





NEW MICHIGAN LEGISLATORS OF INTEREST

STATE SENATE

REPUBLICANS (MAJORITY)

Senate Majority Leader: Sen. Mike Bishop, Rochester
Majority Floor Leader: Sen. Alan Cropsey, DeWitt
Majority Whip: Sen. Jason Allen, Traverse City

DEMOCRATS (MINORITY)

Senate Minority Leader: Sen. Mark Schauer, Battle Creek
Minority Floor Leader: Sen. Buzz Thomas, Detroit

STATE HOUSE

REPUBLICANS (MINORITY)

House Minority Leader: Rep. Craig DeRoche, Novi
Minority Floor Leader: Rep. Chris Ward, Brighton

DEMOCRATS (MAJORITY)

Speaker of the House: Rep. Andy Dillon, Redford Twp.
Majority Floor Leader: Rep. Steve Tobocman, Detroit

MCO Memorial Bible Program

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

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

MCO MEMORIAL BIBLE REQUEST

MCO Member

Relationship to Deceased

Chapter, Chapter President

Deceased's Name

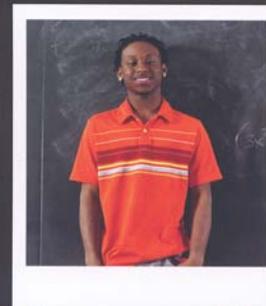
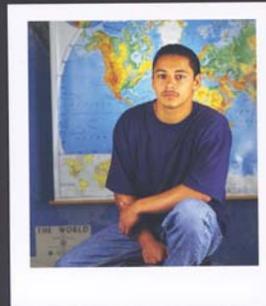
Deceased's Date of Death

Religious Preference

A MESSAGE FOR SEIU MEMBERS AND THEIR CHILDREN



Fulfill Your College Goals with an SEIU 2007-2008 Scholarship



SEIU awards 53 scholarships each year.

- Find out more about the:
- SEIU Scholarship Program
- SEIU Jesse Jackson Scholarship
- SEIU Moe Foner Scholarship
- SEIU John Geagan Scholarship

Contact SEIU Local mco-seiu.org

The SEIU Jesse Jackson and Moe Foner Scholarships are only open to SEIU members and their children. The John Geagan Scholarship is also open to SEIU local union staff.

Apply Now!

Application information is also available at www.seiu.org. and at www.goonline.cc
Applications must be postmarked by March 1, 2007

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



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. ***Please contact us as well if you need to remove your name from the list.***

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Mark Horsley, E-9	Brooks	Baldwin TRV	(231) 773-9200
James Berry	Lakeland	Jackson Area	(734) 572-9892
Thomas Catterall, E-9	Cotton	Huron Valley/Scott	(517) 780-5000
Kirk Culik, E-9	Huron Valley Mens	Parr Highway	(517) 278-6942
Frank Lawson, E-9	Mound	Parnall	(517) 780-6000
William Olenchak, E-9	Oaks	Muskegon Area	(231) 723-8272
Richard Woichan, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Michael Carroll, E-9	Cotton	Egeler	(517) 780-5000
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV/Puglsey/GR Center	(231) 773-1122
Jason Scott Southwell, E-8	Newberry	Kinross/Chippewa/Hiwatha/Straits	(906) 293-6200
Debra Kelley, E-10	Huron Valley Womens	Parr Highway/Gus Harrison	(734) 434-5888
Michael Havens, E-8	Ojibway	Ionia/St. Louis/Saginaw/Carson City	(906) 787-2217
Montez Lee, E-9	Gus Harrison	HVM/Mound/Ryan/Scott	(517) 265-3900



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

Address Service Requested

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



MCO STATE EXECUTIVE BOARD

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John Ost, *Trustee*
Ray Sholtz, *Trustee*
Mary Ann Hocking, *Trustee*
Larry Henley, *Trustee*

MCO's 24-HOUR ANSWERING SERVICE

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

MCO CHAPTER PRESIDENTS

Larry Henley, *Alger Maximum*
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Rod Denley, *Camps Vice President, Region II*
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Glenn King, *Cotton Facility*
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James Sims, *Florence Crane*
John Fetters, *Forensic Center*
Randy Burrow, *Gus Harrison*
Dennis Beecham, *Handlon Michigan Training Unit*
Michael Feighner, *Hiawatha*
Phillip Fleury, *Huron Valley Mens*
Greg Parker, *Huron Valley Womens*
Thomas Tefft, *Ionia Maximum*
Jack Hamlin, *Jackson Cooper Street*
Gary Kott, *Kinross*

Kamal Cariuty, Jr., *Lakeland*
Ponda Esu, *Macomb*
Jerry Pope, *Marquette*
Arthur Harter, *Mid-Michigan*
Adam Douglas, *Mound Correctional*
Julie Cabana, *Muskegon*
Jerry Derusha, *Newberry*
James Schiebner, *Oaks Correctional*
Ronald Niemi, *Ojibway Correctional*
Kenneth Miller, *Parnall Correctional*
Randy Burrow, *Parr Highway*
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Michael Presley, *Pugsley Correctional*
Michael Wohlscheid, *Riverside*
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Jeffrey Foldie, *Saginaw Correctional*
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Ralph Golidy, *Scott Facility*
Brent Kowitz, *Southern MI*
Robert Davis, *Standish Maximum*
Ray Sholtz, *St. Louis*
Jake Campbell, *Straits*
Kevin Smith, Jr., *Thumb Correctional*
Robert Sikkenga, *West Shoreline*

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

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

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

MCO CENTRAL STAFF

Mel Grieshaber, *Executive Director*

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

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

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

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

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

Editor - Sacha Crowley

MARCH 2007



MCO REPORT

2007 MICHIGAN CORRECTIONS

OFFICER OF THE YEAR

RUO Steve Houck
Carson City
Correctional
Facility



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PRESIDENTIAL PONDERINGS...

While I had started out with a different message to you this month, recent events have caused a change in course.



Steve Houck

On February 20, 2007, I received a call from the Department requesting an immediate meeting. A couple of hours later I was blindsided with the closure of JMF and the shutting down of 7 block at RGC. Contractually, we have to sort through the process which takes some time. I truly understand the disruption this causes in members' lives and I don't take it lightly. We are in contact with chapter leaders and will keep them abreast of any updates as we get them. Once we have met with the Department and have some answers, we will be down to Jackson to talk with affected members directly.

As you have probably heard in the extensive news coverage, this is likely the first of several closures to be made. The effect of multiple prison closures could reach statewide. We are working tirelessly to minimize the impact this will have on you and your family.

All of this falls on the heels of a well publicized and tabloid style 60 Minutes episode which aired on February 11th, where we were referred to as "guards" and blamed for the death of Timothy Souders. The reporter who mixed up and sensationalized the facts to increase ratings cast a very negative light upon our profession.

Members we are under attack by many forces...entities calling for

UNION NEWS

privatization of all prisons and some calling for opening up our contract and canceling wage increases. I know that I have said this before, but I will say it again...**more than ever before we need to remain professional on and off the job.** Never ever get complacent in performing your job duties. Complete your rounds or log the reason why you can't and contact supervision if there isn't enough officers to do what's expected of you.

The release of 5,500 "so-called" low risk inmates leaves behind those who pose a greater threat to the community and to us on the inside. The prisoners are just as aware of the upcoming closures, releases, and transfers and what impact it might have on them. Watch each other's back and be on the alert as this will be a turbulent few months.

I'm proud of each and every one of you, and together we will get through this upheaval.

Updates will be given as we have new information through the KYI, Special Bulletins, the website and the MCO Report.

Stay tuned...

COVER STORY

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, Cell-Extraction Trainer 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. Officer Houck also organized and coached a summer youth football league for local Elementary and middle school kids from 2000-2005. At a recent football game a former student returning from Iraq presented a company flag to Steve, and stated, "Two of the most important people in my life are you and my dad."

Speaking of fatherhood, Steve and his wife Amy are busy raising 5 sons Tom, Caleb, Chris, Ryan and Evan, ranging in ages from 20 to 5, who keep him busy being dad, chauffer and their "biggest fan."

MONROE/LENAAWEE SCHOLARSHIP

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

Application forms can be downloaded from MCO's website or requested through Sacha at (517) 485-3310. The Application deadline is April 6, 2007, with winners announced prior to May 1, 2007.



OFFICERS RECOGNIZED AS 2007 MCOY FINALISTS

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 professionalism 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 is a 5 year veteran of the ERT, 3 years with the Honor Guard, and is serving as a FTO for the second time this year.

Officer Leahy played a key role in building a bridge between the MDOC and Mental Health, establishing clear goals and blending philosophies.

Joe is a professional body-builder who's won many titles and qualified to compete for Mr. USA.

GREG SIPKA *HANDLON MTU*

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

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.

Congratulations to the Officer of the Year and Finalists and to the Facility Officers of the Year.



Your contributions and hard work for the Department, your co-workers, community and family go a long way and for that we thank you.



UNION VIEWS



Ad Hoc Communicable Diseases Committee members Cynthia Beal, Jeff Foldie, Cecil Pedrin and Andy Potter meet and discuss MRSA and other related issues in a recent meeting with officials representing the Department.

Approximately 118 officers of the Pam Withrow Class graduated from the Academy on January 26, 2007, in ceremonies held at the Kellogg Center in Lansing. Two more classes will graduate by the end of March, bringing much needed help to short-staffed facilities statewide.



BUDGET SOLUTION NOT EASILY FOUND

Governor Granholm made her combined budget recommendations for FY 2007-2008 which call for \$400 million in cuts as well as government restructuring and proposes new revenue through a tax on services. The new excise tax would cost the average citizen the equivalent of one bottle of soda from a vending machine each month.

The Governor's Executive Order which addresses cuts to the current fiscal year budget in order to fill a nearly \$900M hole, includes 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.

The Governor asked for quick action by the Legislature on her Executive Order and budget recommendations to prevent mid-year cuts to the schools that could equal as much as the \$220 per-pupil increase they were slated to receive this year.

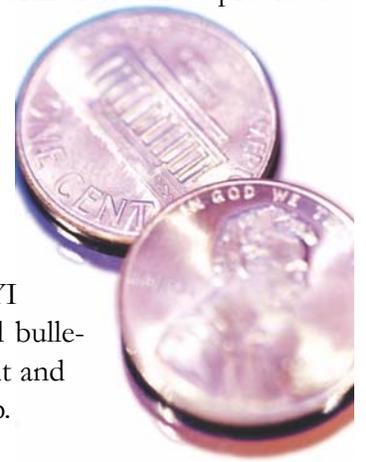
While the Governor's Executive Order 2007-1 passed the House, the Senate voted along party lines 10-7 to reject the order. They will now go back to the drawing board to develop their own recommendations.

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.

Stay tuned...As budget hearings move forward over the next several months information will be provided

to MCO members through the monthly MCO Report, weekly KYI and special bulletins in print and on the web.





MCO \$500

Scholarship Program

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

Eligibility

- Child, stepchild, adopted child of an MCO member in good standing. Membership must be for three continuous years as of January 1, 2007.
- Graduate from a high school or G.E.D. program by August 2007 and be enrolled as a college freshman by the fall semester of 2007, or
- Be returning to an accredited college or university as a sophomore, junior or senior as of the fall semester 2007; or attending an accredited community college as of the fall semester 2007.

Application Instructions

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

Send this application to:

2007 MCO Scholarship
421 W. Kalamazoo Street
Lansing, Michigan 48933

**Applications must be
postmarked by
June 1, 2007**



MCO 2007



Scholarship Application

SECTION 1. Applicant Information

Please print or type clearly

1. Name

Last

First

Middle Initial

2. Address

Street

City

State

Zip Code

3. Home Phone Number () _____ - _____

4. Birthdate ____/____/_____

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

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

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

FOR OFFICIAL USE ONLY

Committee member: _____ Region: _____

Date reviewed: _____ Score: _____

sc:opeiulocal459afclcio

SECTION 2. MCO Membership Information

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

1. MCO Member's Name: _____

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

Local 526M? _____

3. Relationship to applicant: _____

4. Parent(s)'s Employer(s)

Mother's: _____

Father's: _____

5. Parent(s)'s Annual Salary

Mother's: _____

Father's: _____

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

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

SECTION 3. School Information

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

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

3. List any academic honors you have received.

SECTION 4. Scholastic Record

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

Name of School

Address

City State Zip Code

Rank in class and Grade Point Average (GPA):
This student is _____ in a class of _____ and has a
GPA of _____.

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

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

School Official's Signature Date

Title

SECTION 5. Work Experience

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

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

SECTION 6. Area of Study

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

SECTION 7. Finalization

Please review and sign this application

Signature of Applicant

Date

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

**ALL APPLICATIONS MUST BE
POSTMARKED BY
June 1, 2007**

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



MDOC WORK/LIFE WEB PAGE

by: Rosanne Leland, Work/Life Services Coordinator

The MDOC Work/Life Services web page offers a wealth of information and available resources maintaining a healthy balance between work and home. In today's fast paced lifestyles, employees are faced with heavier work loads and longer hours at work, while at the same time trying to balance time for personal lives including; family, friends, and outside activities of interest and commitment.

It is easy to get caught up in all the hustle and bustle, and with no one to remind us to slow down, it becomes difficult to maintain a healthy Work/Life balance. Part of achieving balance is reducing stress, maintaining wellness, and achieving goals. Issues such as: Family, Childcare, Eldercare, Physical Fitness, Mental Fitness, Financial Services, Legal Services, and Domestic Violence are addressed on the Work/Life Web page.

For more information about Work/Life Services, call Rosanne Leland, M.S.W., at 517-373-7630.

To access the Work/Life Web page go to: www.michigan.gov/corrections, click on Human Resources, and on the left click on Work/Life Services. Following are some additional resources for each of the areas:

- **Family**, Parenting Awareness Michigan, www.preventionnetwork.org
- **Childcare**: The Michigan 4C Association, www.mi4c.org
- **Eldercare**: Office of Services to the Aging, www.miseniors.net
- **Physical Fitness**: Michigan steps Up, www.michiganstepsup.org
- **Mental Fitness**: Employee Service Program, www.michigan.gov/esp
- **Domestic Violence**: Michigan Coalition Against Domestic Violence and Sexual Violence, www.mcadsv.org
- **Financial Services**: Green Path Debt Solutions, www.greenpath.com
- **Legal Services**: State Bar of Michigan, *On-Line Help Center*, www.michbar.org/general_info/libraries/selfhelp.cfm
- **Work/Life Articles**: "Stress, A Positive Life Force", "Marital Stress", and "Shift Work Demands".



RPA Ray Wolf addresses areas of concern with leaders from Reg. II in a meeting at MCO Central on February 7, 2007.



MCO Executive Director, Mel Grieshaber, spoke with WLNS Ch. 6 several times over the last month regarding the budget, an incident in Marquette, the continued need for better staffing in the prisons, and the announced closure of JMF... Mr. Grieshaber was also a guest on 1320 WILS Talk Radio on February 10, 2007.





NOTICE REGARDING UNION SECURITY AGREEMENTS AND AGENCY FEES

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

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

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

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

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

MCO Memorial Bible Program

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

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

MCO MEMORIAL BIBLE REQUEST

 MCO Member

 Relationship to Deceased

 Chapter, Chapter President

 Deceased's Name

 Deceased's Date of Death

 Religious Preference

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

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

EN:cs/opeiu459afl-cio

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



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. ***Please contact us as well if you need to remove your name from the list.***

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Mark Horsley, E-9	Brooks	Baldwin TRV	(231) 773-9200
James Berry, E-10	Lakeland	Cotton/Cooper Street	(734) 572-9892
Thomas Catterall, E-9	Cotton	Huron Valley/Scott	(517) 780-5000
Kirk Culik, E-9	Huron Valley Mens	Parr Highway	(517) 278-6942
Frank Lawson, E-9	Mound	Parnall	(517) 780-6000
William Olenchak, E-9	Oaks	Muskegon Area	(231) 723-8272
Richard Woichan, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Michael Carroll, E-9	Cotton	Egeler	(517) 780-5000
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV/Pugsley/GR Center	(231) 773-1122
Jason Scott Southwell, E-8	Newberry	Kinross/Chippewa/Hiawatha/Straits	(906) 293-6200
Debra Kelley, E-10	Huron Valley Womens	Parr Highway/Gus Harrison	(734) 434-5888
Michael Havens, E-8	Ojibway	Ionia/St. Louis/Saginaw/Carson City	(906) 787-2217
Montez Lee, E-9	Gus Harrison	HVM/Mound/Ryan/Scott	(517) 265-3900
Andrea Corey, E-9	Cotton	Parnall	(517) 780-5000
Christopher Bourne, E-10	Oaks	Pugsley	(231) 723-8272
Pamela Ballard, E-10	Newberry	Pugsley/Camp Lehman	(906) 293-6200
Cortney Stempek, E-9	Mid-Michigan	Saginaw/Standish	(989) 681-4361
Anthony Randle, E-8	Parnell	Mound	(517) 780-6000
Marcy Olney, E-9	Lakeland	JCS/JCF/RGC/SMT/JMF	(734) 572-9892
Ralph Powell Jr., E-9	Muskegon	Pugsley	(231) 773-3201
Lacey O'Connor, E-9	Lakeland	Cooper St./Parnall/Southern MI	(734) 572-9892
Kristinia Wood, E-10	Camp Brighton	TCF/MRF/Camp White Lake/KCF	(734) 878-6623

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

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MCO's 24-HOUR ANSWERING SERVICE

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

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Jake Campbell, *Straits*
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Robert Sikkenga, *West Shoreline*

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

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

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

MCO CENTRAL STAFF

Mel Grieshaber, *Executive Director*

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

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

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

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

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

Editor - Sacha Crowley



MCO REPORT

PUBLIC SAFETY AT RISK

OFFICERS TAKE TO THE STREET



INSIDE THIS ISSUE

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PRESIDENTIAL PONDERINGS...

The attacks continue... threats of closing prisons, taking away our negotiated wage increases and the privatization of our work. Brothers and sisters, we need to band together and fight our issues as one.



Steve Houck

If our demonstration in Jackson on March 13, 2007, was a measuring stick to this - we are moving in the right direction. Many officers, family members, local citizens and victims banded together and stood in solidarity to inform the citizens of Michigan about the risks associated with the plan to release 5,500 inmates back into our communities. We work with these inmates 24 hours a day, 365 days a year and the public has a false perception of who might fit into this “non-violent, low-risk” category. Their safety is in jeopardy!

MCO’s message was loud and clear as TV stations, radio and newspapers swarmed the protest to hear our message. *Proceed with caution... public safety threatened.*

UNION NEWS

I would like to put all members to task and urge you to sign up for electronic alerts from MCO. You will get the information you need - about events such as the House & Senate Resolutions to cancel our wage increases - fast. You can respond to these notices and contact your legislators immediately with the click of a button. In our recent campaign against the resolutions, over 650 letters were sent by our members to their legislators in the first two days alone.

The MCO Crisis Fund Raffle kicked off a few weeks ago and tickets were mailed to all chapter leaders to sell between now and May Central. Four thousand tickets were printed, and will be sold for \$5 each. There will be \$10,000 in cash prizes with almost \$10,000 going into the Crisis Fund if all tickets are sold. MCO’s Crisis Fund distributed almost \$35,000 in the last year and future donations will depend on the success of this fund raiser.

I’d like to congratulate the 2006-2007 CO of the Year, Steve Houck. His accomplishments in the community and

professionalism on the job make us all proud. Congratulations Steve, the four finalists, and all 2007 CO’s of the Year.

Our online technology continues to progress. The new server, software, and scanner necessary to build our Arbitration database have been installed. We are now scanning and uploading the arbitration decisions to the database. 1982 to 1992 are done. As soon as the remainder are uploaded, we will link the database to our website.

Speaking of our website. We will be moving to a new platform sometime around the May Central Committee meeting. The new system should make navigating to the information you want much easier and will allow us to put a lot more online. So, watch for the switch and then take a few minutes to explore the new features!

In closing, please take the time to complete the enclosed bargaining survey. We read ALL of these and take this information very seriously when we head to the bargaining table.

IN MEMORIAM

Ronald H. Schultz, 55, of the Ojibway Correctional Facility, died on Wednesday, March 7, 2007, leaving behind his wife Diane, son Jeffrey, and daughter Stephanie.

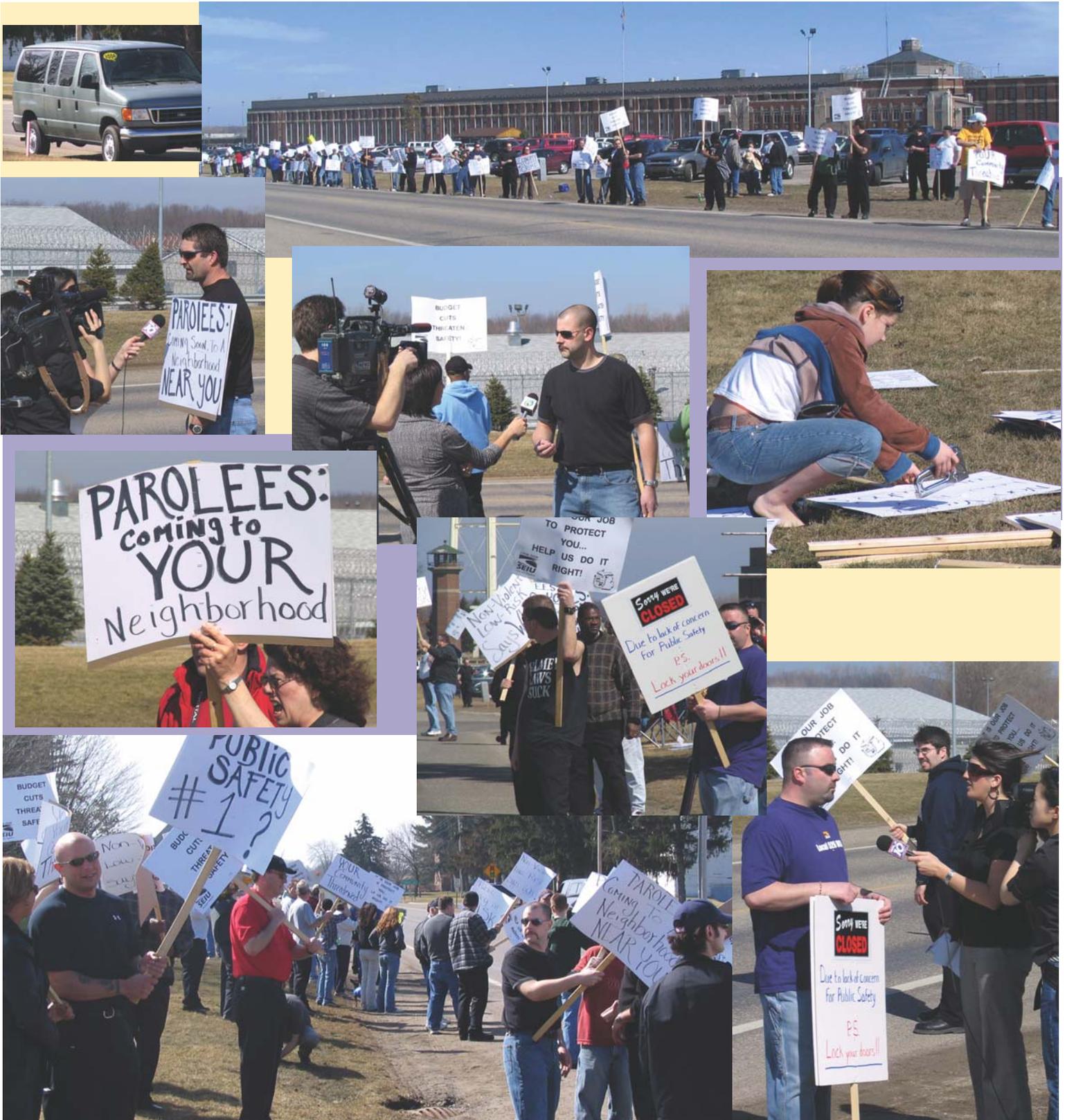
Schultz worked at the Copper Range Copper Mine before coming to the MDOC in June 1998.

Gerald “Daffy” Francis LeBlanc, 47, passed away on Saturday, February 24, 2007. Gerald served in the National Guard and resided in the UP for most of his life working at Marquette, Alger, Newberry, and more before coming to St. Louis in 1999. LeBlanc had 22 years in with the MDOC. He leaves behind a wife, Susan, two daughters Loni and Jill, and two stepdaughters, Samantha and Jamie.





MCO MEMBERS GATHER AT JMF TO MAKE IT KNOWN... PUBLIC SAFETY AT RISK





MCO MEMBER BENEFITS CONTINUE TO GROW



POTTER TO SERVE ON NATIONAL COMMITTEE

MCO Vice President Andy Potter is one of only 11 individuals nationwide to be selected to serve on the SEIU National Republican Members Advisory Committee.

This is a new committee who's role is to advise the SEIU International Executive Board and the Executive Committee on better ways to build an issue focused, member driven, political program that includes all of SEIU's members - democrat, republican, and independent.

The SEIU National Republican Members Advisory Committee will also focus on ways to modify SEIU's political program to encourage participation by more of SEIU's Republican members.

Committee members will also be involved in the interview process of 2008 Presidential candidates as we near elections.

Surovell Realtors Preferred Partnership Program for Michigan Corrections Organization SEIU Local 526M

- Full time Realtors dedicated to serving the MCO membership
- Discounted commissions – call for details
- Free Home Warranties for buyers and sellers.
- Whether you're buying or selling, we work in your best interest.
- Moving outside Southeast Michigan? We can refer you to a skilled real estate agent wherever you go.
- One call does it all. **Call Amy Pierce toll-free at 877-833-3600.**

Identify yourself as a member of MCO to receive special program benefits. Edward Surovell Realtors offices can be found in Jackson, Monroe, Tecumseh, Saline, Ypsilanti, Adrian, Manitou Beach, Manchester, Chelsea and Ann Arbor.

Alltel Wireless Affinity Program

MCO members receive a 15% discount, which applies to each line of service per month for the life of your plan and can be renewed as long as you're employed with the State of Michigan.

MCO members interested in new service: should email Amy Foresman at amy.foresman@alltel.com or call her at 419-601-2002 (In Ohio) or 517-243-8800 (in Michigan.)

NOTE: This offer is not available through a Retail location or via the Customer Service center.

Existing Alltel Customers: simply need to e-mail your name, your cell phone number(s) to: Amy Foresman at amy.foresman@alltel.com

****The discount will be applied within 30 days of the receipt of the email. ****

With summer fast approaching, MCO now has Cedar Point (\$33) and Geauga Lake (\$21) tickets, simply contact Cindy Kogut at MCO Central to get yours today.

We are also constantly getting new dates and rates for the Kalahari Resorts and Great Wolf Lodge, as well as the Bavarian Inn, Zehnders, Castaway Bay, and more.

And there's still time to pick up some tickets for the last few Detroit Pistons Games of the season!

MCO PAC FUND

More than ever, MCO members need to pool our dollars to fight in the political arena. Every dollar helps. Please send a contribution today (MCO PAC fund). You can designate your donation to democrat or republican only - or simply to MCO Candidates of either party.

THANKS!

PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS



Dennis Somers started his career with the MDOC in 1976 as a CO at Marquette Branch Prison.

During his tenure he also worked at Saginaw before becoming a CSR with the Absconder Recovery Unit in 1986.

Mr. Somers was a member of MCO's State Executive Board from 1986-2002, and was appointed by the governor to the Michigan Correctional Officers' Training Council where he served from 1997 to 2004.



DENNIS L. SOMERS CLASS
OJT/GRADUATION
GRAYLING
FEBRUARY 22-23, 2007





MCO CRISIS FUND-RAISER COULD PUT CASH IN YOUR WALLET!

This year MCO is holding a raffle once again for the Crisis Fund to be drawn at the May 10th Central Committee Meeting. However, instead of raffling off guns as in previous years, we are raffling off the chance to win CASH!

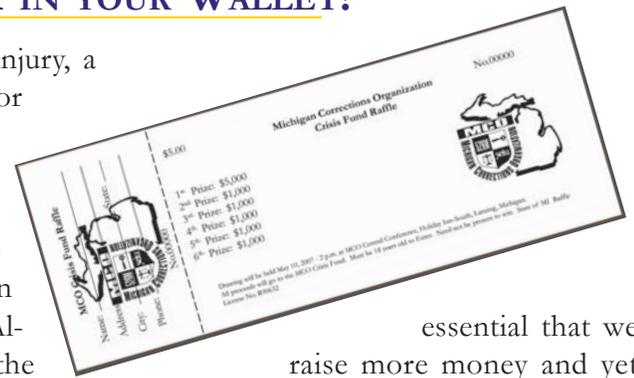
Tickets were mailed out to chapter leaders in late March, and are on sale for \$5 each.

First prize in the drawing is \$5,000 in CASH!

- 1ST PRIZE: \$5,000**
- 2ND PRIZE: \$1,000**
- 3RD PRIZE: \$1,000**
- 4TH PRIZE: \$1,000**
- 5TH PRIZE: \$1,000**
- 6TH PRIZE: \$1,000**

A house fire, personal injury, a child with a serious illness, or the death of a love one. These are just a few of the reasons that MCO started the Crisis Fund. Whenever someone in our MCO Family is in need we have and can help. Although we can't take away the pain, or the need, *we can make a difference.*

If you didn't know, 100% of the money that goes into the Crisis Fund comes from fundraisers or donations and 100% of those donations goes back to someone in need within our MCO Family. 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. Let's do it!

BUDGET/CLOSURE UPDATE

It has been a busy month on the budget front. Shortfalls in the current year and proposed cuts in the next fiscal year have all state departments scrambling.

MCO also scrambled to launch an on-line advocacy campaign on March 25th opposing legislative resolutions which would cancel the 2007-2008 bargained wage increases. This campaign sent out an action alert e-mail to over 1,900 members who are signed up for electronic communications with the union. Members were then able to write their legislators with the click of a button. Over 650 letters were generated within 48 hours.

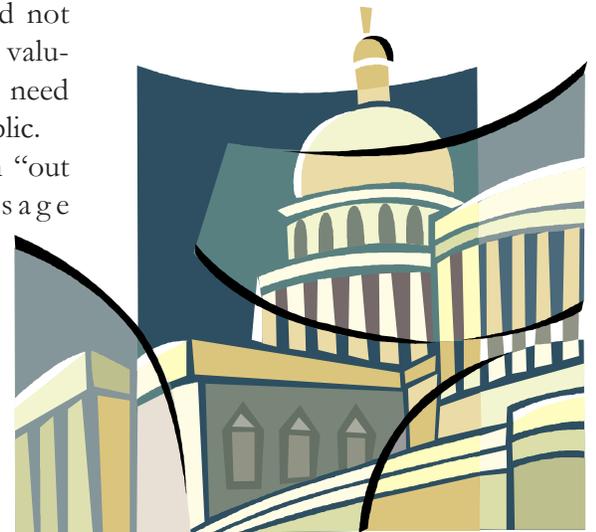
Mel Grieshaber, MCO Executive Director, testified before the House Appropriations Sub-Committee on

Corrections on March 20, 2007. He spoke on many issues, educating them about the challenges correctional officers face every day and reminding the committee that officers suffered concessions and have been working with less staff for several years. Mr. Grieshaber told the committee JMF should not close because it is a valuable asset and much need in protecting the public.

MCO has been "out there" with our message of concern for public safety in regard to the plan to release 5,500 inmates. From mid-February to mid-March alone, we argued our case through multiple media contacts- 18 newspaper articles, 4 radio shows, and 7 TV broadcasts.

MCO also generated a successful picket at Jackson with over 200 officers, family members, and community members turning out on the line.

This is another tough year period. It doesn't matter if you support republicans or democrats, MCO members must stick together- unity is critical.



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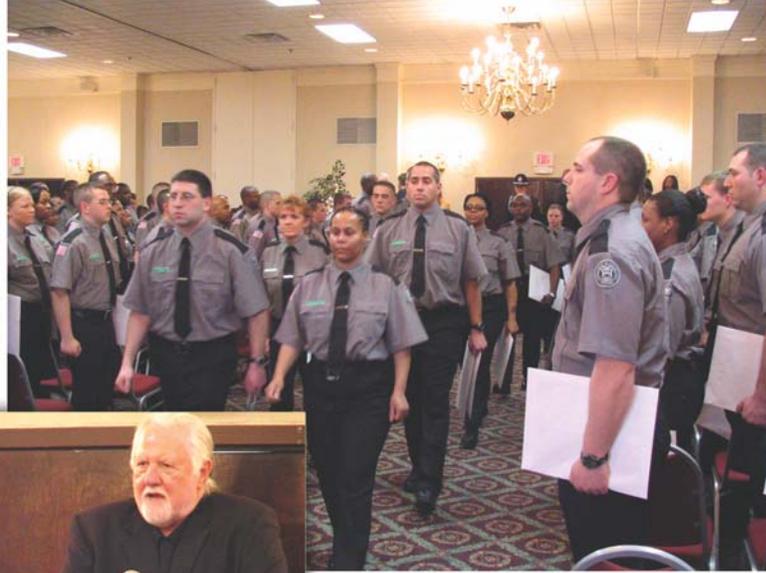


ELIZABETH A. FOLEY
CLASS
OJT/GRADUATION
ALPENA
MARCH 8-9, 2007

Liz Foley is a woman who has dedicated several careers to the advancement of corrections in Michigan. After serving as a professor in the criminal justice program for 25 years, Ms. Foley retired from Lake Superior State University in 2006.

Liz was appointed by the governor to the Michigan Correctional Officers' Training Council in 1993 and continues to serve...the last 11 years as the elected chairperson.

Ms. Foley also served as a District Court Probation Officer from 1975 to 1981. She has served as a member of the Public Health Advisory Committee and is active with the American Red Cross Disaster Team



FRED PARKS CLASS
GRADUATION
LANSING
MARCH 23, 2007



Fred Parks served as the Executive Director of MCO for almost 30 years, during which he negotiated the first labor contract with the State of Michigan. At that time, MCO represented only 700 members. During his tenure we grew to over 10,000. Mr. Parks retired from MCO in February of 2005 and has been traveling the world since.

His public service and professional activities range from membership in over ten correctional organizations and serves as a board member on several union service associations. He also shares his knowledge through teaching at Michigan State University and Lansing Community College.

MEMBERSHIP 2007 BARGAINING RESPONSE FORM

FACILITY _____ LENGTH OF SERVICE _____

PLEASE FILL OUT SURVEY, FOLD AND RETURN TO MCO

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

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

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

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

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

4. Please expand on your top selection.

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

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

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

2008-2009 _____% 2009-2010 _____% 2010-2011 _____%

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



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



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Jason Scott Southwell, E-9	Newberry	Kinross/Chippewa/Hiawatha/Straits	(906) 293-6200
Debra Kelley, E-10	Huron Valley Womens	Parr Highway/Gus Harrison	(734) 434-5888
Michael Havens, E-8	Ojibway	Ionia/St. Louis/Saginaw/Carson City	(906) 787-2217
Montez Lee, E-9	Gus Harrison	HVM/Mound/Ryan/Scott	(517) 265-3900
Andrea Corey, E-9	Cotton	Parnall	(517) 780-5000
Christopher Bourne, E-10	Oaks	Pugsley	(231) 723-8272
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2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

MCO Member _____

Relationship to Deceased _____

Chapter, Chapter President _____

Deceased's Name _____

Deceased's Date of Death _____ Religious Preference _____

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

Address Service Requested

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



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Bill Henderson, *Financial Secretary*
Jim Johnson, *Recording Secretary*
Adam Douglas, *Trustee*
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John Ost, *Trustee*
Ray Sholtz, *Trustee*
Mary Ann Hocking, *Trustee*
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Editor - Sacha Crowley



MCO REPORT

OFFICERS STEP UP FOR SPECIAL OLYMPICS MICHIGAN



C/O Carl White, Brooks Correctional Facility, awards a medal to an athlete at the Winter Games, February 1-3, 2007, at the Grand Traverse Resort in Traverse City.



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PRESIDENTIAL PONDERINGS...

This has been a rough month and I lament that I don't have much in the way of good news to share.



Tom Eicher

On April 17, 2007, we were notified Riverside will be moving their operations to the old Michigan Reformatory building by October 1, 2007, and in the process, eliminating up to 80 MCO positions. The RTP units are being moved to MTU.

We have made a formal request to meet with MDOC Labor Relations and discuss the impact on officers. In the meantime, we've been leaning on the Department to ensure proper staffing both at the new location and in the RTP units. We've also held our first meetings with RCF members on 1st and 2nd shift regarding the closure.

MCO was, however, successful in negotiating for officers in Jackson to leave the region into vacancies in other regions. In all, around 173 officers utilized this transfer, which is above and beyond the terms of the Collective Bargaining Agreement. The remaining officers in Jackson will utilize their seniority and bump to remain in Jackson.

Bargaining surveys have started to come in slowly. Please take the few moments necessary to complete them (they were included in the April MCO Report) and drop them in the mail. Your feedback on what issues hold the most importance for you is extremely valuable when the Bargaining Team heads to the table. You can't expect them to adequately represent your interests if you haven't taken the time to tell them

UNION NEWS

what they are!

I would like to recognize the efforts of Labor Rep. Randy Eicher who has toured and made himself available at all hours for his members in the Jackson area for the last 3 weeks. He toured on all shifts and coordinated with MCO Executive Board Trustee's John Ost and Cary Johnson, who toured 2nd and 3rd shifts in the final weeks before Transfer Forms were due.

Since our last talk I've visited Gus Harrison (1st shift), Cotton (1st & 2nd shift), RGC (2nd shift), Parnall (1st & 2nd shift), JMF (1st & 2nd shift), MTU (1st shift), and attended Forensic Center Labor Management, Thumb Labor Management, and an Arbitration in Adrian. Members of the MCO Executive Board also toured the former Michigan Reformatory on April 18, 2007, to familiarize ourselves with the new location.

Budget woes continue as does our advocacy for proper staffing and safety in the institutions. We continue to express our concern over public safety issues raised by the early release of inmates, of which there have been several recent incidents of parolees going on to commit more violent crimes shortly after release.

I'd like to thank all that participated in the GetActive initiative on our website to protest House and Senate Concurrent Resolutions #7 which would have rescinded pay raises for fiscal year 2007-2008. In all, 444 people participated, generating almost 1,000 letters to Legislators. While I am appreciative of those of you who did participate, I was surprised and a bit disappointed that an

issue as important as rescinding a bargained wage increase didn't evoke the participation of more of our nearly 10,000 members.

The use of our website and e-mail tool has enabled us to mobilize quickly and take action on these things so that our voices can be heard. I ask you to frequent the website for up to date news and any future advocacy initiatives that may become necessary.

Speaking of the website, we expect to have several ongoing projects to reveal at May Central. The searchable Arbitration Database (which will be linked off of the website) will debut and a preview will be given of our new website platform. The new "look" is scheduled to go live by the end of May.

Stay Informed, Active and Safe.

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 of your contract.

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.





OFFICERS "PLUNGE" FOR SPECIAL OLYMPICS

CLARK LAKE IN JACKSON

FEBRUARY 17, 2007

▼ JCF Crew from the "Hundred Acre Wood"
(Cotton won 1st place for most money raised)



RUO James Tracer (prisoner), C/O Eric Lindberg (with horns) and Sgt. Denise Brown (jester)



◀ JMF crew won "Best Costume" (l to r) Sgt. Mark Wurmlinger, RUO Ed Reid, ARUS Marty Hall, Capt. Powell and RUO Andrea Ramp

MCO Members Jeff Reasoner (The Flash), Tony Cruz (hot Latino), Steve Hammond (pink slippers) and Jennifer Holder (dressed as a guy) are from the Cotton Facility which raised nearly \$2,000 in donations. (also shown top right at the moment of impact!)



C/O Lisa Thompson, RGC ▶





EFFICIENCY COMMITTEE REVIEWS COST CUTTING IDEAS

The Efficiency Committee met, compiled, and discussed a list of recommendations for the state to review. For those of you unfamiliar with the process, the committee looks at recommendations from officers and then takes them to the state for its consideration. In the past, such officer suggestions as removing coffee, lead to millions of dollars in savings for the state.

Ideas discussed at the latest meeting include:

- * Regulate heat to 68°. Count sheets show facilities running at 78-80°
- * Lessen water usage by limiting showers to 1/day unless a kitchen worker
- * Eliminate state travel wherever

- possible
- * Overhaul prisoner health care to better manage the resources spent
- * Trim business offices statewide
- * Keep all capitol equipment (tractors, vehicle leases, etc.) longer and competitively bid out these purchases
- * Use produce grown by inmates in kitchens for summer/fall consumption
- * Review need for both athletic and hobby craft director positions
- * Leave floors unwaxed but clean
- * Eliminate MSI - not cost competitive
- * Call out system too labor intensive, cumbersome, and costly to print out
- * Recycle at all prisons
- * Put toilet paper and fans on store list for inmates to purchase own
- * Eliminate porter school - train them

- in the unit
- * Eliminate food service bonus
- * Eliminate bonus for employees of the state
- * Eliminate school pay - give indigent pay instead
- * Prisoners wear their own tennis shoes
- * Use brass stencils for inmate clothing instead of disposable
- * Reduce inmate blood spill pay
- * Eliminate Greenhouses
- * Stop wasting drugs

The committee will meet again in the fall and your suggestions (to randy or bill@mco-seiu.org)are encouraged.

RAMPAGE UNION FAMILY

Join the Grand Rapids Rampage for as they battle the Tampa Bay Storm on Kickoff is at 7:00 p.m. All Union families will receive a special package to this Additional benefits include a postgame raffle drawing with a guaranteed winner in Union will be welcomed by a special PA and Arena Video Board.



vs.



NIGHT

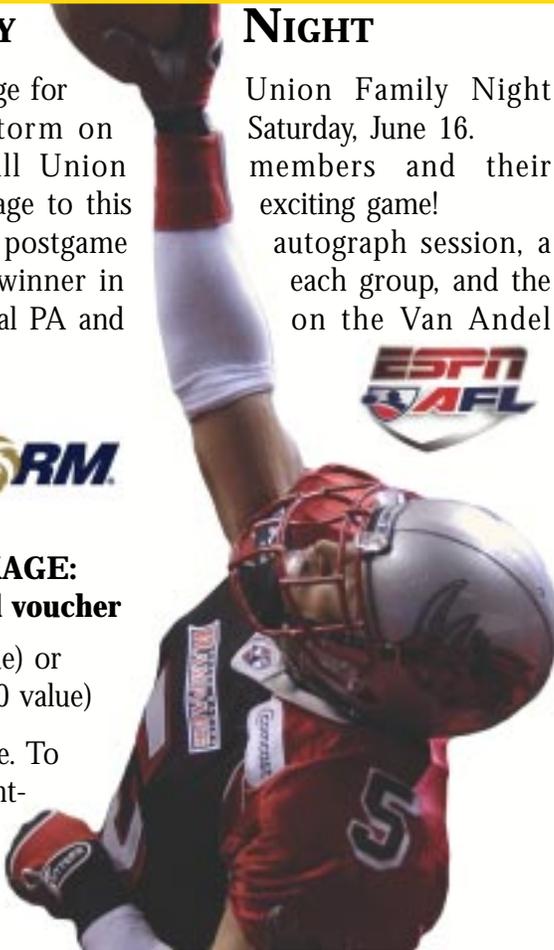
Union Family Night Saturday, June 16. members and their exciting game! autograph session, a each group, and the on the Van Andel



UNION FAMILY NIGHT PACKAGE: Includes one ticket & one \$5 food voucher

- \$15 Upper Bowl package (a \$22 value) or
- \$20 Lower End Zone package (a \$30 value)

There is no minimum ticket purchase. To order visit MCO's website for a printable form or call Ruth Lobbestael at (616) 559-1871, ext. 3047. Purchase deadline is June 1, 2007.



The next time you hit the web to search for the latest toys, an elusive item on eBay, or whatever strikes you that day, consider searching a new way.

Started in 2005, GoodSearch.net offers the familiar tools and functionality as Yahoo (who powers it), but donates 50% of its advertising revenue to charities selected by its users.

This works out to about one penny per search. While this may not seem like much, if an organization, such as Veteran's Haven in Detroit, had 1,000 supporters use Good Search just twice a day they would receive an additional \$7,300/year in donations.

GoodSearch can be found at www.goodsearch.net, and you can click to easily add a GoodSearch box to your tool bar to make your searching that much easier. Be sure to designate a charity and then search away knowing that your time is being "spent" well.



JMF, RIVERSIDE, AND THE BUDGET PROGRESS

The budget battle continues, and while progress is being made it is happening slowly and every day that passes the state faces a greater shortfall.

A supplemental to the current budget was amended and passed by the House, however the Senate failed to accept the House's amendments. It has now been sent to a joint Senate/House committee. Cuts to Corrections in the House passed version are to the tune of just over \$23M.

This figure is reached by not funding any additional beds due to recent prisoner population growth. It also doesn't cover the cost of operating Camp Brighton which was defunded in 2006-2007, but continued to operate until March of 2007.

In addition, the bill calls for changes to Workers' Compensation (a savings of \$1M), de-funds the parolee loan program (\$294,000), cuts \$441,000 from Project Joshua and eliminates \$275,000 in funding for the compensatory buyout and union leave bank.

On April 18th, State Personnel Director James Farrell proposed changes to Civil Service Rules that would allow for "Temporary Layoffs" (unpaid for up to 20/days per year) for NERE's. Similar language already exists in most state bargaining units' contracts (pg. 60 of MCO's). The Civil Service takes up the "Temporary Layoff" proposal at its next meeting in early May and its approval is expected. This comes on the heels of suggestions that there might be a partial government shut-down if the budget isn't resolved shortly.

The closure of Southern Michigan is expected to be final by the anticipated July 1 timeline. Officers submitted their

transfer request sheets in mid-April. These requests were processed and officers will be notified. In all, 173 officers are transferring out and an additional 15 are heading to SAI (pending passage of the physical fitness test.) There were 20 non-placeable officers. They will be given a second chance transfer option or forced to take a lay-off.

The move of operations for the Riverside Correctional Facility to the old MR is moving ahead. MCO is waiting a sit down with the Department to discuss vacancy and FTE numbers.

There are indications that fewer staff will be used to staff the new location and MCO is aggressively addressing this issue.



Cooper Street



Correctional Facility

The 1st Annual Corrections & Law Enforcement Practical Pistol Match

When: Saturday, June 23, 2007 Range opens at 9 a.m., match starts at 10

Where: Lee McCoy Gun Range, Jackson

Equipment: Revolver/Pistol and other NRA accessories. Eye and hearing protection are Mandatory and must be supplied by the competitor. Ammunition may be hand or factory loaded. NO HIGH SPEED OR MAGNUM AMMO. Ammunition shall be provided by competitor.

Cost: \$40 at the range, \$35 if done online at
www.active.com/donate/LETRPistolMatch
Fee includes individual matches, door prizes and awards.

**Deadline for Pre-Registration is Friday, June 16, 2007,
and event is limited to the first 300 shooters.**

You can download match details and a registration form
at www.mco-seiu.org.

**Scoring will be done by range staff. Challenges \$1, NO ALIBI'S.
NRA rules will be the guidelines. The range staff has the
final say on all disputes, ties and decisions. The range will be
available for the match only. No sight-ins or pre-shooting.**





Benefits for Life, the employee-paid, optional coverage program offered through the State of Michigan gives employees the opportunity to enhance their personal and family insurance needs by choosing from a range of plans that offer a combination of benefits and features. Employees can choose from the following plans:

- Supplemental Term Life Insurance
- Universal Life Insurance
- Critical Illness Insurance
- Group Auto and Home Insurance

These program offerings do **not** replace any of the benefits you currently receive through the State. The program **does**, however, offer additional financial protection with premiums payable through the convenience of payroll deduction.

There are a number of important enhancements to the **Benefits for Life** offerings in 2007 that give you more features, more options and more flexibility in choosing insurance coverage.

The **Benefits for Life** program is an excellent way for you to enhance your overall financial protection and we encourage you to take the time to learn about the program. The attached bulletin will provide you with more information about the 2007 **Benefits for Life** program. The 2007 open enrollment period will take place between **April 23 and May 31, 2007**.

Each Department has designated a representative to coordinate the education and enrollment plan of this program. Look for worksite posters and information from your Department in the weeks ahead containing enrollment information and meeting dates.

You can visit the Department of Civil Service website for more information about the program at <http://www.michigan.gov/mdcs>. Click on **Employee Benefits** in the left menu then click on **Voluntary Benefits**.

You can also call the **Benefits for Life** Call Center at 888-VALUE-95 (888-825-8395) to speak to a representative Monday through Friday from 9:00 a.m. to 9:00 p.m. ET.

PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Mark Horsley, E-9	Brooks	Baldwin TRV	(231) 773-9200
James Berry, E-10	Lakeland	Cotton/Cooper Street	(734) 572-9892
Thomas Catterall, E-9	Cotton	Huron Valley/Scott	(517) 780-5000
Kirk Culik, E-9	Huron Valley Mens	Parr Highway	(517) 278-6942
Frank Lawson, E-9	Mound	Parnall	(517) 780-6000
William Olenchak, E-9	Oaks	Muskegon Area	(231) 723-8272
Richard Woichan, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Michael Carroll, E-9	Cotton	Egeler	(517) 780-5000
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV/Pugsley/GR Center	(231) 773-1122
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Tonia Scott, E-9	Scott	Camp White Lake	(734) 459-7400
Christina Robison, E-10	Macomb	Thumb	(586) 749-4900
Gary Roberts, E-9	Camp White Lake	Camp Valley/HVM	(734) 459-7400

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Editor - Sacha Crowley



MCO REPORT

CENTRAL COMMITTEE



LOCAL 526M



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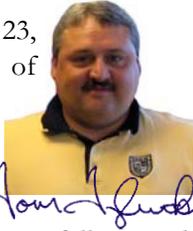
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MCO Contacts



PRESIDENTIAL PONDERINGS...

On Wednesday, May 23, 2007, MCO was notified of the Department's plan to add an eighth prisoner in cubes built for 5 at the Temp. Prisons built some 20 years ago. While we successfully argued for extra CO's, it cannot solve the tension of cramming inmates into prisons built to house 640 which now house 1200.



Tom Hurd

Preference forms were recently distributed to 202 officers at JMF who chose not to leave the Jackson region. The forms will allow the JMF officers to exercise their seniority rights and stay in the bump region per the MCO contract.

MCO has been officially notified of layoffs due to lack of funds. Even with the recent budget agreement for FY '06-'07, there looms the possibility of something happening still to MCO members. There seems to be a trend to make public employees suffer. Rumors of attacks on our uniform allowance and health care to name a few have been verified. The recent Senate Panel Prison Report calls for the state to consider privatizing food and transportation services, and even goes so far as to suggest developing regional jails. Those are our jobs folks, this is privatization of corrections! We will fight adamantly to fend off attacks aimed in our direction. Make no mistake about it, we are the only force lobbying on behalf of CO's.

With the risk of sounding like a broken record, I encourage all members and family to frequent the MCO website. Current initiatives and action alerts requiring your help can be found there as well as many other useful resources. We've launched the searchable Arbitration database, and further enhancements to the website will be forthcoming. Our Treasurer, Bill Henderson, has negotiated discounts with many vendors to provide more

UNION NEWS

benefits to MCO members, and concert season is heating up.

MCO will be saying farewell to a couple of long term colleagues - Labor Reps David VanKoevering and Cynthia Beal. They have both advocated for many years (29 for Dave and 21 for Cynthia) to maintain the professionalism of bargaining unit members and ensure their rights under the Collective Bargaining Agreement. *Dave and Cynthia, I would like to thank you and wish you luck in future endeavors on behalf of the MCO membership.*

With this will come a realignment of regions. I understand change is difficult but as I've said in the past, we are blessed to have the quality of Labor Reps that we do - I would put them up against any other union or state department.

I've recently toured I-Max (1st & 2nd), Deerfield (1st & 2nd), Riverside (1st & 2nd), Bellamy Creek (1st & 2nd), Huron Valley Womens (1st), Pugsley (1st and Labor Management).

Summer is here member - watch out. Work crew convicts escaped from Macomb and Kinross and IBC was locked down for a variety of issues. Prisoners are being crammed into over capacity temp facilities and everybody is criticizing the job we do and suggesting cuts we should endure. The same critics NEVER dream of doing our job, or volunteering to see what a day in the shoes of our members is like. I simply wish they would say "Thank You" and be on their way. We do a job few want to. Be careful, and watch your partner's back in these trying times.

For those wishing to drop Dave and Cynthia a note and wish them well...
David VanKoevering's last day is June 27th
Cynthia Beal's last day is July 6th

OFFICER REASONER



Officer Reasoner, of the Cotton Correctional Facility, has been named 2006 Reserve Deputy of the Year by the Jackson County Sheriff's Office.

Jeff has served as a Reserve Deputy since 2002 and has been with the MDOC for 8 years. He serves as a Firearms Instructor and has been accepted into the ERT and Honor Guard programs.

Besides his day job and raising two young children, Reasoner exceeded the minimum required hours of volunteer service and is very active with the Special Olympics Torch Run and Polar Plunges, and the Ride for Kids and Wheels for Wishes programs.

"Deputy Reasoner has become a valued member of our Department and continues to grow as an asset to the community at large," states the Sheriff's Office.

According to a co-worker at JCF, "Jeff is my go-to-guy."

Congratulations Jeff, and thanks for putting a positive face of corrections into the community.

MCO CRISIS FUND GOLF OUTING

Helping COs and FSAs in Need

FRIDAY, AUGUST 24, 2007

LEDGE MEADOWS

1801 GRAND LEDGE HIGHWAY

GRAND LEDGE, MICHIGAN

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

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



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

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

HOLE IN ONE SPONSORS...

WIN \$1,000,000!



WIN A 2007 CHEVY TRAILBLAZER!

ENTRY DEADLINE IS AUGUST 10, 2007

**FOR MORE INFORMATION: CONTACT CINDY KOGUT OR STEPHANIE SHORT AT:
517-485-3310 OR 800-451-4878.**

*SOFT SPIKES ONLY

Entry Registration

Captain

Name: _____ Phone: _____

Address: _____

Player 2: _____

Player 3: _____

Player 4: _____



Entries must be received no later than August 10, 2007. Checks or money orders should be made out to: *MCO Crisis Fund*, and mailed to: **MCO Golf Outing**, 421 W. Kalamazoo Street, Lansing, Michigan 48933.



ARBITRATION REPORT

ARBITRATION PUBLICATION POLICY

On several occasions the question has been raised about why MCO prints Arbitrations we've lost. MCO has a duty to disclose to the membership all Arbitrations, not just those where we "win" or "look good." This is a matter of transparency and accountability, and we will make every effort to print summaries of all Arbitration decisions, win or lose.

Arbitration Summaries also serve as an educational tool for the membership to better understand the process, the types of cases being reviewed, and the decisions made by Arbitrators.

TENTATIVE BUDGET AGREEMENT REACHED...

Senate Bill 436, a supplemental appropriations bill to address the FY 2006-2007 budget shortfall, was approved and presented to the Governor for her signature on Wednesday, May 30, 2007. The Governor's signature is expected.

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

For Corrections, however, 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.)

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

The House has 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.

"A" AND "B" LIST AND THE OEL

Recent arbitration hearings held at the Pugsley Correctional Facility have dealt with several issues affecting overtime and the OEL. MCO contested the way management was handling the OEL and selecting officers to work the overtime and had filed grievances on two different sections of the contract.

The first grievance involved allocation of overtime offered. On a Monday the Department found out that they needed two overtime slots filled for that following Thursday. They then proceeded to contact the appropriate officers off of the "A" list to fill those two slots. The agency did not exhaust the "A" list when filling the two slots. On Thursday, the agency had a sick call which created a third vacancy. The shift command then went back to the remaining names on the "A" list. Upon exhausting the "A" list, the shift command went directly to the "B" list - thusly creating the violation.

The Union argued that this was a new slot and in accordance with the contractual language... "whenever overtime on the shift must be worked, it shall be offered to the employee with the lowest number of hours recorded on Part A of the OEL for that shift." Thus, MCO felt management had violated the OEL by not going back to the top of the "A" list (including those who were previously asked on that Monday) to offer this new overtime slot which had not existed at the time they were originally contacted.

The Department argued that they had followed procedure and exhausted the "A" list before moving on to the "B" list.

The Arbitrator ruled that the grievance be granted in the Union's favor and that the Department had violated article 17 F (1)(a) of the agreement when it failed to offer an 8 hour overtime opportunity that had occurred to those persons on Part A of the overtime equalization list who had previously either been offered another overtime assignment for that date and who had declined,

or who were otherwise bypassed.

OVERLAPPING SHIFT/OVERTIME

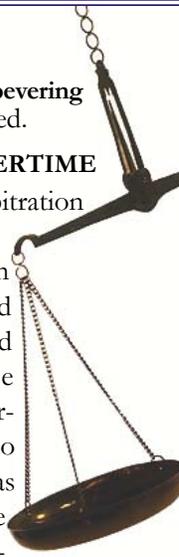
MCO also won a second arbitration on overtime.

The Union held the position that the Department committed 2 transgressions when it awarded overtime from Part B of the OEL. The first is that the bargaining unit member who actually worked the overtime was not charged the appropriate number of hours for the overtime assignment in question. The second alleged breach transpired because the employee who was allocated the overtime was working an overlapping shift and was thereby disqualified from overtime under the provisions of Article 17 F (1)(b).

The Department acknowledged that the overtime assignment in question should not have been allocated to the officer due to the fact that his regular shift on that day overlapped the overtime opportunity. The Department, however, explained that its non-compliance was attributable to the overlap disqualification being a new provision within the contract. They argued that they are accustomed to administering the security unit agreement without this restriction and it was a simple error.

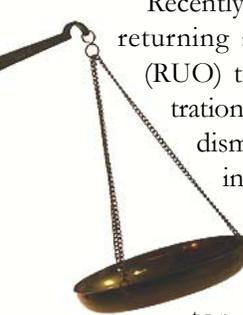
MCO felt that this violation amounted to more than a clerical error or oversight as the contract provision in question has been part of the contract since January 1, 2005.

The arbitrator in his decision ruled that the department violated Article 17 F (1)(e) of the agreement when it permitted an individual with an overlapping shift to work overtime. The remedy requested for this violation, however, was denied, as it was determined the error in administering the overtime equalization list in this instance was either clerical in nature or due to simple oversight. As such, the Department was directed to make appropriate correction to the OEL in consequence of this violation.





OFFICER RETURNED TO WORK



Recently, MCO was successful in returning a Resident Unit Officer (RUO) to work through the arbitration process. At the time of his dismissal, the RUO was working under the elements of a last chance agreement, having been previously dismissed. The Arbitrator not only reinstated the grievant to his position but also awarded full back pay and made him whole for all losses suffered for a period of time in excess of fourteen months. Upon his return to employment, the RUO will still be subject to the terms of the last chance agreement for the remaining months that hadn't been served because of the second dismissal.

This arbitration was conducted over two months, with four days of hearings, a marathon of sorts, as most arbitrations are usually completed in a single day. Article 9, Section D of the Security Unit Agreement states that the losing party must bear the Arbitrator's fees and expenses. Therefore, the Department of Corrections is responsible for the Arbitrator's rather sizable bill.

The event that gave rise to this grievance involved the discovery by the grievant of a prisoner-rolled cigarette and matches that were found during a routine shakedown of a prisoner's area in a tobacco-free unit. Possession of the smoking materials qualified as contraband and resulted in the writing of a minor misconduct by the grievant. The inmate was transferred to another housing unit that was not designated as tobacco-free.

As a result of remonstrations by the inmate as having been "setup" by the grievant, as well as by another RUO, whom the inmate claimed had placed the cigarette in his area in order to rid the unit of his presence, an investigation was undertaken by the Employer. In addition, the Employer claimed that it had authorized the investigation as the result of evidence in which the

ARBITRATION REPORT

grievant allegedly admitted responsibility to another Officer for placing the contraband in the inmate's area.

The Employer then theorized that the grievant had been motivated by a need to protect an ARUS for whom this inmate had been displaying an inordinate amount of attention. It was undisputed that the inmate was attempting to monopolize the ARUS's time, on a daily basis, and had been accused of stalking her. However, the Employer deduced that it was the grievant who purposefully planted the cigarette as a method of having the inmate assigned to another unit, thus limiting the interaction between the ARUS and the inmate.

As a result of the investigation, the grievant was charged with four work rule violations: #1, #5, #13 and #47. One of the elements of the grievant's last chance agreement stated that any violation of a work rule requiring the review of the BHR designee would result in dismissal. Both #5, Conduct Unbecoming a Departmental Employee, and #47, Falsification or Altering of Documents, necessitated such review.

At the first day of hearing, the BHR designee testified that #47 was the controlling offense. In cross-examination, the BHR designee, who had deemed that dismissal was the proper discipline, admitted that the existence of a last chance agreement does not abrogate the Employer's contractual responsibility regarding just cause.

The Department's advocate argued that just cause for dismissal had been proved by a preponderance of evidence. However, there was no direct evidence to support the allegations that the grievant setup the inmate. Instead, the Employer marched forward a coterie of "witnesses" who sought to discredit the grievant with less than truthful claims, filled with innuendo, and attempted to impugn the grievant's character. The testimony of these eight "witnesses", who attempted to defend the Employer's spurious claims, fell pathetically short of support-

By Cynthia Beal

ing, let alone meeting, any standard of proof.

During the course of four hearing dates, the Union argued that the work rule violations against the grievant were fabricated and unsubstantiated, with not one witness who could claim that he or she observed the grievant planting contraband behind an inmate's bulletin board or that anyone had ever observed the grievant possessing a prisoner-rolled cigarette. The Union presented six witnesses whose testimony defused the false statements, raised reasonable suspicion for the real motivation guiding those who directed and participated in the investigation on behalf of the Employer and offered credible support for the grievant's character.

The Arbitrator, in his ruling, relied on the well-established criteria in determining the existence of "just cause". In his decision, the Arbitrator could not find "Substantial Evidence of Guilt", noting, "I must conclude that there are too many other possible ways the cigarette could have been located behind the prisoner's bulletin board." In addition, the Arbitrator found that the Employer did not demonstrate "Consistent Rule and Penalty Application". Employer witnesses, claiming to have knowledge both of the grievant's plans to setup the inmate and that the grievant regularly carried a prisoner rolled cigarette and matches, never reported this information to supervision until after the investigation began. By withholding such shocking admissions and receiving no discipline for it, the Arbitrator determined that the Employer was inconsistent in its application of rules and penalties. Of course, the Union had argued that no such conversations or admissions by the grievant ever occurred. Finally, the Arbitrator ruled that the "Penalty did not meet the Infraction".

MCO is pleased that this Officer will be able to resume his career with the Department of Corrections.



2007 MCOY BANQUET

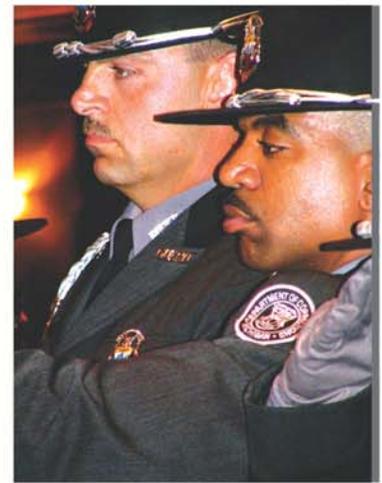
Officers, their families, Union and Administration Officials gathered at the Kellogg Conference Center on May 9th to give well deserved, and little given recognition to CO's from across the state.

Due to budget constraints, the banquet almost didn't happen this year, however MCO stepped in to protect the one time a year officers are recognized for what they do behind the walls.

Congratulations to all the facility officers of the year, the four finalists, and the Correctional Officer of the Year, Steven Houck.



*Thank you for a
job well done!*



**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. ***Please contact us as well if you need to remove your name from the list.***

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Mark Horsley, E-9	Brooks	Baldwin TRV	(231) 773-9200
James Berry, E-10	Lakeland	Cotton/Cooper Street	(734) 572-9892
Thomas Catterall, E-9	Cotton	Huron Valley/Scott	(517) 780-5000
Kirk Culik, E-9	Huron Valley Mens	Parr Highway	(517) 278-6942
Frank Lawson, E-9	Mound	Parnall	(517) 780-6000
William Olenchak, E-9	Oaks	Muskegon Area	(231) 723-8272
Richard Woichan, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Michael Carroll, E-9	Cotton	Egeler	(517) 780-5000
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV/Puglsley/GR Center	(231) 773-1122
Jason Scott Southwell, E-9	Newberry	Kinross/Chippewa/Hiawatha/Straits	(906) 293-6200
Debra Kelley, E-10	Huron Valley Womens	Parr Highway/Gus Harrison	(734) 434-5888
Michael Havens, E-8	Ojibway	Ionia/St. Louis/Saginaw/Carson City	(906) 787-2217
Montez Lee, E-9	Gus Harrison	HVM/Mound/Ryan/Scott	(517) 265-3900
Andrea Corey, E-9	Cotton	Parnall	(517) 780-5000
Christopher Bourne, E-10	Oaks	Pugsley	(231) 723-8272
Pamela Ballard, E-10	Newberry	Pugsley/Camp Lehman	(906) 293-6200
Cortney Stempek, E-9	Mid-Michigan	Saginaw/Standish	(989) 681-4361
Anthony Randle, E-8	Parnall	Mound	(517) 780-6000
Marcy Olney, E-9	Lakeland	JCS/JCF/RGC/SMT/JMF	(734) 572-9892
Ralph Powell Jr., E-9	Muskegon	Pugsley	(231) 773-3201
Lacey O'Connor, E-9	Lakeland	Cooper St./Parnall/Southern MI	(734) 572-9892
Kristinia Wood, E-10	Camp Brighton	TCF/MRF/Camp White Lake/KCF	(734) 878-6623
Wendy Weiner, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Kenneth Phillips, E-10	Oaks	Baldwin TRV	(231) 723-8272
Jonathan Josling, E-9	Parnall	Thumb	(517) 780-6000
Tonia Scott, E-9	Scott	Camp White Lake	(734) 459-7400
Christina Robison, E-10	Macomb	Thumb	(586) 749-4900
Gary Roberts, E-9	Camp White Lake	Camp Valley/HVM	(734) 459-7400
Tammara Corley, E-9	Tuscola Re-entry Center	Saginaw	(517) 335-5605
Pamela Wilson, E-10	Camp White Lake	Scott	(248) 625-6688

MCO Memorial Bible Program

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

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

MCO MEMORIAL BIBLE REQUEST

MCO Member _____

Relationship to Deceased _____

Chapter, Chapter President _____

Deceased's Name _____

Deceased's Date of Death _____ Religious Preference _____

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

Address Service Requested

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



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Andy Potter, *Vice President*
Bill Henderson, *Financial Secretary*
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Adam Douglas, *Trustee*
Cary Johnson, *Trustee*

John Ost, *Trustee*
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Mary Ann Hocking, *Trustee*
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MCO's 24-HOUR ANSWERING SERVICE

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

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Larry Henley, *Alger Maximum*
Rick VanAlstine, *Baraga Maximum*
Harold Warr, *Bellamy Creek*
David Kavanagh, *Boyer Road*
Anthony Hurst, *Brooks Correctional*
Doug Bonno, *Camps Vice President, Region I*
Rod Denley, *Camps Vice President, Region II*
Randy Fox, *Camps Vice President, Region III*
Bruce Waldron, *Carson City*
Cecil Pedrin, *Chippewa*
Jeff Fields, *Corrections Centers*
Glenn King, *Cotton Facility*
Robert Tingley, *Deerfield*
Merlin Parlett, *Egeler*
James Sims, *Florence Crane*
John Fetters, *Forensic Center*
Randy Burrow, *Gus Harrison*
Dennis Beecham, *Handlon Michigan Training Unit*
Michael Feighner, *Hiawatha*
Phillip Fleury, *Huron Valley Mens*
Greg Parker, *Huron Valley Womens*
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Bradley Gorman, *Jackson Cooper Street*
Gary Kott, *Kinross*

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Julie Cabana, *Muskegon*
Jerry Derusha, *Newberry*
James Schiebner, *Oaks Correctional*
Ronald Niemi, *Ojibway Correctional*
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Randy Burrow, *Parr Highway*
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Michael Wohlscheid, *Riverside*
Kenneth Gibson, *Ryan Correctional*
Michael Guerin, *Saginaw Correctional*
Terrence Bridges, *SAI Program*
Ralph Golidy, *Scott Facility*
Brent Kowitz, *Southern MI*
Robert Davis, *Standish Maximum*
Ray Sholtz, *St. Louis*
Jake Campbell, *Straits*
Kevin Smith, Jr., *Thumb Correctional*
Robert Sikkenga, *West Shoreline*

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

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

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

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

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

MCO CENTRAL STAFF

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

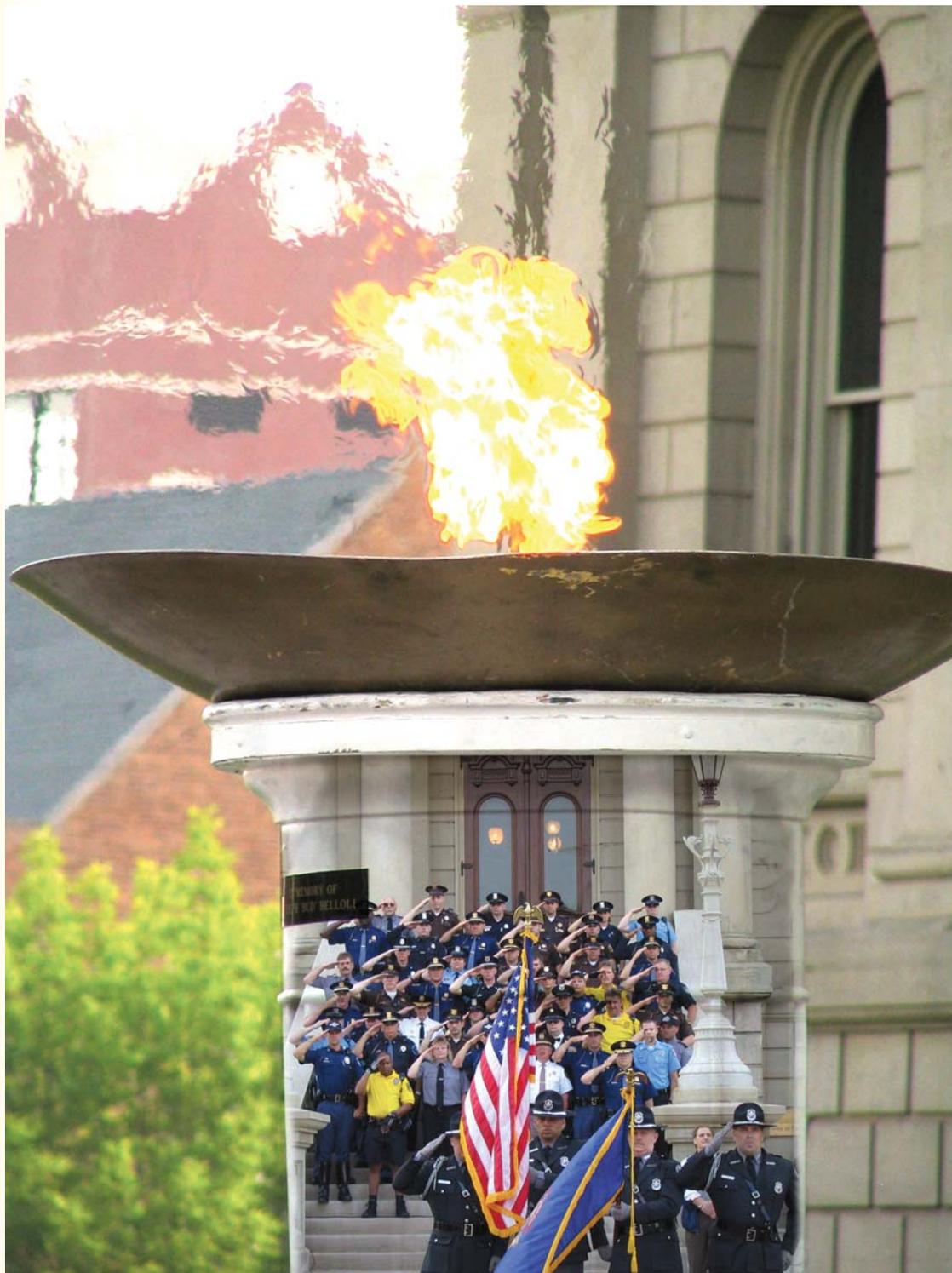
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Cindy Kogut, *Bookkeeper*
Lori Iding, *Grievance Coordinator*
Stephanie Short, *Receptionist/Secretary*

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

Editor - Sacha Crowley



MCO REPORT



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PRESIDENTIAL PONDERINGS...

The attack on Correctional and Forensic Officers continues. Representative Lorence Wenke (R) from Kalamazoo introduced a proposal that would mandate state public employees to pay for 25% of their health care premiums.



Tom Hurd

Then, the Lansing State Journal tried to deliver another shot at state employees with the creation of a searchable state employee salary database. But more importantly, in doing so, they further harmed us by disclosing personal information including full names, county of employment, and more. This poses a special threat to CO's and their families as prisoners or their family/friends can then take that information to use against us...harassing us on the job or worse. We believe their actions could have some legal ramifications and MCO, along with other state employee unions, is exploring that avenue.

MCO also responded by generating, through the website and e-mail system, a letter writing campaign directed toward Mickey Hirten - Executive Editor of the LSJ and the individual responsible for the database.

As we alerted you, the JMF closure has been delayed. On June 22, 2007, the 6th Circuit Court of Appeals issued a stay. Director Caruso has made it clear that the Dept. at this time has every intention of moving forward with the closure and this is simply a delay. Additional issues arose as a result of the delay which need to be discussed with the Dept. We will communicate with the affected members as soon as we have

UNION NEWS

some answers. I know that this has been a difficult time and the longer we're forced to sit on the fence the worse it gets. Hang in there. We are working diligently to protect the interests and safety of our members which is not a quick process.

On June 25, 2007, MCO arranged a tour of MR for local legislative leaders including Senator Cropsey (R), Representative Emmons (R) and Representative Calley (R) to share our view regarding the Department's staffing proposal (which we consider to be inadequate.) The Director, Deputy Director, RPA and Warden showed up as well. MCO continues to advocate for appropriate staffing and physical plant issues.

MCO was notified in late May that the Department was adding an 8th prisoner to a cube at Cooper Street, Parnall, Parr Highway, Hiawatha, West Shoreline, Deerfield, Pine River, Mid Michigan and Boyer Road. MCO adamantly opposed this move for various safety reasons and even sought advice from our legal council. With the Department moving forward, MCO has argued for - and received - additional officers, however while we were successful, the discussions are ongoing.

MCO is honored to have our state Vice President, Andy Potter, appointed by Governor Granholm to serve the state on the Correctional Officers' Training Council and the Hepatitis C Advisory Task Force.

I have been busy attending several Labor Management Meetings, including Scott, Camp White Lake (tour as well), Cooper Street and Mid-Michigan. I

toured MR and also SLF on 2nd shift.

Things are changing quickly, often several times a day, so watch the KYI and website for breaking news and updates. The more informed we are, the stronger we are. ***In Solidarity***

IN OUR THOUGHTS

Officer Scott Waggoner, ATF, is battling an infection and critically ill. He has five children and a baby due next month. 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.

Officer Hollis, SCF, a 20yr. veteran of the MDOC is very ill and in need of a transplant.

Stay Strong

IN MEMORIAM



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

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

Retired **Officer John David Scott**, 66, currently of Anniston, FL, passed away on June 7, 2007. Officer Scott worked for the MDOC for 20 years in Jackson before retiring in 1999.



MCO 2007 SCHOLARSHIP WINNERS!

Lauren Boot

Carson Shell

Shayna
Pratt

Alyssa Pratt

Mollie Klee

Courtney
Alexander

Kevin
Adams

Nicholas Goodrick

Ashley
Ramirez

Amy Poole

Ashleigh Miller

Alexis Bethka

Kayla Dennis

Sarah
Shubert

Chelsea
Armbrustmacher

Jade McLees

Ashley Parker

Bobbi Kile

Hillary Langin

Sabrina Gheller



**LABOR
NIGHT
WITH**

THE LANSING LUGNUTS

August 25, 2007 - 7:05 p.m.

(gates open at 5:50)

Free player autographs at 6:15

Tickets are \$8.00 through Matt

LaMaster at (517) 485-4500, ext. 226

UNION FAMILY FAIR DAY AT THE INGHAM COUNTY

FAIR THURSDAY, AUGUST 2, 2007

Entry: \$2.00 per person if purchased in advance, \$5 at the gate (3 and under free)

Ride Bands: \$8.00 per person if purchased in advance, \$18 at the gate



Advance ticket sales until Monday, July 30, 2007, through the Greater Lansing Labor Council at (517) 485-5169.



OFFICERS KICK-OFF LETR AND SPECIAL OLYMPICS MICHIGAN S

(FROM COVER)

The MDOC Honor Guard lead the kick off of the Law Enforcement Torch run on the steps of the State Capitol Building on May 31, 2007. A relay run with the torch flame left from Lansing and concluded that evening in Mount Pleasant where it signified the opening of the 2007 Summer Games.



Officers from many law enforcement agencies were represented. Officers Parlett, Biedelman, Sims, Morgan, Losey, Lindberg and the Honor Guard (Snow, Cordell, Mitchell & Downs) are just a few of the MDOC personnel who participated.



SUMMER GAMES



Officer Eric Morgan (above) and ERT member Amber Smith (below) run a portion of the track with athletes as the flame circled the stadium at Central Michigan University at the opening ceremonies.



THE BUDGET

WHAT IT MEANS FOR JMF AND MORE

We're all sick of hearing it. Daily headlines for months have proclaimed the dire straights the state of Michigan is in and the continuing struggle by legislators to find a balance between cuts and revenue.

The fact exists that the structure of the budget causes this continual deficit, and until lawmakers change the structure, this cyclical pattern will not end.

A step forward was made last month when the Michigan Business Tax (MBT) was approved. This new tax is set to replace the \$1.9B hole that would appear when the SBT ends December 31st. The FY '07-'08 budget still faces a \$1.7B deficit, however, despite the passage of the MBT.

In addition, the 6th Circuit Court of Appeals' recent decision that forces JMF to continue to house the approximately 700 medically fragile inmates in question until at least September puts the Corrections budget into a deeper hole. AND, they have to install temporary air conditioning to meet the demands of Judge Enslin. The MDOC has indicated that it may seek the closure of a Camp or another facility to obtain the necessary savings to offset these costs.

Although our goal is to see JMF remain open, this delay only manages to put the lives of hundreds of officers on hold. It further complicates matters by failing to resolve this issue before the start of a new school year, thus causing havoc for those that have young children.

As the legislature moves from fixing the deficit of the current budget, to addressing the budget that starts October 1st (which is estimated to have a \$1.5B deficit) talk continues of concessions and cuts to programs.

As you are certainly aware, state employees have given concessions in recent years totaling over \$250M, yet despite this, the Senate Republicans indicate they intend to seek more. *In fact, Senate Majority Leader Mike Bishop (R) publicly announced that there would be no tax vote until Governor Granholm halted the negotiated pay increases for state employees AND gets an additional \$300M in concessions!*

Granholm has responded to Senator Bishop, asking him and other Legislators to follow her lead and take a 5% pay cut themselves. While Bishop has demanded she halt the state employee pay increases, that action is not within her power. In fact, it was in Senator Bishop's control earlier this year however he did not move the issue to a vote during the window period. This is politics at its worst. In addition, Senate Republicans are calling for privatization of much of corrections including food services and prisoner mental healthcare. Prisoner transportation is also being looked at too.

MCO members should call their own legislators and tell them to "put their nose to the grindstone" and solve this budget mess!



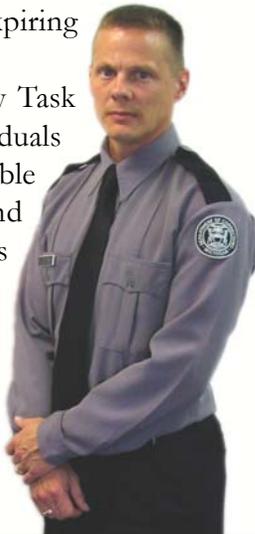
GOVERNOR APPOINTS POTTER TO SERVE ON STATE COMMITTEES

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.

Mr. Potter was also appointed to the Hepatitis C Advisory Task Force to represent labor for a term expiring June 25, 2008.

The Hepatitis C Advisory Task Force is a group of 10 individuals from around the state responsible for advising the governor and the Legislature on policies regarding Hepatitis C and risk reduction. They also provide an annual report on major risk factors and preventable diseases or conditions including, but not limited to, Hepatitis C.



MCO Memorial Bible Program

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

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

MCO MEMORIAL BIBLE REQUEST

MCO Member

Relationship to Deceased

Chapter, Chapter President

Deceased's Name

Deceased's Date of Death _____

Religious Preference _____

MCO STATEMENT OF ACTIVITIES
(1ST QUARTER 2007)

Revenues	Amount
Membership Dues	\$1,094,009
Non-Member Fees	19,132
Interest	24,973
Total Revenues	1,138,114
<hr/>	
Expenses	
Administrative Leave	15,080
Arbitration	5,185
Books, Dues and Subscriptions	2,831
Casual Labor	4,254
Computer	9,050
Continuing Education	1,601
Contributions	55,700
Depreciation	24,566
Insurance	46,941
Leased Equipment	5,827
Legal and Accounting	19,778
MCO Report	11,255
Meetings and Conferences	42,925
Office and Administrative	8,908
Organizational Unity Materials	489
Pension Contribution	38,390
Picket	3,839
Postage	2,712
Athletic Team, Social Activity, Advertising,	
News Release and Related Expenses	4,290
Repairs and Maintenance	6,894
Salaries	235,132
Scholarship	500
SEIU Political Education Account	191
Taxes - Payroll	29,665
Taxes - Per Capita	374,444
Taxes - Property	6,933
Telephone	5,815
Utilities	8,734
Total Expenses	971,929
Change in Unrestricted Net Assets	\$166,185

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. ***Please contact us as well if you need to remove your name from the list.***

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Mark Horsley, E-9	Brooks	Baldwin TRV	(231) 773-9200
James Berry, E-10	Lakeland	Cotton/Cooper Street	(734) 572-9892
Thomas Catterall, E-9	Cotton	Huron Valley/Scott	(517) 780-5000
Kirk Culik, E-9	Huron Valley Mens	Parr Highway	(517) 278-6942
Frank Lawson, E-9	Mound	Parnall	(517) 780-6000
William Olenchak, E-9	Oaks	Muskegon Area	(231) 723-8272
Richard Woichan, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Michael Carroll, E-9	Cotton	Egeler	(517) 780-5000
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV/Puglsey/GR Center	(231) 773-1122
Jason Scott Southwell, E-9	Newberry	Kinross/Chippewa/Hiawatha/Straits	(906) 293-6200
Debra Kelley, E-10	Huron Valley Womens	Parr Highway/Gus Harrison	(734) 434-5888
Michael Havens, E-8	Ojibway	Ionia/St. Louis/Saginaw/Carson City	(906) 787-2217
Montez Lee, E-9	Gus Harrison	HVM/Mound/Ryan/Scott	(517) 265-3900
Andrea Corey, E-9	Cotton	Parnall	(517) 780-5000
Christopher Bourne, E-10	Oaks	Pugsley	(231) 723-8272
Pamela Ballard, E-10	Newberry	Pugsley/Camp Lehman	(906) 293-6200
Cortney Stempek, E-9	Mid-Michigan	Saginaw/Standish	(989) 681-4361
Anthony Randle, E-8	Parnall	Mound	(517) 780-6000
Marcy Olney, E-9	Lakeland	JCS/JCF/RGC/SMT/JMF	(734) 572-9892
Ralph Powell Jr., E-9	Muskegon	Pugsley	(231) 773-3201
Lacey O'Connor, E-9	Lakeland	Cooper St./Parnall/Southern MI	(734) 572-9892
Kristinia Wood, E-10	Camp Brighton	TCF/MRF/Camp White Lake/KCF	(734) 878-6623
Wendy Weiner, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Kenneth Phillips, E-10	Oaks	Baldwin TRV	(231) 723-8272
Jonathan Josling, E-9	Parnall	Thumb	(517) 780-6000
Tonia Scott, E-9	Scott	Camp White Lake	(734) 459-7400
Christina Robison, E-10	Macomb	Thumb	(586) 749-4900
Gary Roberts, E-9	Camp White Lake	Camp Valley/HVM	(734) 459-7400
Tammara Corley, E-9	Tuscola Re-entry Center	Saginaw	(517) 335-5605
Pamela Wilson, E-10	Camp White Lake	Scott	(248) 625-6688
Jesse Patterson, Jr., E-9	Macomb	Mound/Ryan	(586) 749-4900
Steve Gaitan, E-9	Muskegon	Baldwin TRV	(231) 773-3201

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

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MCO's 24-HOUR ANSWERING SERVICE

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

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Julie Cabana, *Muskegon*
Jerry Derusha, *Newberry*
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Robert Davis, *Standish Maximum*
Ray Sholtz, *St. Louis*
Jake Campbell, *Straits*
Kevin Smith, Jr., *Thumb Correctional*
Robert Sikkenga, *West Shoreline*

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

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

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

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

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

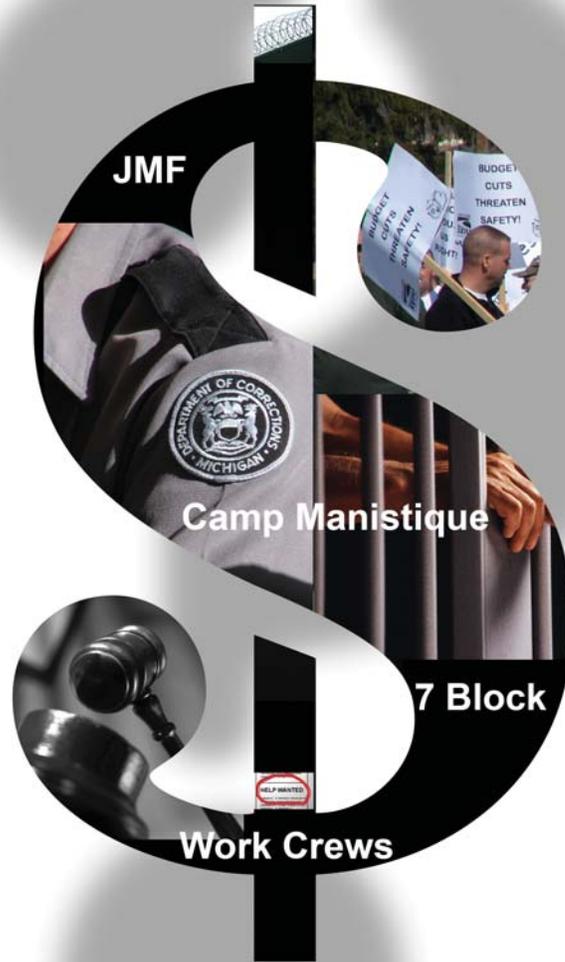
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Sacha Crowley, *Communication Specialist*
Cindy Kogut, *Bookkeeper*
Lori Iding, *Grievance Coordinator*
Stephanie Short, *Receptionist/Secretary*

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

Editor - Sacha Crowley



MCO REPORT



INSIDE THIS ISSUE

Page 2	Union News	Page 5-6	Arbitration Reports
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PRESIDENTIAL PONDERINGS...

It has been a busy month, and none of it was good.

The Department announced the closing of Camp Manistique and a significant reduction of the Public Work crews (closing 205 of 250). This is a significant blow to the small community of Manistique, and to the many benefits of the Public Work Crew program statewide. Work Crews provide inexpensive labor for local communities to clean streets, parks, fairgrounds and more, while also keeping inmates busy. We are now left with idle prisoners in our overcrowded understaffed facilities and communities who can't afford to replace the work once done by these crews.

On June 23, 2007, MCO was informed the full closure of JMF was being delayed because the U.S. 6th Circuit Court of Appeals issued a stay. Despite the fact that the Department and MCO had worked endlessly to place all affected officers - going above and beyond the contract to offer voluntary transfers - the 6th Circuit put a halt to all plans and the transfer requests expired on 7.15.07. Bumping could not proceed due to the medically fragile inmates who remain at JMF.

Subsequently, a couple of housing units have closed and officers in Seniority order are getting an option to leave JMF or stay and close the facility. Around 60 officers have accepted transfers to other facilities.

7-Block at RGC was closed July 27, 2007 and officers from that work site have been given the opportunity to



UNION NEWS

transfer out by volunteering or in inverse seniority absent volunteers.

There was yet another attack launched by Senate Majority Leader Mike Bishop (R) and company on Michigan's correctional officers. Senator Bishop claims we are overpaid and overstaffed - pretty harsh words for some lackey who to my knowledge has never toured a Michigan prison let alone stood in a yard with a couple of officers and 800 inmates overshadowed by empty Gun Towers. Bishop, a Senator who enjoys the #2 highest pay in the nation for lawmakers, recently enjoyed a two week vacation at a time when the state budget is in shambles and the lives of Michigan citizens are in unrest. He is no friend of labor.

Senator Bishop also endorses a right-to-work state which is a race to the bottom. You have a right-to-work...*for a national average of \$5 an hour less and no benefits!* Bishop will tell you right-to-work makes this state competitive since there are not forced union dues. Do the math colleagues. A national average of \$10,000/yr. reduction in pay, plus benefit cuts and then you can opt not to pay the union \$544 a year! What a deal!

I've traveled through the UP and other facilities over the last few weeks talking to members and answering questions. As you can imagine, members have many about the closures and the budget battle. I've visited Scott (Labor Mgmt.), Cooper Street (Labor Mgmt.), Parr Highway (1st shift), MR, St. Louis (Level IV 2nd shift), Camp Whitelake (1st shift & Labor Mgmt.), Baraga (2nd shift), Camp Kitwin (1st shift), Ojibway (2nd shift), Marquette (1st

shift main, 2nd shift trustee), Alger (1st & 2nd) Camp Cusino (2nd shift) Newberry (1st shift), and Camp Manistique (2nd shift).

We've issued a lot of Special Bulletins lately as breaking news occurs in regard to the closures. I encourage all members to go to our website and sign up to receive these communications through e-mail. When your action is needed, we can also use this system to generate letters to legislators quickly and in great numbers to get our voices heard.

In closing, I'd ask you to be careful. Inmate protests have taken place at numerous facilities in response to conditions of overcrowding, the implementation of energy savings plans, food saving schemes, and the like. These things are not going to change and we're still in the midst of the summer. Stay cool, stay alert.

CHAPTER LEADERSHIP ELECTIONS SCHEDULE

If you've been standing on the sidelines wishing things were done differently, or want to work towards a safer worksite for you and your fellow officers, then please consider becoming more involved in the union.

Statewide chapter elections will be held in September. 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.



UNION NEWS

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.

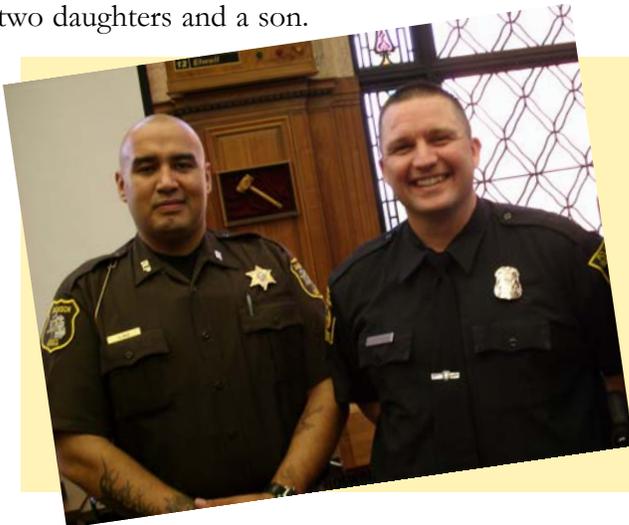
Stay Strong

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 Gus Harrison in 1995 and then moved to HVM in 2004. He leaves behind a wife, two daughters and a son.



UNIFORM COMMITTEE PUSHES FORWARD

The Uniform Committee, which meets regularly to address quality and style issues that have arisen with the current MDOC uniforms, continues to make progress towards a better fitting, higher quality and more functional uniform.

The Committee includes members of the MDOC Administration, MCO officials, representatives from MSI, as well as two uniformed supervisors (chosen by the Department) and MCO appointees (appointed by Tom). MCO representatives presently include a female officer (Cary Johnson), a CTO (Jim Killups), a SAI Corporal (Terry Bridges), and three other officers from around the state (Phil Fleury - HVM, Chair of the Committee John Ost - Egeler, and Bruce Waldron - Carson City). These officers have all been

involved in trying out new styles and materials and then giving feedback on durability, functionality, fit and more.

In addition to changes to the uniforms themselves, the Committee is also working to improve the ordering process and create uniformity in the order forms statewide. One of the problems discovered is that while an officer may fill out the computerized form, once it is printed, the sleeve length is missing. In addition, size issues are complicated by the fact that many officers are not aware that uniforms can be ordered by sleeve length, shirt length, and neck size. With the pants, they've been experimenting with different fabrics which all seem to fit different, but providing inseam, outseam, hips and waist measurements can provide a more consistent fit.



OFFICERS USE CORRECTIONS EXPERIENCE AND TRAINING TO FURTHER SERVE THEIR COMMUNITIES

Officer Antonio Cruz - JCF (left), and Cpl. T.J. Boatright - SAI (right) graduated from the Jackson City Police Dept./Jackson County Sheriff Dept. Joint Reserve Academy on June 14, 2007.

They excelled in the academy training of over 120 hours and Cpl. Boatright took the award for best marksmanship in the class.

Officer Cruz, an ERT member and MDOC officer for 10 years, will work for the Sheriff's Office. Cpl. Boatright has been at SAI since 2000 and is an ERT member as well. He will be serving the Jackson City Police Department.



**LABOR REPRESENTATIVE REGIONS
EFFECTIVE JUNE 27, 2007**

CHERELYN DUNLAP

Saginaw - SRF/42
Scott - SCF/212
Camp White Lake (Scott)
Thumb - TCF/25
Tuscola Re-entry Center
Mound - NRF/37
Ryan - RRF/38
Macomb - MRF/41

JOHN BOWERS

Forensic Center - CFP/3920
Parr Highway - ATF/29
Gus Harrison - ARF/36
Pine River - SPR/44
St. Louis - SLF/33S
Mid-Michigan - STF/33
Muskegon - MCF/04
West Shoreline - MTF/22
Brooks - LRF/30
Grand Rapids Corrections
Center

KAREN MAZZOLINI

Pugsley - MPF/45
Oaks - ECF/39
Kinross - KCF/12
Hiawatha - HTF/28
Chippewa - URF/32
Straits - KTF/26
Standish - SMF/34
Camp Lehman (Standish)
Baldwin TRV Center

RANDY EICHER

Egeler/DWH(RGC) - SMN/27
Cooper St. - JCS/52
Florence Crane - ACF/16
Lakeland - LCF/18
Cotton - JCF/20
Camp Branch (Florence Crane)
Southern MI - JMF/53
SAI Bootcamp (Cooper St.)
Parnall - SMT/51
+ Foote Hospital
+ ULP's
+ Demarse Training Academy
+ weapons qualifications

TANGEE LAZA

MI Training Unit - MTU/05
Riverside - RCF/11
Deerfield - ITF/19
I-Max - ICF/24
Carson City - DRF/31
Boyer Road - OTF/23
Bellamy Creek - IBC/48

JEFF FOLDIE

Newberry - NCF/43
Camp Manistique (Newberry)
Alger - LMF/35
Camp Cusino (Alger)
Marquette - MBP/06
Baraga - AMF/40
Camp Kitwen (Baraga)
Ojibway - OCF/46
Camp Ottawa (Ojibway)
Huron Valley Mens - HVM/15
Huron Valley Womens - WHV/17
Camp Valley (WHV)
+ ULP's

BARGAINING INFO

- NEGOTIATIONS SCHEDULED TO START AUGUST 28, 2007...NORMALLY OCCURING FOR 2-3 DAYS A WEEK FOR SEVERAL WEEKS
- THE MCO BARGAINING TEAM IS THE STATE EXECUTIVE BOARD. BETH BEAUCHINE WILL REPRESENT THE STATE THROUGH THE OSE

MANISTIQUE INFO

- REPS. CASPERSON (R) AND LINDBERG (D) AND SENATOR PRUSI (D) HELD A TOWN HALL MEETING IN MANISTIQUE ON JULY 27, 2007 TO TALK WITH LOCAL COMMUNITY MEMBERS AND LEADERS
- MCO PRESIDENT TOM TYLUTKI SPOKE AT THE MEETING DEFENDING THE CAMP MANISTIQUE PROGRAM AND TELLING LEGISLATORS THAT THEY NEED TO GET THIS STATE BUDGET FIXED...NOW!
- A PICKET IS SCHEDULED FOR WEDNESDAY, AUGUST 8, 2007 IN MANISTIQUE

WORK CREW INFO

- 205 OF THE 250 WORK CREWS WILL BE SHUT DOWN BY THE END OF AUGUST
- MCO IS SITTING DOWN WITH THE DOC TO ASSURE THAT THE CONTRACTUAL PROCESS IS FOLLOWED

'07-'08 BUDGET STATUS

- DOC AND DCH BUDGETS PASSED BY HOUSE, STILL WAITING ON SENATE TO ACT - NO REAL PROGRESS

JMF STATUS

- ABOUT 60 OFFICERS HAVE ACCEPTED TRANSFERS OUT
- ?'S REMAIN AS THE CASE HAS BEEN ASSIGNED TO A NEW JUDGE

MDOC GRIEVANCE FORMS

UPDATED

The MDOC grievance forms have been updated to resolve problems that arose when they were filled out incorrectly. There is now a field for "grievant's home telephone number" so that they can be contacted by their Labor Relations Representative.

Also, fields that once said "employee" now say "grievant" in most instances to further clarify whose information is needed.

The form on the website has been updated as well. For a time the new version was not formatted to accept type however it has now been fixed and you can type directly into the form and print.



ARBITRATION REPORT

by Karen Mazzolini, Labor Representative



In a recent arbitration decision, Arbitrator Ellis upheld the discharge of a RUO, who worked in the seg unit of a Max level facility, for excessive use of force. The grievant was charged with violating work rules #1 (Inhuman Treatment), #5 (Conduct Unbecoming), and #28 (Excessive Use of Force).

The incident leading to these charges occurred while the grievant was passing out food trays. A prisoner started verbally threatening the officer through his locked cell door and then reached through the food slot to spray an unknown fluid on the back of the grievant's neck as he passed food to another inmate across and slightly down the corridor from the front of his cell door. When the grievant turned around, he could not identify what the substance on his neck was or who put it there, so he continued passing out meals. When he again approached the inmate's cell, he saw the inmates' right arm come out of his food slot with a squirt bottle in his hand containing an unknown liquid which he then squirted on the grievant's chest. In response, the grievant threw a food tray at the inmate's cell door, walked over to the cell door, grabbed the inmate's right arm, and tried to remove the squirt bottle from the inmate's hand. This continued until the he was successful in getting the squirt bottle out of the inmate's hand and threw it down the corridor. Grievant insists that he then attempted to close the food slot, where upon the inmate reached for the grievant's keys and the two of them struggled for their possession. Grievant was able to secure his keys, but the inmate was able to grab grievant's right pocket and ripped it off his pants. Grievant was able to get the inmates' hand back inside the cell. He left the wing, leaving the inmate's food slot open. Grievant then reported the incident to his shift command.

Critical Incident Participation Reports

were filed by the shift commander and the deputy warden after they reviewed the housing unit wing camera tapes, and each of these reports referred the incident to the Warden for his review for a possible use of force violation. An investigation ensued and a written report was turned over to the warden. The memo sent to the warden stated: "The actions of the RUO are not acceptable at this facility or within the housing units. The RUO, although having been assaulted by an inmate, had ample time to exit the wing, but stated that he acted instinctively." It was the deputy warden's recommendation to proceed with disciplinary action against the officer.

The next day the warden issued instructions to schedule a disciplinary conference and also issued a stop order against the grievant.

An Internal Affairs Case Review was conducted on the three (3) work rule violations and the case was "closed as sustained."

The disciplinary conference was conducted and the warden wrote: "From viewing the CD and reviewing the investigation, the initial act of throwing the food tray is considered dangerous, violent and not in self defense. I am unable to find any reason for the RUO to approach the cell. The RUO should have walked away from the situation. His instincts to react in the manner he did, were inappropriate, excessive and violent. I find that there is clearly a sufficient preponderance of evidence to establish that the RUO did violate MDOC Employee Handbook Work Rule #1, #5, and #28 as charged. It is noted that disciplinary action for violating Rule #5 and #28, must be determined by a Bureau of Human Resources Administrator or designee. Therefore, considering the seriousness of this offense I recommend that the RUO be dismissed."

This recommendation was approved by the Bureau of Human Resources Admin-

istrator. The grievant was discharged.

A grievance was filed against the dismissal. The grievance was denied at the 3rd step of the grievance procedure. The grievance was then submitted to the pre-arbitration step where the third step answer was affirmed. The grievance was then appealed to arbitration pursuant to Article 9, Section D of the Collective Bargaining Agreement.

The arbitrator ruled:

"Grievant stated that he went to the inmate's cell to close the food slot. It is the finding of this arbitrator that since the inmate was in a locked cell he could cause no harm to anyone if grievant had merely walked out of the wing to report the inmate's misconduct. Thus, it is also this arbitrator's finding that the closing of the food slot would have become unnecessary if grievant had merely left the wing, and all of grievant's efforts to close the food slot through grabbing and twisting the inmate's arm was unnecessary and constituted an excessive use of force in violation of work rule #28. This arbitrator further finds that grievant placed himself in danger of being hurt when he walked over to the food slot. If the inmate had been successful in getting the grievant's keys, he could have severely hurt the grievant, and possibly other staff members if he was successful in using the keys to get out of the wing. Grievant's conduct was in violation of work rule #5 by placing himself in danger and possibly his department in an embarrassing situation of having to deal with injured staff and/or an escaped prisoner."

The arbitrator's decision continued:

Work Rule #28 clearly states that "Excessive use of force shall result in discharge." It does not say that such offense MAY result in discharge, but that it SHALL result in discharge.

The grievant did not use his 17 years



ARBITRATION REPORT, CONT FROM PG. 5

experience working for the employer to learn how to consistently control his temper and actions so as not to use excessive force with inmates who are violent and disruptive in situations where there is no threat of physical violence or injury to himself or others. Work Rule #28 leaves no room for error in conduct because of the potential for great harm to the employer's employees, inmates, reputation, and finances. It is recognized that this rule places a disproportionate burden on those persons who chose to work for the employer because they do not institute the disruptive behavior and are continually suffering from the disruptive behavior of the inmates. However, the rule is there to protect all persons involved from potential harm - even though the disruption was initiated by the inmate - and it requires the employee to keep his/her "cool" even when an inmate cannot do the same. Grievant's expression of remorse and assurance that such conduct will not happen in the future is of no avail and cannot be used to alter the result in this case because of the Work Rule's language requiring discharge. The grievance is denied.

Arbitrator Gravelle recently ruled to uphold the MDOC's decision to discharge an employee from Saginaw Correctional Facility for violation of work rules #1 (inhumane treatment), #3 (discrimination/harassment), #5 (conduct unbecoming), #13 (failure to enforce or follow rules), and #32 (inattention to duty).

The alleged incident giving rise to the grievant's discharge occurred in the bubble area of the facility. Rumors surfaced that two male corrections officers, while on duty, exposed themselves to a female corrections officer.

A complaint was filed with Internal Affairs and the investigator assigned to the case attempted to interview the accused male officers. One officer declined to be interviewed and instead resigned immediately. The grievant was interviewed and indicated he had never exposed himself to the female officer.

The Michigan State Police (MSP) investigated the complaint too and based on its investigation both male officers were arrested and charged - the grievant with one count of indecent exposure and one count of molesting and disturbing a person in pursuit of occupation, and the officer who resigned with four counts of indecent exposure and three counts of molesting and disturbing. Both officers pled guilty to a misdemeanor of molesting and disturbing persons in pursuit of occupation. During the arbitration hearing the grievant testified he pled guilty to the molesting charges because he had harassed the female officer for allegedly drinking on the job, not because he exposed himself to her.

The Employer ultimately discharged the grievant and a grievance was filed. The arbitration hearing was held on February 16, 2007.

The arbitrator believed the key issue in this case was the credibility of the female officer's testimony. "Because

by Cherelyn Dunlap, Labor Representative the grievant could not "recall" exposing himself to the female officer, the grievant raised no possible mitigation factor (e.g., a sexual disorder for which he was receiving treatment) if the female officer's testimony were true." The Arbitrator had difficulty lending credibility toward the grievant believing a person would recall whether or not they exposed themselves to someone. Additionally, the grievant denied the other male officer exposed himself, while it was the Arbitrator's opinion he had. The Arbitrator also found that "the record failed to establish that she invented the incident. There was no evidence that she is delusional, or that she intended to destroy the grievant's career by maliciously slandering him. On this point, nothing in the record suggested that the grievant sued her for intentional tort or slander."

MCO argued that even if the grievant did act as the female officer testified, he was treated disparately. Other officers who committed misconduct related to their private parts were not discharged.

In response, the Arbitrator said "it's suffice to say that a corrections officer who commits a criminal act of exposure while on duty (as the grievant did) compounds his offense by falsely denying under oath that he had committed the act. When assessing whether discipline is excessive, arbitrators often consider the attitude of the employee. An admission of wrongdoing, an expression of remorse, or an offer of apology may lead to a finding that leniency was appropriate. By contrast, when an employee avoids responsibility for his actions, the arbitrator may be less inclined to overturn a serious penalty."

These reasons, coupled with the other officer resigning and pleading guilty to molesting, gave the female officer's version more credibility than the grievant's, and the Arbitrator ruled there was just cause for discharging the grievant.

MCO Memorial Bible Program

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

MCO MEMORIAL BIBLE REQUEST

MCO Member

Relationship to Deceased

Chapter, Chapter President

Deceased's Name

Deceased's Date of Death

Religious Preference

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
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Thomas Catterall, E-9	Cotton	Huron Valley/Scott	(517) 780-5000
Kirk Culik, E-9	Huron Valley Mens	Parr Highway	(517) 278-6942
Frank Lawson, E-9	Mound	Parnall	(517) 780-6000
William Olenchak, E-9	Oaks	Muskegon Area	(231) 723-8272
Richard Woichan, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
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Jason Scott Southwell, E-9	Newberry	Kinross/Chippewa/Hiawatha/Straits	(906) 293-6200
Debra Kelley, E-10	Huron Valley Womens	Parr Highway/Gus Harrison	(734) 434-5888
Michael Havens, E-8	Ojibway	Ionia/St. Louis/Saginaw/Carson City	(906) 787-2217
Montez Lee, E-9	Gus Harrison	HVM/Mound/Ryan/Scott	(517) 265-3900
Andrea Corey, E-9	Cotton	Parnall	(517) 780-5000
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Tonia Scott, E-9	Scott	Camp White Lake	(734) 459-7400
Christina Robison, E-10	Macomb	Thumb	(586) 749-4900
Gary Roberts, E-9	Camp White Lake	Camp Valley/HVM	(734) 459-7400
Tammara Corley, E-9	Tuscola Re-entry Center	Saginaw	(517) 335-5605
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"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT

PUBLIC WORK CREWS...

Before



After

REMAKE MICHIGAN



INSIDE THIS ISSUE

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PRESIDENTIAL PONDERINGS...

Temporary good news finally came when MCO was informed the Camp Manistique closure had been postponed. The key word here is



Joe Leahy

“postponed,” and while a date of October 20, 2007, has now been set, MCO will not give up on the fight. The argument is the same - it is bad public policy to close any prison. This will add more prisoners into our already overcrowded prisons, putting our safety in harm’s way and ultimately jeopardizing public safety as well. The picket that had been scheduled was postponed until August 31, 2007, while discussions with the Dept. continue.

No doubt this has been a very trying month for MCO members. Many lives have been disrupted and many face a future in limbo. I assure you we’re advocating from every angle to help minimize the adverse impact on members and to preserve your seniority rights under the contract.

A tentative date of September 10, 2007, has been given to start the move of RTP prisoners from RCF to MTU. On or around October 1st, the remainder of the prisoners from RCF will move to MR. All of this, though, hinges on a budget for 2007-2008. Minus a budget, the Department may not be able to re-open MR in time. Rumors have also started that a “continuing budget” is under consideration. This would mean an extension of the current FY ‘06-‘07 budget rather than coming to a new agreement for a ‘07-‘08 budget. If this were to happen, by virtue of MR not being in the current operating budget, it would not have funding in a “continued

UNION NEWS

budget” and thus not open on time.

While addressing the upcoming bargaining, the closure of Camp Manistique and the cancellation of Work Crews, I’ve also visited Camp Manistique, Scott Correctional and Deerfield for Arbitrations.

Bargaining for the next contract commences August 28, 2007. To say the least this bargaining session will be watched closely. Many in the Legislature have been outspoken in their beliefs that the Department of Corrections is a major factor in the state’s budget battle and they continue to make unfound allegations of us being overpaid and overstaffed. Attempts to address the Corrections budget through the early release of the elderly and medically fragile prisoner population and sentencing guideline changes have faced opposition and appear stalled.

For some of you, this will be the first contract bargaining you have gone through, for others it is old hat. MCO has gone over the bargaining surveys that were sent out to every member in the spring, compiling the data for use in the upcoming negotiations. Members expressed some of the standard concerns regarding retirement, health insurance and benefits and wages... but many also addressed more specific sections of the contract where they felt better language was needed. MCO’s bargaining team, comprised of the State Executive Board, will be using this member feedback and suggestions when they sit down at the bargaining table.

Negotiations are scheduled for several days a week, and normally take several weeks to complete. *con’t, pg. 4*

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 from the amputation.

Officer Dorothy Williams, HVM, got off of her midnight shift 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.

Officer Joe Leahy of the HVM won the light heavyweight division at the Michigan JR NPC bodybuilding show in June, qualifying for the national championships in Las Vegas.





UNION NEWS

11 YEAR OLD JOINS THE RANK AND FILE!



MCO Carson City Chapter President Officer Bruce Waldron presents Cody with an official Recognition Plaque and MCO apparel.

On July 12th officers and staff from Carson City and Boyer Road gathered to recognize a new honorary member of MCO and the MDOC. Cody Hunt, the son of CO Deon Hunt (DRF), who suffers from FOP - Fibrodysplasia Ossificans Progressiva - which turns his soft tissue such as tendons and muscles to bone, was given his dream of becoming a State of Michigan Corrections Officer like his dad.

Complete with a uniform shirt, name tag, and hat, Cody sure looked the part. MCO presented him with a Recognition Plaque, sweatshirt, and a whole host of MCO stuff. Cody even got to check out a perimeter vehicle.

The day was completed with a cookout to raise money for Cody and his family. When all was said and done, over \$2,500 was raised.



Welcome to
the ranks
Cody!



Officers from Carson City and Boyer Road, along with MCO State E-board member Ray Sholtz (SLF) and Vice President Andy Potter (MTU) joined in.



WORK CREWS' HANDIWORK

Before



...After



MANISTEE SHOP-WITH-A-COP ON THE JOB ALREADY!

Officers participated in the July 4th Parade in Manistee promoting the Shop-with-a-Cop program started last year by Officer McShane which was a great success, raising \$4,000 and helping 30 families in the area. By participating in the parade the officers highlighted what CO's and others can and are doing in their communities.

Pictured: (left to right) Officer Campbell and Officer McCollum of the Sheriff's Department, and Officers Bidleman, Olenizak, Bookheimer (ERT) and McShane (ERT) of the Oaks Correctional Facility. (front row) Cody McShane (right) with friend Tyler (left).



PONDERINGS... *con't*

We will keep the membership updated throughout the process in the KYI and on the web, however due to the nature of bargaining, these communications may not have the type of information you're hoping to see. During contract talks things change on a minute by minute basis, and often discussions continue into the night. Thus, were we to print an article, most likely by the time you receive it, it will no longer be accurate.

Some members have asked for a "game plan" of what MCO is going to ask for at the table. The Bargaining Team is going to do their best to represent MCO members, improve contract language and secure the best possible deal for you, taking all the information and suggestions submitted by the membership to do so. If we were to distribute a check list to you of specifics we planned to pursue in bargaining, it would inevitably end up in the hands of the Office of the State Employer. This would defeat the "negotiation" process and lessen our effectiveness at the table. While I know this may be frustrating, it is the only way to go about it. You don't see the complete UAW strategy for their negotiations printed anywhere - just like you won't see ours.

If the bargaining team reaches a tentative agreement with the State, you will, however, get a detailed Bargaining Summary at the conclusion of negotiations highlighting every change, at which point you will have the chance to cast your vote. The power ultimately rests with you. Please take this responsibility seriously and exercise your rights under the contract.

As always, stay safe...



ARBITRATION REPORT

20 DAY SUSPENSION REDUCED TO 7

After a daring escape, where 2 prisoners rode out of the Gus Harrison Correctional Facility after concealing themselves in a dumpster, the administration conducted an investigation aimed at placing blame on one corrections officer. Despite a long-term systemic breakdown in security and numerous staff err; at the end of the investigation one officer was suspended. At the disciplinary conference the Warden found the grievant guilty of two work rule violations and dismissed a third; he recommended a 7 day suspension. After Central Office review, the Department's Discipline Coordinator reinstated all three-work rule violations and raised the suspension

to 20 days. All other staff investigated received paper reprimands or no discipline at all. In justifying the length of the suspension, the employer relied on the fact that the prisoners, during their 20-minute run for freedom, took a local citizen hostage.

The union, during the hearing, argued several points but relied heavily on the theory that the 20 day suspension was arbitrary and without just cause. The Arbitrator agreed. He reduced the suspension to 7 days and found the grievant guilty of only two of the three work rule violations. The Arbitrator rationalized his decision stating:

The proofs demonstrate that the Warden was aware of at least all the facts that the Coordinator was aware of in this case. In addition, as the Institution

Head of the involved facility, the Warden was aware of policies and practices [not known to the Coordinator]. While the Coordinator is in a better position to determine appropriateness of penalties for proven offenses...she has not been shown to be in a superior position to judge the innocence or guilt of an employee of specific Work Rule violations at a specific facility.

Absent participation in the disciplinary process as well as a demonstration of superior knowledge to that of the Warden as to all the facts and circumstances...it is arbitrary for the Coordinator to simply overrule the Warden as to the innocence or guilt of a Corrections Officer in the performance of his or her duties.

The Grievant will be made whole for suspension days served in excess of

OFFICER REINSTATED

The Union was successful at a recent Arbitration hearing held at the Bellamy Creek Correctional Facility. **A Resident Unit Officer** charged with violating Work Rule #6 (Physical Contact), Work Rule #28 (Excessive Use of Force), and Work Rule #47 (Falsification of Documents) **was reinstated to his previous position without loss of seniority but without back pay or benefits. The discharge was reduced to a lengthy suspension.**

The facts, which follow, are largely undisputed.

According to the Grievant, on June 8, 2006, he instructed a level four inmate to remain in his cell unless he had a callout. Although the directive was quite clear, the inmate stepped up within six inches of his person, proceeded to argue, put his right hand on his chest

and pushed him. At approximately 1945 hours the Grievant wrote a Misconduct Ticket detailing the incident.

Later that day the Grievant was called to the Lieutenant's office and asked to review the surveillance tape and explain the inconsistencies between what can be seen on tape and what was actually reported on the Misconduct. However, when the Grievant arrived the Lieutenant observed that he was noticeably quite ill. Health Care as well as an ambulance was then contacted.

Familiar with healthcare services the Grievant declined the medical intervention and was sent home pending investigation.

Subsequently, when the matter was reviewed with the Grievant he was shown the surveillance tape. He agreed that the tape did not support his

issuance of the ticket or his memory of the incident and asked to have the ticket rescinded.

Although forthcoming, the Grievant was charged with violating numerous work rules. Moreover, following a disciplinary conference, on August 24, 2006, the Grievant was dismissed from state service.

In his discussion the Arbitrator agreed with the Employer's assertion that the charges were serious in nature and warranted a substantial penalty. Notwithstanding, the Arbitrator ruled in favor of the Union recognizing the Grievant's long-term employment (eighteen years), spotless disciplinary record and apparent illness, as each overwhelmingly persuasive.



STATE BUDGET STILL NOT REACHED

As the Legislature returns from a series of summer breaks, it comes as no surprise that there is still no agreement on a FY '07-'08 budget. Legislative leaders say they are hoping for a decision by the end of September - a good goal given October 1st starts the new fiscal year.

Both Houses are finally moving the budget proposals they've originated - despite a projected shortfall of approximately \$1.7B - however they have yet to vote or come to an agreement on any budgets as a whole.

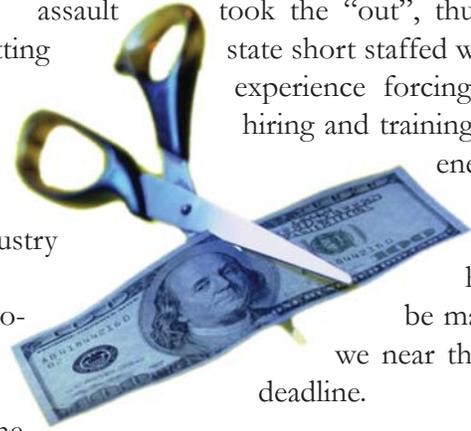
At this point there are rumors of a "continuing budget" being passed or even of a possible government shut-down, both of which are problematic for the MDOC.

Corrections continues to take hits, particularly in the form of attacks by the Senate Majority, and more specifically Majority Leader Mike Bishop(R). Bishop's most recent assault comes in the hope of getting \$109M in pay concessions - *from Department of Corrections employees.* Bishop says it will bring our pay more in line with the industry standard.

In addition, SB689, introduced by Bishop, would allow for an early retirement for state employees, much like the one offered under Engler in 2002. His plan claims a potential savings for the state of \$200M, however, as is often the

case, this "early out" does not include covered positions or conservation officers. And, during Engler's "early-out", more employees than expected took the "out", thus leaving the state short staffed with a drain of experience forcing a round of hiring and training - which lessened the overall savings.

Decisions, however, must be made quickly as we near the October 1st deadline.



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MCO MEMORIAL BIBLE REQUEST

MCO Member _____

Relationship to Deceased _____

Chapter, Chapter President _____

Deceased's Name _____

Deceased's Date of Death _____

Religious Preference _____

OFFICERS FIND DIVER

Officers Matt & Kelly Robertson, Pine River, were off duty and taking in a recreational scuba dive on a wreck in Traverse City July 25th when they came across a pair of fins floating in the water. At first they thought it was somebody's poor idea for a buoy, however their discovery was not so funny.

The Robertsons swam the diver to shore, called 911, and made resuscitation attempts while waiting for the EMS. It is believed, however, that the solo diver, Edward Paulson, 51, had been dead for several hours.

SCOTT CORRECTIONAL SOFTBALL TEAM WINS PLAYOFFS

The Co-Ed Softball Team, coached by Officers M. Sullivan and M. Brown, came back from a rough season record to win the Championship with a one game elimination on July 31st.

Kudos go out to Officers Caldwell, Walton, C. Andrews, M. Sullivan, Jackson, M. Brown, Hamilton, Gist, Oakley, Reeves, Swift, Muller, Coleman, Harding, Stroh, Lileton, Prince, Brunson, George and RN Howell, Rec. Sup. Hawkins and Sgt. Reno for a job well done.

The support by fellow co-workers and the camaraderie amongst team members is great to see!

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AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



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Debra Kelley, E-10	Huron Valley Womens	Parr Highway/Gus Harrison	(734) 572-8786
Montez Lee, E-9	Gus Harrison	HVM/Mound/Ryan/Scott	(517) 265-3900
Andrea Corey, E-9	Cotton	Parnall	(517) 780-5000
Christopher Bourne, E-10	Oaks	Pugsley	(231) 723-8272
Cortney Stempek, E-9	Mid-Michigan	Saginaw/Standish	(989) 681-4361
Anthony Randle, E-9	Parnall	Mound	(517) 780-6000
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Michael Guerin, *Saginaw Correctional*

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Ralph Golidy, *Scott Facility*

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Editor - Sacha Crowley



MCO REPORT



MCO officials and members speak out against a proposed rule to override state employee contracts at the Civil Service Commission Meeting on Friday, September 28, 2007.

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PRESIDENTIAL PONDERINGS...

We've been holding off on going to print with this issue in the hopes that we could announce a state budget agreement and provide you with all the details.



After a 5 hour shutdown early in the morning on October 1st, state lawmakers passed new tax revenue bills and Granholm signed a continuation budget. (see related article pg. 3)

Corrections and Forensic Officers are continually being singled out as over paid, overstaffed, and having inflated benefits by Senators and other Legislators - most of whom have never stepped foot inside a Michigan Prison. Senate Republicans are lobbying for privatization of mental health, food service areas and transportation, in additions to changing how overtime is calculated and more.

Many of you have asked how bargaining is going... one word... SLOW.

UNION NEWS

While we continue to meet regularly, and have been addressing contractual language that we would like changed, the "economics" are a different story. The budget dilemma sure has slowed the bargaining process for MCO and for the other unions currently in contract negotiations with the state. The Bargaining Team is working endlessly to try to secure the best contract we can for the members and we hope that in the near future we will be able to report some economic progress.

Chapter Elections are wrapping up. I'd like to welcome the new leaders and I look forward to working with you in the coming years. I encourage the members to support the efforts of those individuals you have chosen to represent you in these challenging times.

I would like to thank those officers who served the previous two years and committed so much of their time to their fellow brothers and sisters.

Central Conference is coming up on October 23, 2007. In addition, first time newly elected Presidents will have orientation

training on Oct. 22nd and Chief Stewards on Oct. 24th at the MCO Central Office. Shift steward training will commence later this year or early next.

MCO is arranging regional meetings with RPA's and chapter presidents to discuss unresolved issues at the chapters.

Software updates and content issues have slowed our transition to a new website, however we are getting closer and hope to switch over no later than the end of the year. The website continues to expand with new discounts for MCO members (arranged by Treasurer Bill Henderson), online tools to change your address, research arbitrations, and more. After months of promoting the use of the website to stay informed, I was surprised and somewhat angered when some indicated they did not know about the Civil Service Protest! These calls to action are always printed in the KYI and/or Special Bulletins, sent out via e-mail to all subscribed members, posted on our website and mailed to chapter leaders to be posted on union bulletin boards. Information equals unity equals strength...and we need it now more than ever guys!

I'm pretty much anchored to the office during contract negotiations, but did attend the picket at CMQ, MTU (dayshift and met with the chapter president and Warden - the RTP unit is up and running very smoothly speaking volumes for the administration and the MTU officers.) I toured

con't pg. 6



MCO Bargaining Team

Representatives from both sides continue to meet on a regular basis, but without a state budget, the economics just can't move forward.



OSE and MDOC Officials



UNION VIEWS

BUDGET SOLUTION?

Dear MCO:

I want to thank each and every one of you (Mel, Larry, Jim, Andy, Tom and Sacha) for taking the long trip to Manistique. I know saving Camp Manistique may appear to be a long shot, however in Mel's words: "We will go down fighting!" It felt good to have someone on my side for a change, as opposed to the Director and her appointees telling us it's a done deal.

As of today Camp Manistique has now generated 97 GEDs for this fiscal year. This is more than any other facility in the State. Please keep in mind this is done with three teachers. Camp Manistique burns wood to heat its facility and water. Camp Manistique houses prisoners for \$17,000 a year, some facilities in the State are as high as \$33,000 a year. Camp Manistique has one of the most successful Substance Abuse Programs in the State. Camp Manistique is the only facility in the State that teaches Career Tech Education. Camp Manistique is one of the State's newest facilities, and one of the most efficient Facility the State owns! There is many things we do at Camp Manistique to contribute to the efficiency of the facility. We shut off lights, we regulate shower times, and we make sure prisoners do not waste things like toilet paper.

We have done our fair share at Camp Manistique to be fiscally responsible, however I believe those involved in closing us have not. The closing of Camp Manistique contradicts the mission of the MPRI Program, as most of programs MPRI suggests we have been doing all along. The Department claims this is a budgetary move, I suggest this is the State stepping over a dollar to save a dime.

I appreciate all the support from MCO Members from all around the State! There has been some Officers from around the State talking about a picket at the MDOC Headquarters. The picket would be regarding the opposed closing of Camp Manistique, and budget driven corrections at the safety of our Officers and putting the public at risk! I would encourage this, because if we don't stand up for something, we will fall for anything! Once again, thank you sincerely MCO for helping me with the Informational Picket to save Camp Manistique, and hopefully prevent the financial devastation to the Manistique Community.

Sincerely,

Paul Walker
RUO/CMQ

The State of Michigan government shut down for about 5 hours in the early morning hours of October 1st, but lawmakers succeeded in passing two revenue generating bills which were tie-bared to a continuation budget bill passed earlier in the day by both houses. Governor Granholm had indicated earlier in the week that she would only sign a continuation budget if the necessary revenues had also been secured. The state is now operating under a 30 day continuation budget to allow lawmakers to finalize expenditure details of the FY '07-'08 budget.

The bills, HB 5198 (to extend the state sales tax to some services), and HB 5194 (which raises the state income tax from 3.9% to 4.35%), both passed the Senate with a tie-breaking vote by Lt. Governor Cherry. These new revenues, along with over \$400M in cuts, and other reforms should lead to a balanced FY '07-'08 budget.

On Friday, state agencies were told that despite the Civil Service Commission's decision earlier that morning upholding "temporary layoff" language in union contracts, they were to prepare for a Monday shutdown - 35,000 state employees were given layoff notices. Some officers were told that they would not be paid for any sick or annual leave during the shutdown. MCO immediately filed an "et. al" grievance regarding the leave credit issue as well as a grievance for those who received lay-off notices.

We will keep you informed of the progress and any reparations.

REMINDER: RAISE & DUES ADJUSTMENT

MCO's bylaws direct that membership dues adjustments correspond to wage increases.

Thus, in conjunction with the 2% wage increase, member dues were adjusted accordingly from \$20.93 to \$21.35 effective October 1, 2007.



OFFICERS CALL ON LAWMAKERS TO FIX BUDGET, SAVE MANISTIQUE



Officers and staff of Camp Manistique, MCO officials and staff, as well as officers from around the UP gathered in downtown Manistique on August 31st to protest the closure of Camp Manistique and the failure of the legislature to come to a FY '07-'08 budget agreement.



above (l to r) MCO Executive Director Mel Grieshaber, Representative Steven Lindberg, Marty Fittante from Representative Tom Casperson's office, RUO Paul Walker of Camp Manistique and MCO President Tom Tylutki talk during the picket.

CLOSER TO HOME TRANSFER WINDOW TO OPEN

October 1-31st is the open window period for Closer-to-Home Transfers. If you are interested in placing your name on the list, you must submit a letter indicating your name, address, telephone, classification, current facility, and desired facility.

In order to be eligible for a Closer-to-Home Transfer, you must meet the following requirements:

- You cannot have any current discipline.
- You cannot be a probationary employee.
- Your desired facility must be within a 40-mile radius of your home.
- You cannot have transferred voluntarily in the 12 months prior to your application date.

Please mail or fax your letter to: Michigan Corrections Organization
Attn: Cherelyn Dunlap
Labor Relations Representative
421 W. Kalamazoo St.
Lansing, MI 48933
Fax #: (517) 485-3319

MCO will not accept any letters received before October 1 or after October 31, 2007. 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.



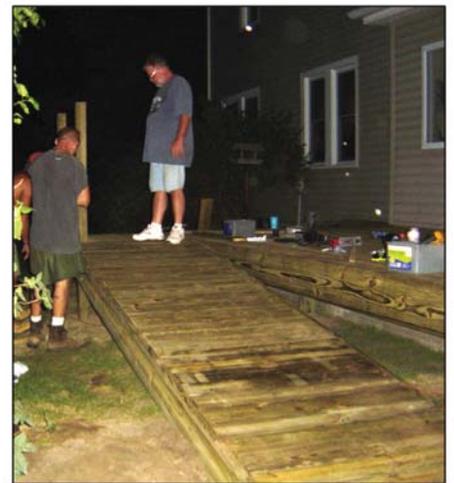
OFFICERS HELPING OFFICERS



Brother James and daughter Sara help out!

Officers from the Cotton Correctional Facility joined forces on August 15, 2007, to build a new accessible ramp at Officer Madery's house. Officer Madery is recovering from a July 24th motorcycle accident while on his way to work, which resulted in the loss of his left leg just above the knee.

Our thoughts go out to Officer Madery and his family during his recovery...and to the great efforts of his friends and fellow brothers and sisters of MCO for going the extra mile for each other.



After a Hard Days Work, Officer Madery has a new accessible entrance for his home.



PRESIDENTIAL PONDERINGS,

con't from pg. 2

Camp Lehman (1st & 2nd), Kinross (2nd), Straits (1st shift and met with some 2nd shift officers in the lobby), Hiawatha (2nd), and Chippewa (1st and Labor Management).

I feel obligated to say a few words about URF's Labor Management. In less than an hour, 12-13 items were discussed - including add on's to the agenda - and all were resolved. Kudo's to Warden Sherry and crew and Cecil and crew for working together to make everyone safer and URF a more efficient place to work.

I've fielded many calls from members regarding the officer at Newberry. Make no mistake about it, on 3rd shift, August 30th, we were seconds away from a tragic ending. I've spoken with her and she is recuperating and in good spirits and thanks all those who've shared their concern.

As soon as bargaining is concluded I will resume facility tours. Be careful, Be vigilant, See you soon inside the wire!

MAKE MENTAL HEALTH SCREENINGS PART OF YOUR HEALTHY LIFESTYLE

Employee Service Program

Whether for heart disease, anxiety, high blood pressure, diabetes or depression, health screenings provide a quick and easy way to spot the first signs of serious illness. Often available online or over the phone, screenings are fast, anonymous and informative. Clinical depression is a common medical illness affecting more than 19 million American adults each year. Like screenings for other illnesses, depression screenings are a valuable part of preventive healthcare. People suffering from depression often experience some of these key symptoms:

- ✓ A persistent sad, anxious or "empty" mood.
- ✓ Sleeping too little, early morning awakening, or sleeping too much.
- ✓ Reduced appetite and weight loss, or increased appetite and weight gain.
- ✓ Loss of interest or pleasure in activities once enjoyed.
- ✓ Restlessness or irritability.
- ✓ Difficulty concentrating, remembering or making decisions.
- ✓ Fatigue or loss of energy.
- ✓ Thoughts of death or suicide.

National Depression Screening Day is Thursday, October 11. National Depression Screening day is designed to call attention to the illness of depression on a national level, educate the public about its symptoms and effective treatments, offer individuals the opportunity to be screened for depression, and connect those in need of treatment to the mental health care system. Since 1997, the State of Michigan Employee Service Program has participated in this effort by sponsoring a year-round, 24 hour per day screening program for depression as well as for other health concerns. You can complete a screening online, by going to the Employee Service Program website, www.michigan.gov/esp and following the links to the Interactive Screening Program. You may also complete an assessment for either alcohol or depression telephonically by calling 1-800-887-5676 and using your touch-tone keypad to respond to the pre-recorded questions. Screenings are not a professional diagnosis. Screenings point out the presence or absence of depressive symptoms and provide referral information for further evaluation if needed. You may also contact the Employee Service Program by calling 1- 517-373-7630 or 1-800-521-1377, if you would like to schedule a confidential appointment with one of our professional counselors.

MCO Memorial Bible Program

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

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

MCO MEMORIAL BIBLE REQUEST

_____ MCO Member

_____ Relationship to Deceased

_____ Chapter, Chapter President

_____ Deceased's Name

_____ Deceased's Date of Death

_____ Religious Preference

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Mark Horsley, E-9	Brooks	Baldwin TRV	(231) 773-9200
James Berry, E-10	Lakeland	Cotton/Cooper Street	(517) 278-6942
Thomas Catterall, E-9	Cotton	Huron Valley/Scott	(517) 780-5000
Kirk Culik, E-9	Huron Valley Mens	Parr Highway	(734) 572-9892
Frank Lawson, E-9	Mound	Parnall	(313) 368-8300
William Olenchak, E-9	Oaks	Muskegon Area	(231) 723-8272
Richard Woichan, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Michael Carroll, E-9	Cotton	Bellamy Creek/I-Max	(517) 780-5000
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV/Puglsey/GR Center	(231) 773-1122
Debra Kelley, E-10	Huron Valley Womens	Parr Highway/Gus Harrison	(734) 572-8786
Montez Lee, E-9	Gus Harrison	HVM/Mound/Ryan/Scott	(517) 265-3900
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MCO REPORT



CENTRAL COMMITTEE DELEGATES BEING SWORN IN - OCTOBER 23,2007



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PRESIDENTIAL PONDERINGS...

Most of you should have heard by now that we have a tentative contract agreement that was reached the evening of October 25th. The agreement was authorized by the Bargaining Team, made up of the State Executive Board, and will now go out to the membership for a ratification vote. The Bargaining Team knew this would be a challenging endeavor falling on the heels of a state budget shut down and bad economic times. We struggled, and while the gains may not be what we had hoped for, in the end we were able to maintain many benefits other state employees and fellow correctional officers around the nation don't enjoy. Those benefits were under specific attack during negotiations. We preserved our Uniform Allowance and Max Pay, protected the membership from crossing Worksite Lines, and ensured Annual, Comp, and BLT continue to count as hours when calculating overtime. We also received a guarantee the state would not impose an unpaid lunch like the concession proposals threatened to do some years ago.



Tom Fuchs

We were unable, however, to hold status quo in Health Care which was a goal of the Bargaining Team and one of the reasons we spent tens of thousands of dollars on attorneys preparing for impasse.

A complete contract summary will be mailed to all members including a ratification ballot and voting instructions. We are sending this out with a recommendation for a "YES" vote. Time is of the essence so a quick return of your ballot is necessary so that the contract, if approved by the membership, can be approved by the

UNION NEWS

Civil Service Commission at its meeting on December 5th.

Central Conference, President and Chief Steward orientation has been concluded as well as bargaining which have all had me tied to the office. I will resume touring very shortly, ensuring that the concerns of members can be addressed directly with me.

Camp Manistique has now been closed and as of October 20th all officers have been placed at other institutions, most going to Alger Max and Newberry.

As we speak JMF is in the final stages of being closed, with the inmates projected to be moved out the first week of November. MCO and the Department are currently working to place all the affected officers and at this time we believe there will be no layoffs from the Jackson closure.

The move from Riverside to the old MR facility is right around the corner. MCO Central Office was very successful arguing for additional officers at the new location and have gone from displacing 60 officers to every member being able to move from RCF to MR.

The Department has formed a Committee to implement a tobacco free policy for state prisons. Andy Potter has been appointed to serve on this Committee with directions from the State Executive Board to try to minimize the impact for those bargaining unit members who may be affected.

The Uniform Committee is meeting in December with Director Caruso. The Committee will make its final recommendations and those that are adopted by the Department will be implemented in phases over the next couple of years as current stocks are depleted.

Many Level I's have started the dan-

gerous 8-in-a-cube housing. MCO was successful in advocating for a 2nd housing CO on 3rd shift and a yard officer on 1st and 2nd to try to help minimize the impact.

As of this writing it looks like the state has come to a budget agreement in the 11th hour before another state shut down. Even with the agreement, we are still battling the notion of privatizing transportation, food service and mental health services. As we know, it jeopardizes the safety and security of the institution and is the start of the race to the bottom. Updates will appear on our web-site. Stay in touch and informed.

Being under attack and under a constant microscope it is important - now more than ever - to remain professional on and off the job. We all know we are doing more with less. When there is unusual activity in the unit that takes you away from daily functions like rounds, log why and inform your Supervisor. Otherwise, continue regular rounds, be aware of unusual activity, know where your partner is and watch each others back! See you soon inside the wire.

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.



UNION VIEWS

OFFICERS LEADING THE WAY

Officer Leonard Brown, of the Riverside Correctional Facility saved the life of a drowning boy while enjoying the Labor Day weekend at Stony Lakeside Beach Park. RUO Brown noticed a troubled mom pull her unresponsive 5 yr. old boy out of the water. He immediately responded and administered CPR to the child who had blue lips and was not breathing. The boy, Steven, was released from the hospital after only three hours and appeared that night on the evening news saying, "Thank you so much for helping me."

Officer Robb MacKenzie, of the Baraga Max Correctional Facility, rode his bike again this year from the Capitol in Lansing to the Capitol in Washington DC raising awareness for Dads of Michigan.

NOTE - MCO would like to thank the Pugsley Correctional Facility, and Officer Strange in particular, who supplied the exceptional photos of the Work Crew Projects that were featured in the September issue of the MCO Report. The before and after photos are proof positive that pictures speak a thousand words for what this program does for the State of Michigan.

NOTE - Officer T. Grant should have been included as a member of the winning Scott co-ed softball team in the September 2007 MCO Report.

SEIU PRESIDENTIAL ENDORSEMENTS *To Each State Its Own*

As you know, SEIU established certain criteria for each presidential candidate (Republican and Democrat alike) to meet in order to be considered for SEIU endorsement. Candidates were to submit a basic plan on how they would deal with health care in the United States, answer a questionnaire, attend the September SEIU Political Action Conference, and participate in the well publicized "Walk A Day in My Shoes" program where the candidates spent a day in the life of a SEIU Member - from eating breakfast with them and their family in the morning through their daily routine on the job.

As you know, SEIU split from the AFL-CIO and formed the Change To Win Federation in 2005 in part because it wanted greater freedom in the political process to support candidates who supported working family issues, regardless of political affiliation and as such has aggressively pursued Republican candidates. Earlier this year SEIU established the SEIU Republican Members Advisory Committee (of whom our own Andy Potter is a member) who met with several of the candidates some months ago. It should be noted, however, that while a couple candidates did meet with the Committee, ***NO Republican Candidates completed the other criteria necessary for SEIU Endorsement consideration.*** In contrast, ***ALL Democratic candidates did.***

This year, for the first time in our recollection, SEIU did not make a nationwide presidential endorsement. Instead, it is leaving it up to the individual states. This will result, for instance, SEIU endorsing Obama in one state, and Clinton in another.

Here in Michigan there are five SEIU locals. Of those, three supported John Edwards, one is in a voluntary trusteeship and thus cannot vote, and the fifth (MCO) abstained from voting. MCO felt that because we did not have time, due to bargaining and closures, to feel out the membership and union leaders on a preferred candidate. It would be inappropriate to take a position. As a result, a greater than 2/3's vote in Michigan lined up behind Edwards, and so the SEIU Michigan State Council is on record as endorsing John Edwards.

Other states where SEIU has endorsed Edwards include Iowa, California, Washington, Idaho, Montana, Minnesota, West Virginia, Ohio and Oregon, representing close to 1 million SEIU union members.

Note: No MCO or SEIU funds can be contributed to any candidate's campaign. Under law, any union donations must be made with voluntary member contributions to the organization's COPE/PAC fund.



PRESIDENT & CHIEF STEWARD TRAINING



Nearly 50 newly elected Chief Stewards and Presidents gathered at MCO Central for training related to their new positions. MCO Labor Relations Representatives Tangee Laza, John Bowers, Randy Eicher, Cherelyn Dunlap, and Jeff Foldie as well as MCO State President Tom Tylutki, Vice President Andy Potter and Executive Director Mel Grieshaber made presentations.

Topics covered included Grievance Procedures, Labor Management Meetings, ULP's, Drug Testing, Workers Compensation, Long Term Disability and more. Attendees were also provided Resource Manuals and other tools to assist them with their duties as union officials.

Training feedback indicated it was very successful. MCO plans to extend the training to Shift Stewards by late this year or early next.



ARBITRATION REPORT

by: John Bowers, Labor Relations Representative

In a recent arbitration case, the Union was successful in getting a 3-day suspension reduced to a 1-day suspension and the grievant made whole for two days. The issue revolved around Work Rule #10, Insubordination and disregard for authority.

In this matter, the Grievant was a rover in one of Scott Facility's housing units. During the lunch mealtime, the Grievant accompanied her unit to the chow hall and stayed while they ate. After eating, her duties included random shakedowns. While performing these duties, the Food Service Sergeant asked if she would stay due to a lack of staff, and help with the incoming units. The Grievant complied with the order, placing a pair of disposable gloves on to begin shaking prisoners down. Since she was told to conduct shakedowns she attempted to place a call to inform her Unit she would be late returning while doing these extra duties. The Grievant indicates the Sergeant walked by and asked in a loud and abusive manner who she was talking to and to give her the phone. The Grievant did not disclose who was on the other end and simply hung up. The Sergeant then ordered the Grievant to report to the control center.

An investigation ensued and the Grievant was charged with and found guilty of work rule #10, class I insubordination. Specifically, the Employer believed she displayed disregard for authority by placing a telephone call after being directed to conduct shakedowns, and by refusing to answer the supervisor's question as to whom she was speaking with.

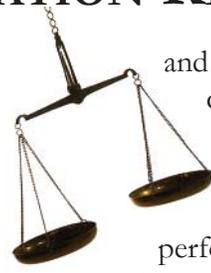
The Union believed the Grievant was following the directive given by

Sergeant and did not refuse to conduct shakedown. In fact, she placed gloves on to perform the task. As a corrections officer, the Union argued, the Grievant has an obligation to maintain the safety and security of the facility. Her attempt to contact the unit where she was assigned was not an act of insubordination. Her actions were those of an officer trying to do the responsible thing by alerting her unit as to her whereabouts. The Union also challenged the Arbitrator for a more precise definition of "disregard for authority" as it pertained to Work Rule #10.

The Employer argued that the Grievant was insubordinate because she did not attempt to shake down prisoners and showed disregard for authority by not telling the Sergeant to whom she was speaking to on the phone. The arbitrator accepted one of the Union's arguments but not the other. The arbitrator believed the Grievant when she stated she was ready to perform shakedowns by her placing the disposable gloves on in preparation. However, the arbitrator found the Grievant guilty of disregard for authority. Some of his language may be helpful for future issues that may arise given similar circumstances. He writes in his opinion:

The general rule regarding insubordinate refusal of a superior's lawful order is firmly established and well stated in Sperry Rand Corporation, 51 LA 709, 710-711 (1968): 4

"... if management directs an employee to perform an assignment. .. is [Grievant] privi-



leged to refuse such assignment? .. [T]he vast body of arbitral awards are decidedly contrary to such course of action. Every knowledgeable arbitrator ... would castigate such refusal ... The rule is ... firmly established that employees are required to perform the assignment and then resort to the grievance procedure."

Various other arbitrators have written about what constitutes insubordination. Stessin in his book Employee Discipline, (BNA Inc., 1960 at page 14), points out:

"Such refusal may be by words or action. Insubordination by action may be more difficult to prove that its expression through words but once it is clear that there is a deliberate refusal to do the task requested, Management's right to discipline is clear. (emphasis supplied)."

Hill and Sinicropi in Management Rights, BNA Books, Arbitration Series, 1986, Bureau Of National Affairs, Washington, D.C., states in pertinent part at page 506-507:

"The mere failure of an employee to carry out an order is generally not considered insubordination although an arbitrator may conclude that such action is insubordination if coupled with other facts ..." (emphasis supplied).

Hill and Sinicropi quote arbitrator Nelson in Consolidated Coal Co., 77 LA 927, 932 (1981) as follows:

"It is important to distinguish between failure to carry out an order and insubordination. Insubordination involves a refusal to carry out an order-a positive act of defiance while failure to carry out an order involves no refusal but simply neglect in not performing an order or not carrying out the order in a satisfactory manner without any positive act of defiance."

Hill and Sinicropi continue, summarizing with approval, Arbitrator Nelson's 3 requirements for finding insubordination as follows:

"(1) the company must demonstrate
continued, pg.6



IT'S THAT TIME OF YEAR AGAIN!

SCHOLARSHIP OPPORTUNITIES KICK OFF WITH UNION PLUS

The Union Plus Scholarship Program, which has awarded more than \$2.4M since 1992, has started accepting applications for the 2008-2009 academic year. All current and retired members plus their spouses and their dependent children can apply for a Union Plus Scholarship, which is part of what makes this particular scholarship so beneficial.

The program is open to those students attending or planning to attend a college or university, community college, technical college or a trade school.

Applications are evaluated according to academic ability, social awareness, financial need and appreciation of labor by a committee of impartial post secondary educators.

Union Plus scholarships range from \$500 to \$4,000, and are a one-time cash award. Winners will be selected and announced by late March 2008.

Applications can be downloaded from the Union Plus website listed to the right, through a link on MCO's website at www.mco-seiu.org, or you can request a paper copy by contacting MCO Central at (517) 485-3310 or (800) 451-4878 and ask for Sacha.

Don't delay! All applications must be postmarked by January 31, 2008.



Did You Know? Scholarship Program



Do you want to go to college or help send your kids to college? Union Plus offers a variety of scholarships to make continuing education more affordable to you. We also provide access to hundreds of other union related scholarships. For instant access, all you have to do is visit www.UnionPlus.org/Scholarships.

MCO Memorial Bible Program

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

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

MCO MEMORIAL BIBLE REQUEST

MCO Member _____

Relationship to Deceased _____

Chapter, Chapter President _____

Deceased's Name _____

Deceased's Date of Death _____

Religious Preference _____

ARBITRATION REPORT (CON'T)

that the instructions were clear and that the grievant understood the directives; (2) the instructions must be understood as an order, not just a request; and (3) the individual must understand the penalty that may be imposed for being insubordinate. (emphasis supplied). Even when the three requirements are satisfied, the grievant's work record and length of service may still operate to reduce the penalty imposed by management."

The Arbitrator therefore granted the grievance with respect to the fact that the Grievant did not comply with the Sergeant's order to conduct a shakedown. With respect to Grievant's response to the Sergeant's inquiry as to whom she was talking to on the telephone the Arbitrator found that the Sergeant's

inquiry was not a casual question. He state the Sergeant's question was within her authority during work time and Grievant was not privileged to refuse to respond.

Given the Grievant's excellent work record, the arbitrator reduced the 3-day suspension to a 1-day and made her whole for the 2 days.

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
James Berry, E-10	Lakeland	Cotton/Cooper Street	(517) 278-6942
Thomas Catterall, E-9	Cotton	Huron Valley/Scott	(517) 780-5000
Kirk Culik, E-9	Huron Valley Mens	Parr Highway	(734) 572-9892
Frank Lawson, E-9	Mound	Parnall	(313) 368-8300
William Olenchak, E-9	Oaks	Muskegon Area	(231) 723-8272
Richard Woichan, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Michael Carroll, E-9	Cotton	Bellamy Creek/I-Max	(517) 780-5000
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV/Puglsley/GR Center	(231) 773-1122
Debra Kelley, E-10	Huron Valley Womens	Parr Highway/Gus Harrison	(734) 572-8786
Montez Lee, E-9	Gus Harrison	HVM/Mound/Ryan/Scott	(517) 265-3900
Andrea Corey, E-9	Cotton	Parnall	(517) 780-5000
Christopher Bourne, E-10	Oaks	Pugsley	(231) 723-8272
Cortney Stempek, E-9	Mid-Michigan	Saginaw/Standish	(989) 681-4361
Anthony Randle, E-9	Parnall	Mound	(517) 780-6000
Marcy Olney, E-9	Lakeland	JCS/JCF/RGC/SMT/JMF	(517) 278-6942
Ralph Powell Jr., E-9	Muskegon	Pugsley	(231) 773-3201
Lacey O'Connor, E-9	Lakeland	Cooper St./Parnall/Southern MI	(517) 278-6942
Wendy Weiner, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Kenneth Phillips, E-10	Oaks	Baldwin TRV	(231) 723-8272
Jonathan Josling, E-9	Parnall	Thumb	(517) 780-6000
Tonia Scott, E-9	Scott	Camp White Lake	(734) 459-7400
Christina Robison, E-10	Macomb	Thumb	(586) 749-4900
Gary Roberts, E-9	Camp White Lake	Camp Valley/HVM	(248) 625-6688
Tammara Corley, E-9	Tuscola Re-entry Center	Saginaw	(517) 335-5605
Pamela Wilson, E-10	Camp White Lake	Scott	(248) 625-6688
Jesse Patterson, Jr., E-9	Macomb	Mound/Ryan	(586) 749-4900
Steve Gaitan, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Robert Worsley, E-8	Boyer Road	Saginaw	(989) 584-3941
Lamont Jones, E-8	Boyer Road	Thumb	(989) 584-3941
Amber Bates, E-9	Scott	TCF/MRF/Camp White Lake	(734) 459-7400
Sherry Lyn, E-10	Mound	Camp White Lake/MRF/HVM/WHV	(313) 368-8300
Rodney McFarland, E-9	Cotton	Saginaw	(517) 780-5000
Jack Gordon, E-9	Macomb	Mound/Ryan	(586) 749-4900
Michael Charbonneau, E-9	Boyer Road	Saginaw/Pine River/Standish Max	(989) 584-3941
Jeanine Magee, E-10	Lakeland	Ryan/Mound/Macomb	(517) 278-6942
Andres Trejo, E-9	Riverside	Gus Harrison/Adrian/Lakeland/Pugsley	(616) 527-0110
Robert Morris, E-8	Cotton	Thumb/Saginaw	(517) 780-5000
Mary Simms, E-8	Macomb	Thumb	(586)749-4900
Kendra Patillo, E-10	Huron Valley Womens	Ryan	(734) 572-8786
Pamela Ballard, E-10	Camp Lehman	Pugsley	(989) 348-8101

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Lansing, MI 48933

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MCO's 24-HOUR ANSWERING SERVICE

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

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Matthew Schwing, *West Shoreline*

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

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

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

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

Editor - Sacha Crowley



MCO REPORT



BALLOT COUNT DAY - DECEMBER 3, 2007



INSIDE THIS ISSUE

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PRESIDENTIAL PONDERINGS...

On December 3, 2007, the rank and file voted down the Tentative Contract Agreement. A breakdown by chapter of the votes can be found on pg. 7.



MCO faced a critical fight before the Impasse Panel on December 14th, where wages, benefits and contract specific language gained in MCO's history was threatened. Attorneys and experts, retained by MCO, assisted us in continuing on with arguments MCO began during bargaining. The Impasse Panel will make a recommendation to the Civil Service Commission, who meets on December 19th. This issue of the MCO Report was delayed in print awaiting the CSC's decision (see box below). In the coming days and weeks we will provide greater detail through KYT's, Special Bulletins, and more. As you may recall, earlier this year MCO fought off another attack on our contract when the Employer tried to change the layoff procedures and increase the number of temporary layoff days. With the help of many members picketing in front of the Civil Service we stood together and were victorious. Once again we're asking you, whether you voted YES, NO, or didn't vote, to stand together, united, as MCO.

MSEA and AFSCME, representing an additional 7500 state employees also voted down their contracts.

The move from Riverside to the Michigan Reformatory has been completed and the transition went very smoothly. The officers at Riverside have dealt with many different prisoner populations over the years and they along with the Administration used this experience

UNION NEWS

to handle this dangerous task with the utmost of safety in mind. I've just concluded my first tour of the facility now that it is operational with just a few issues for MCO to continue monitoring.

The Forensic Center continues to operate 40 officers short and was victim to a recent escape. MCO met with the Facility Administration who cited they were in dire need

of more officers. According to facility Director Meyer, the Forensic Center is in a very bad state and officers' safety as well as the public's is in jeopardy. A letter, citing all the security issues and staffing challenges, was sent to the DCH Director and Governor's offices as well as key legislators. A response was received from Representative Kathy Angerer's (D) Office, however nothing from Senator Randy Richardville's (R). The on duty officers, according to the CFP Administration, noticed the activity immediately and did a great job.

Camp Ottawa also had an escape. The Camp is working short because of a C/O filling in for food service. The prisoner involved was recently waived down from a Level II to a secure Level I and transferred in from OCF - despite 2 escape attempts on a previous bit. The prisoner got over the fence, however the Control Center officer, Officer Mann, noticed it immediately and came within seconds of grabbing the prisoner's leg as he was scaling the fence. The prisoner, who sustained injuries from the razor wire, was apprehended due to the quick actions of Officers Mann, Duberville

and Schram at Camp Ottawa.

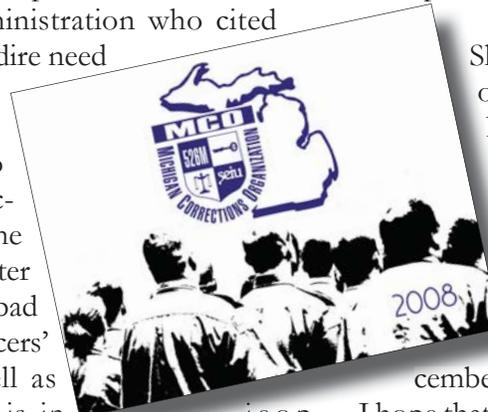
Three academies will start in January to help ease the staffing shortages. The academies will be held in Baraga, Kinross and Lansing and will be comprised of mostly female officers to staff Scott, Huron Valley Womens, Camp Valley and Camp White Lake.

MCO will be conducting a Shift Steward Training program on January 16th for the Upper Peninsula in Newberry. The space will be limited and more information regarding those who will be eligible to attend will be forthcoming.

MCO Holiday packages went into the mail on December 1st with your 2008 calendars. I hope that they find you well. They take some time to get out to all members statewide so give it a few weeks before contacting us for any replacements.

I've visited Carson City (1st), Michigan Reformatory (1st), Huron Valley Womens (1st and 2nd), Macomb (1st and 2nd), I-Max (1st), and the Grand Rapids Corrections Center to discuss the closure of the worksite. Until next month be safe, be vigilant, be careful.

See you soon inside the wire.



CONTRACT UPDATE!

Civil Service Commission at its December 19, 2007 meeting accepted the Impasse Panel recommendations which in essence imposes the very contract that was voted down. For complete Tentative Agreement Contract Language, view it online at www.mco-seiu.org



UNION VIEWS

OFFICER CLIMBS MT. EVEREST FOR ST. JUDE'S

Officer Bill Stewart, 40, a corrections officer for the last 12 years from the Mound Correctional facility may well have just "climbed" his way into the Guinness Book of World Records. In all, Stewart climbed the equivalent of scaling Mt. Everest's peak nearly four times over, and all for the children of St. Jude's.

Stewart and his wife have been longtime supporters of the St. Jude Children's Hospital but decided to find a better way to contribute and raise awareness. So, on Saturday, November 17th, Stewart stepped onto a stair climbing machine set on a stage at the Warren Community Center. The event was video taped and other procedures followed to properly document the event for submission to Guinness officials in London.

Stewart was aiming to break two records in the Guinness category that measures "the greatest distance climbed on a climbing machine with a 40-pound pack by an individual in 1, 12 or 24 hours." Stewart climbed 100,900 feet in 12 hours, six minutes and 15 seconds. The current record is 98,425 feet. The other record was for greatest feet climbed in one hour, which Stewart appeared to beat by 6,451 feet, climbing 14,467 feet in one hour.

Despite all of the attention on setting a world record, Stewart's goal was for St. Jude's...to raise some money and awareness about the hospital and the more than 30 Michigan children who currently reside there. The Stewarts worked with local businesses to set up donation cans and when added to those received during the climb, they managed to raise \$950 for St. Jude. Stewart said support from family, friends and coworkers - particularly coworker Rich Chambers made it possible. Chambers helped out during Stewart's training, taped motivational messages onto the stair climbing machine and came to root him on after his 2 p.m. shift ended.

In Memoriam



Officer William E. Swanson,
56, of the Oaks Correctional Facility passed away on November 6, 2007.

Officer Swanson worked the midnight shift and had roughly 17.5 years with the state. He is survived by his wife Laura, and sons John and Eric.

ACADEMIES SCHEDULED

Three classes of new recruits will be hired in January of 2008.

Baraga - January 14, 2008
50 recruits

Kinross - January 15, 2008
90 recruits

Lansing - January 28, 2008
120 recruits



JACKSON RETURN RIGHTS

Any officer who moved out of the Jackson area in conjunction with the closure of the Southern Michigan Correctional Facility has 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.



TIS THE SEASON!

SCHOLARSHIPS ABOUND

December marks the launch of the SEIU Scholarship Application period for those entering or continuing in college for the 2008-2009 academic year.

SEIU offers 4 different types of scholarships, and complete details including a downloadable application form can be found by visiting our website (www.mco-seiu.org) and clicking on the icon that looks much like the image below. When you download the scholarship forms it will ask you for an "Access Key". This access key is on the website right next to the link for each particular scholarship form (i.e. SEIU, or SEIJJ).

The application deadline for SEIU Scholarships is March 1, 2008. For those without internet access, you can obtain a paper application by contacting Sacha at MCO (517) 485-3310.



DEADLINE REMINDER!

The Union Plus Scholarships that are available for MCO members are nearing the end of their application window.

All Union Plus Scholarship applications must be postmarked by January 31, 2008. Application forms can be downloaded from our website as well, from a link on the main page. Paper copies can be obtained by contacting MCO.

MCO SCHOLARSHIP PROGRAM

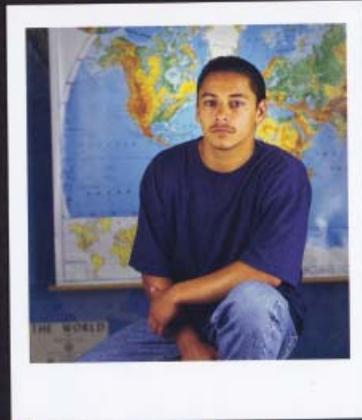
MCO also offers a Scholarship program, granting scholarships each year to the children of MCO members.

The MCO Scholarship applications will be printed in your March 2008 MCO Report, and available for download from the web too.

A MESSAGE FOR SEIU MEMBERS AND THEIR CHILDREN



Fulfill Your College Goals with an SEIU 2008-2009 Scholarship



SEIU awards 52 scholarships each year.

Find out more about the:

- SEIU Scholarship Program
- SEIU Jesse Jackson Scholarship
- SEIU Moe Foner Scholarship
- SEIU John Geagan Scholarship

Contact SEIU Local

MCO-526M

All of the above scholarships are open to SEIU members and their children. The John Geagan Scholarship is also open to SEIU local union staff.

Apply Now!

Application information is also available at www.seiu.org and at www.goonline.cc
Applications must be postmarked by March 1, 2008

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



MCO MEMBER BENEFITS CONTINUE TO GROW

MCO DRIVE

Team Hillsdale Automotive has launched a special program for MCO members to obtain costs savings on their vehicle purchases *and with each sale a contribution is made to the MCO Crisis Fund.* (MCO DRIVE CODE #M865CO) They offer all makes and models and can serve members statewide. You can find a link to MCO Drive under the Auto Discount Page of MCO's website. Or you can reach them anytime by phone at 1-866-360-6242.

AUTO DISCOUNTS - There are over 40 other dealerships statewide that have partnered with MCO too...check them out on the web at www.mco-seiu.org.

ALLIED HOME MORTGAGE

We have now partnered with Allied Home Mortgage Capital Corporation to offer great service and savings to MCO Members on one of your most important purchases...your home. As an MCO member, you're entitled to special rates and services:



- \$350 Lender Paid Closing Costs
- \$450 Application Fee Waived
- Mortgages, Refinancing, Debt Consolidation
- Closing at Members Home

To take advantage of this great offer, please contact them daily 8 a.m. - 8 p.m. Monday-Friday and 10 a.m. - 4 pm. on Saturdays and Sundays at (866) 330-6200 or via e-mail at jlewis@alliedhomenet.com. visit them on the web at www.mortgageusaloans.com
Please identify yourselves as an MCO member.

CELL PHONE DISCOUNTS



Alltel Wireless Affinity Program

Offers a 15% discount to each line of service per month for the life of your plan and can be renewed as long as you are employed by the State of Michigan. MCO members interested in new service should e-mail Jennifer Weidner at jennifer.weidner@alltel.com or call her at (419) 601-2002 (in Ohio) or (517) 243-8800 (in Michigan). Existing Alltel customers simply need to e-mail your name, cell phone number(s) to Jennifer. Discounts will be applied within 30 days.

AT&T Wireless IRU Program MCO Member Discount

Customers currently employed by the State of Michigan will receive a 15% monthly discount for the main line on the account. MCO members interested in new service or upgrading their current service can reach Justin Lamb at (517) 203-1116 or via e-mail at Justin.Lamb@att.com



Centennial Wireless MCO Member Program

Offers an 11% discount off of posted pricing to all MCO members PLUS ALL YOUR IN-COMING CALLS ARE FREE! Please contact Bonnie Stelljes at bonniestelljes@centwire.com or call (517) 507-1921 for more information.



GETAWAYS

Great Wolf Lodge

Two locations (Traverse City, MI and Sandusky, OH)
- Get an additional 10% off* their best rates on Family Suites (could be a savings up to 50-60% off standard rates).

Kalahari

Two locations (Sandusky, OH and Wisconsin Dells, WI)
-Offering great rates from \$99/night!*

Bavarian Inn Lodge

-Offering \$25 off* any Standard or Balcony Room, \$35 off* any Pool Access, Pool Level Room or Mini Suite and \$50 off* any Family Suite or Whirlpool Suite.

*Restrictions apply. View complete details on MCO Special rates by clicking on the "Family Entertainment" icon on the MCO website at www.mco-seiu.org or call MCO at (517) 485-3310.





CONTRACT RATIFICATION VOTE TOTALS BY CHAPTER ON THE 2008-2010 PROPOSED CONTRACT

The contract was voted down by 54% to 46%, with 49% of the MCO membership voting.



**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



Facility	Member Total	Yes Vote	No Vote	Spoiled Vote	Disqualified Vote	Vote Total
Florence Crane (ACF)	138	34	29			63
Baraga Max (AMF)	236	32	94			126
Gus Harrison (ARF) - Parr Highway (ATF)	331	62	75			137
Forensic Center (CFP)	186	60	13			73
Camp Cusino (CCU)	35	6	8			14
Camp Branch (CDW)	72	16	18			34
Camp Kitwen (CKT)	27	7	7			14
Camp Lehman (CLE)	67	20	18			38
Camp Ottawa (COT)	31	11	10			21
Camp Valley (CVH)	28	9	2			11
Camp White Lake (CWL)	21	10	0			10
Carson City (DRF)	168	10	106			116
Oaks Max (ECF)	216	65	45			110
Centers (FOA)	75	33	9			42
Hiawatha (HTF)	119	17	44			61
Huron Valley Mens (HVM)	246	41	57			98
Bellamy Creek (IBC)	261	50	50			100
Ionia Max (ICF)	225	28	92			120
Deerfield (ITF)	123	34	31			65
Cotton (JCF)	302	68	72	1		141
Cooper Street (JCS)	177	60	21			81
Southern Michigan (JMF)	193	17	10		1	28
Kinross (KCF)	248	32	122	2		156
Straits (KTF)	130	19	44	1		64
Lakeland (LCF)	173	40	51			91
Alger Max (LMF)	192	22	96	2		120
Brooks (LRF)	189	51	34	1	1	87
Marquette (MBP)	245	47	109			156
Muskegon (MCF)	146	30	27			57
Pugsley (MPF)	148	38	53			91
Macomb (MRF)	204	39	63			102
West Shoreline (MTF)	106	27	36	1		64
Handlon (MTU)	153	56	19			75
Newberry (NCF)	177	22	75			97
Mound (NRF)	198	40	41			81
Ojibway (OCF)	129	26	52			78
Boyer Road (OTF)	128	27	38	1		66
Riverside (RCF) (now Michigan Reformatory RMI)	249	61	50	1		112
Egeler (RGC)	341	76	70	1		147
Ryan (RRF)	215	50	24			74
SAI Bootcamp (SAI)	99	19	8			27
Scott (SCF)	211	52	10	1		63
St. Louis (SLF)	248	58	63			121
Standish Max (SMF)	193	60	63	2		125
Parnall (SMT)	169	39	37	1		77
Pine River (SPR)	132	46	10			56
Saginaw (SRF)	231	114	32			146
Mid Michigan (STF)	136	42	34			76
Thumb (TCF)	207	40	73			113
Chippewa (URF)	176	27	75	1		103
Huron Valley Womens (WHV)	187	43	24			67
Grand Count	8663	1933	2244	17	1	4195



ARBITRATION REPORT

by: John Bowers, Labor Relations Representative

In last months' Arbitration Report, I wrote about an insubordination case from the Scott Correctional Facility. That case (where we were successful in getting a 3-day suspension reduced to a 1-day suspension) revolved around a Sergeant asking an officer in the chow area to whom she was speaking with on the phone. The officer refused to tell her and subsequently received the write-up for insubordination. Although we were able to show certain issues that brought to light the personality of the Sergeant, the Arbitrator still ruled that common practice dictates that one must follow the order and grieve later.

In this case, a similar charge was levied against an officer at the Mound Correctional Facility. On May 20, 2006, an officer was assigned to the Upper Segregation Unit. At 11:45 a.m. he signed out of the unit to go to lunch. Because the chow hall was serving a lunch that was undesirable to the officer, he chose to go to the main building and purchase a bottle of water and a bag of chips. When he entered the administration building and approached the Control Center the Lieutenant stopped him and asked where he was going. The officer stated that he had just been relieved for lunch and was going to get something to eat. The Lieutenant stated that the officer was going too late for lunch, she needed him to help with the chow lines, and he should eat in the chow hall with everyone else. The conversation ended and the officer went to the arsenal area to purchase the water and chips. When the officer reached the arsenal area, the Lieutenant called the arsenal asking if the officer was going to the chow hall to monitor the meal. The Officer responded yes, and upon completion

of the call, grabbed the water and chips and headed to the chow hall.

It is alleged in the charges that the Lieutenant gave the officer two orders to report to the chow hall and the officer did not comply. A complaint was filed and an investigation ensued. The Officer was charged with and found guilty of work rule #10, Class I Insubordination. Specifically, the Employer believed the officer displayed disregard for authority by not immediately complying with the Lieutenant's order.

The Union argued that before an officer can be charged with and disciplined for insubordination, there must be some willful act of disregarding an order. In this case, the officer explained that he came through the back door of the administration building and walked by the control center on his way to lunch. In his encounter with the Lieutenant he did not hear he could not purchase a bottle of water and chips so he did so and then proceeded to the chow hall. The officer stated both in his written questionnaire and in testimony that he believed he had permission from the Lieutenant to get the water and chips and that he could eat them in the chow hall.

The Union also argued that the Lieutenant was less than honest in her testimony regarding the incident. When asked in cross-examination if she was on an interim rating she first stated no, but then changed her testimony. When asked if she had a 5-day suspension on her record, she again answered no. After several prompts, she finally admitted she had been disciplined for Inhumane Treatment against the same employee she was now attempting to get disciplined. Additionally, she changed

her story during testimony. In her written statement, she declared she called the chow at 12:15 to see if the officer had arrived yet. In direct examination, she stated her written statement was correct. The Investigator also echoed this in his conclusions. In cross-examination, she stated she saw the grievant walk past the control at 12:15 – a complete reversal.

This was a frustrating case for the Union. The Arbitrator agreed with the Union that the Lieutenant was less than truthful. However, he focused on the fact that when the Lieutenant told the Grievant to go to the chow hall and the officer did not immediately comply, his action still constituted insubordination.

The Arbitrator writes in his opinion, "as the Union and the Grievant know, it is not necessary for a supervisor to announce 'I am giving you an order' before she is entitled to compliance. I am prepared to find that the Grievant knew or should have known that the Lieutenant's statement was an order... an officer who receives a supervisory directive has an obligation to immediately comply". It is this writer's opinion that in the instant case and the one I wrote about last month, that arbitrators are reluctant to disturb the long standing maxims that every order does not have to be a direct order and once a direction is given, the employee must follow the order and grieve later unless the order is illegal or life threatening.

The Arbitrator did not consider anything else in his decision. He did, however, noted the Grievant's exemplary record and reduced the 3-day suspension to a 1-day suspension.

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



STRESS MANAGEMENT PROGRAM:

What's in it for you?

by: **Employee Service Program**

Every year the pace of life seems to be accelerating for each of us. Juggling multiple demands in the workplace is often a pattern that is continued in our personal lives. Striking a balance between work and our personal life may sometimes feel impossible. Many of us are members of the "sandwich generation" and we find ourselves firmly wedged between the needs of our children and the needs of our aging parents. Attending to parent(s)' health concerns, as well as our own, can compound our lives even more. Couple this with other life stressors such as work pressure, family issues, financial challenges, and adjustments to young adults leaving the "nest"; we may begin to feel overwhelmed. When that happens, some individuals may begin to find themselves dealing more frequently with feelings of depression, feeling out of control or unable to tackle the day ahead. However, with prevention and stress management intervention strategies we can more effectively learn to manage the stress, pressures and demands that we live with.

When all is said and done, we may not have a lot of control over everything that happens in our lives, but we can learn to control how we respond to life's challenges. One easy first step is to visit the State of Michigan Employee Service Program's online Systematic Stress Management Program at www.michigan.gov/esp. This program allows you to customize your own personal stress management plan and offers seven learning modules that can be used individually or altogether:

- Understanding Stress ♦ Type A and B Behaviors ♦ Relaxation Training ♦ Stress Management at Work ♦ Thinking Differently ♦ Communication and Stress ♦ Time Management

Professional confidential counseling and other services are available free of charge to state employees and their adult family members through the Employee Service Program, Monday – Friday, from 8 a.m. to 5 p.m. To schedule an appointment or for further information please call (517) 373-7630 or 800 521 1377.

**STATEMENT OF ACTIVITIES
(2ND QUARTER 2007)**

Revenues	Amount
Membership Dues	\$1,274,579
Non-Member Fees	21,484
Interest	19,369
Loss on disposition of fixed assets	-72
Total Revenues	1,315,360
<hr/>	
Expenses	
Administrative Leave	16,849
Arbitration	6,375
Books, dues and subscriptions	274
Computer	6,381
Contributions	1,850
Depreciation	19,900
Election	24,754
Insurance	52,360
Leased Equipment	5,659
Legal and Accounting	16,303
MCO Report	9,755
Meetings and Conferences	84,923
Office and Administrative	7,461
Organizational Unity Materials	14,167
Pension Contribution	38,204
Postage	7,022
Athletic Team, Social Activity, Advertising, News Release and Related Expenses	-143
Repairs and Maintenance	10,105
Salaries	244,764
Scholarships	10,105
Taxes - Payroll	17,868
Taxes - Per Capita	367,777
Taxes - Property	138
Telephone	12,580
Utilities	6,955
Total Expenses	982,281
<hr/>	
Change in Unrestricted Net Assets	\$333,079



NOTICE!

The Exchange Transfer List clears each January. Because this is a double issue, it will effectively clear starting with the February issue with the exception of those names who have been added for this issue.

Thus, if your name has been on the list for quite a while and you still wish to transfer, you will need to resubmit your information in order to appear on the February list. The deadline to do so will be January 15th.

STATEMENT OF ACTIVITIES
(3RD QUARTER 2007)

MCO Memorial Bible Program

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

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

MCO MEMORIAL BIBLE REQUEST

MCO Member

Relationship to Deceased

Chapter, Chapter President

Deceased's Name

Deceased's Date of Death

Religious Preference

Revenues	Amount
Membership Dues	\$1,075,251
Non-Member Fees	18,027
Interest	28,663
Total Revenues	1,121,941

Expenses	
Administrative Leave	10,486
Arbitration	8,173
Collective Bargaining	16,911
Computer	4,031
Contributions	6,350
Depreciation	24,924
Election	1,450
Insurance	50,477
Leased Equipment	6,115
Legal and Accounting	4,940
MCO Report	22,081
Meetings and Conferences	58,095
Office and Administrative	8,463
Organizational Unity Materials	3,628
Pension Contribution	36,680
Picket	4,389
Postage	2,711
Athletic Team, Social Activity, Advertising, News Release and Related Expenses	7,131
Repairs and Maintenance	10,352
Salaries	238,171
Taxes - Payroll	24,066
Taxes - Per Capita	374,808
Taxes - Property	43,496
Telephone	8,396
Utilities	8,720

Total Expenses	985,044
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Change in Unrestricted Net Assets	\$136,897
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PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
James Berry, E-10	Lakeland	Cotton/Cooper Street	(517) 278-6942
Thomas Catterall, E-9	Cotton	Huron Valley/Scott	(517) 780-5000
Kirk Culik, E-9	Huron Valley Mens	Parr Highway	(734) 572-9892
Frank Lawson, E-9	Mound	Parnall	(313) 368-8300
William Olenchak, E-9	Oaks	Muskegon Area	(231) 723-8272
Richard Woichan, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Michael Carroll, E-9	Cotton	Bellamy Creek/I-Max	(517) 780-5000
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV/Pugsley/GR Center	(231) 773-1122
Debra Kelley, E-10	Huron Valley Womens	Parr Highway/Gus Harrison	(734) 572-8786
Montez Lee, E-9	Gus Harrison	HVM/Mound/Ryan/Scott	(517) 265-3900
Christopher Bourne, E-10	Oaks	Pugsley	(231) 723-8272
Cortney Stempek, E-9	Mid-Michigan	Saginaw/Standish	(989) 681-4361
Marcy Olney, E-9	Lakeland	JCS/JCF/RGC/SMT/JMF	(517) 278-6942
Ralph Powell Jr., E-9	Muskegon	Pugsley	(231) 773-3201
Lacey O'Connor, E-9	Lakeland	Cooper St./Parnall/Southern MI	(517) 278-6942
Wendy Weiner, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Kenneth Phillips, E-10	Oaks	Baldwin TRV	(231) 723-8272
Jonathan Josling, E-9	Parnall	Thumb	(517) 780-6000
Tonia Scott, E-9	Scott	Camp White Lake	(734) 459-7400
Christina Robison, E-10	Macomb	Thumb	(586) 749-4900
Gary Roberts, E-9	Camp White Lake	Camp Valley/HVM	(248) 625-6688
Tammara Corley, E-9	Tuscola Re-entry Center	Saginaw	(517) 335-5605
Pamela Wilson, E-10	Camp White Lake	Scott	(248) 625-6688
Jesse Patterson, Jr., E-9	Macomb	Mound/Ryan	(586) 749-4900
Steve Gaitan, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Robert Worsley, E-9	Mid-Michigan	Saginaw	(989) 681-4361
Lamont Jones, E-8	Boyer Road	Thumb	(989) 584-3941
Amber Bates, E-9	Scott	TCF/MRF/Camp White Lake	(734) 459-7400
Sherry Lyn, E-10	Mound	Camp White Lake/MRF/HVM/WHV	(313) 368-8300
Rodney McFarland, E-9	Cotton	Saginaw	(517) 780-5000
Jack Gordon, E-9	Macomb	Mound/Ryan	(586) 749-4900
Michael Charbonneau, E-9	Boyer Road	Saginaw/Pine River/Standish Max	(989) 584-3941
Jeanine Magee, E-10	Lakeland	Ryan/Mound/Macomb	(517) 278-6942
Andres Trejo, E-9	Riverside	Gus Harrison/Adrian/Lakeland/Pugsley	(616) 527-0110
Robert Morris, E-8	Cotton	Thumb/Saginaw	(517) 780-5000
Mary Simms, E-8	Macomb	Thumb	(586) 749-4900
Kendra Patillo, E-10	Huron Valley Womens	Ryan	(734) 572-8786
Pamela Ballard, E-10	Camp Lehman	Pugsley	(989) 348-8101
Linnie Fields, E-9	Cotton	Cooper St.	(517) 780-5000
Ted Wittler, E-9	Hiawatha	Marquette	(906) 495-5661
Keith Duke, E-9	Huron Valley Mens	Mound/Ryan	(734) 572-9892
Kirk Downs, E-9	Pugsley	SAI	(231) 263-5253
John Lewis, E-9	Parr Highway	Huron Valley Mens	(517) 263-3500
Chris Robinson, E-9	Huron Valley Mens	Cotton/Cooper St./Egeler/Parnall	(734) 572-9892
Kevin Grimsley, E-9	Standish Max	Lakeland/Florence Crane	(989) 846-7000
Mark Grove, E-10	Bellamy Creek	Deerfield	(616) 527-2510
Jason VanderVlucht, E-9	Cooper St.	West Shoreline/Muskegon	(517) 780-6175
Arthur Hart, E-9	Huron Valley Mens	Thumb	(734) 572-9892
Brandon Wenzel, E-10	SAI	Ionia Area	(734) 475-1368
Christopher Robinson, E-9	Huron Valley Mens	Jackson Area	(734) 572-9892
Gentry Pitts, E-9	Gus Harrison	Ryan/Mound/Macomb	(517) 265-3900
Jason Ferguson, E-9	Lakeland	Cotton/Cooper Street/Parnall/RGC	(517) 278-6942
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Alnisha Jackson, E-9	Pine River	Saginaw	(989) 681-6668
James Miller, E-9	Carson City	Parnall	(989) 584-3941
Jemar Rozier, E-9	Deerfield	TCF/SRF/STF/SPR	(616) 527-6320
Useff Perkins, E-9	Deerfield	TCF/SRF/STF/SPR/SLF	(616) 527-6320
Melvin Shelton, E-10	Mound	Saginaw	(313) 368-8300

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

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MCO's 24-HOUR ANSWERING SERVICE

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

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Michael Sweet, *Muskegon*

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Robert Davis, *Standish Maximum*

Ray Sholtz, *St. Louis*

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David Vaughn, *Thumb Correctional*

Matthew Schwing, *West Shoreline*

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

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

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

Editor - Sacha Crowley