

MINUTES OF:
Central Committee Meeting
SEIU Local 526M
Thursday, May 8, 2008

The meeting of the Central Committee was called to order by President Tom Tylutki at 10:00 a.m. on Thursday, May 8, 2008, at the Holiday Inn West in Lansing.

The chair called for a moment of silence for officers ill or deceased.

Roll call was taken and the following were present: Brent Kowitz, Mildred Smoker, Dennis Keith, John Clements, Steven Waara, Rick VanAlstine, Randy Burrow, John Gallagher, Troy Wilkinson, Joe Coats, Jeffery Fields, Joseph Voorheis, Douglas Bonno, Charles Beacham Roderick Denley, Mark Rowe, James Whiting, Joseph Greslik, Thomas Tylutki, John Gibbs, Jeffrey Bierstetel, Christopher Schmidt, John Miller Mitchell Gainer, Bernard Pennell, Elizabeth McConkey, Scott Fountain, Phillip Fleury Steven Rechsteiner, Scott Allen, Harold Warr, Neal Pelon, Nanette Warr, Phil Patterson, Kacy Datema, Anne Smith, Troy Speckin, Robert Tingley, Keven Myers, Cary Johnson, Jennifer Holder, Ricky Ries, Timothy Roush, Gary Kott, Jim Johnson, James Stageman, Jerald Campbell, Mark Mapes, Robert Rhoden, Kamal Cariuty, Douglas Vining, Michael Leo, Larry Henley, Richard Weaver, Frank Sulskis, Beverly Morse, Robert McGaffigan, Harry Knapp, Rocky Isaacson, Joe Milliner, Todd Ninnis, Michael Sweet, Roger Cochran, Darren Ansoerge, Richard Bierman, Marcus Polychuk, Keith Pelky, Ponda Esu, Thomas Bonczar, Steven Smith-Elliott, Matthew Schwing, Brian Lierman, Daniel Miller, Dennis Beecham, David Pasche, Jeff Armbrustmacher, Andrew Potter, Louis Linck, Kristopher Kanga, Kevin Stewart, Adam Douglas, William ridges, Aderian Williams, Ronald Niemi, Richard Hendges, Steven Lehto, David Kavanagh, Bryon King James, Findlay, Jeffery Ries, John Ost, David Altenberndt, Jeff Russ, Michael Wohlscheid, Scott Doesburg, Ken McGinn, Alfred West, Monique Anthony-France, Philipson Omorogieva, Jason Lane, Terrence Bridges, Brenda Walton, Randy Ware, Carletta Andrews, Ray Sholtz, Luann Parker, Louis Duma, Michael Bryce Thomas Kerrins, John Yelinek, Mary Cooke, Elizabeth Dixon, Lori Conant, Bernard McClain, Matthew Robertson, Matt Maurer, Michael Guerin, Paul Ott, Devlyn Kuehl, William Henderson, Arthur Harter, Robert Champlin, David Vaughn, Jay Whitman, Donnie Huizar, Bryon Osborn, Cecil Pedrin, David Belanger, Gregory Crouch, Jerald Beard, Mel Grieshaber, John Bowers, Tangee Laza, Cherelyn Dunlap, Jeff Foldie, Cindy Sanderson, Cindy Kogut, Lori Iding, Stephanie Short and Sacha Crowley.

The minutes of the October 23, 2007 Central Committee meeting were presented for review. Motion was made by Jeff Fields to accept the minutes as printed. Supported by Al West and MOTION CARRIED.

The minutes of the September 26, 2007 Executive Board meeting were presented for review. Motion was made by Rocky Isaacson to accept the minutes as printed. Supported by John Clements and MOTION CARRIED.

The minutes of the October 18 and 19, 2007 Executive Board meeting were presented for review. Motion was made by Ponda Esu to accept the minutes as printed. Supported by Jeff Fields and MOTION CARRIED.

The minutes of the November 29 and 30, 2007 Executive Board meeting were presented for review. Motion was made by Doug Vining to accept the minutes as printed. Supported by Al West and MOTION CARRIED.

The minutes of the December 13, 2007 Executive Board meeting were presented for review. Motion was made by Ed Clements to accept the minutes as printed. Supported by Steve Lehto and MOTION CARRIED.

The minutes of the January 31 and February 1, 2008 Executive Board meeting were presented for review. Motion was made by Gary Kott to accept the minutes as printed. Supported by Randy Burrows and MOTION CARRIED.

The minutes of the February 28 and 29, 2008 Executive Board meeting were presented for review. Motion by John Gallagher to accept the minutes as printed. Supported by Joe Coats and MOTION CARRIED.

The minutes of the March 19 and 20, 2008 Executive Board meeting were presented for review. Motion by Al West to accept the minutes as printed. Supported by Jeff Fields and MOTION CARRIED.

The minutes of the April 15 and 16, 2008 Executive Board meeting were presented for review. Motion by Al West to accept the minutes as printed. Supported by Ponda Esu and MOTION CARRIED.

Motion was made by Ron Niemi to suspend the order of business and proceed directly to the election of union officers. Supported by Jeff Armbrustmacher and MOTION CARRIED.

The election committee conducted the election of the MCO State Executive Board. The committee certified that all nominations were timely received and verified. Each candidate was given an opportunity to speak to the delegates prior to the vote. The results of the election are as follows:

President – candidates were Tom Tylutki and Marcus Polychuk. Tom Tylutki was elected by a vote of 118 to 11.

Vice President – Andy Potter ran unopposed. Motion was made by Rich VanAlstine to elect Andy Potter by unanimous consent. Supported by Gary Kott and MOTION CARRIED.

Treasurer – Bill Henderson ran unopposed. Motion was made by Ron Niemi to elect Bill Henderson by unanimous consent. Supported by Doug Vining and MOTION CARRIED.

Recording Secretary – Jim Johnson ran unopposed. Motion was made by Gary Kott to elect Jim Johnson by unanimous consent. Supported by David Vaughn and MOTION CARRIED.

Members at Large - candidates for the six positions were Brent Kowitz, Adam Douglas, Ray Sholtz, John Ost, Larry Henley, Cary Johnson, Phil Fleury, Marcus Polychuk, Randy Burrow, Carletta Andrews, Doug Bonno, Rocky Isaacson, Rick VanAlstine, Al West, Charles Beacham, and Keith Pelky. Adam Douglas, Brent Kowitz, John Ost, and Ray Sholtz each received a majority of the votes and were elected in the first round of voting. Phil Fleury received a majority of the votes and was elected in the second round of voting. Cary Johnson received a majority of the votes and was elected in the third round of voting.

The financial report was presented for review. Motion by Lou Duma to accept the report as given. Supported by Phil Fleury and MOTION CARRIED.

Mel Grieshaber reviewed his written report attached to these minutes.

Tom Tylutki advised that Steve Dwight appealed to the Central Committee the board's decision not to take the charges Mr. Dwight filed against Jason Lane to trial. A copy of the charges and appeal were distributed to the delegates. Steve Dwight and John Ost (on behalf of the board) were each given an opportunity to speak. Following discussion by the delegates, John Gallagher moved to uphold the board's decision. Supported by Kamal Cariuty and MOTION CARRIED.

Larry Henley presented a plaque to Rod Denley for his dedication to and outstanding work for the MCO Crisis Fund.

The drawing for the MCO Crisis Fund raffle was held and the winners were: Philipson Omorogieva - \$5,000, Rod Denley - \$1,000 (donated \$500 of the prize back to the Crisis Fund), Dan Comer - \$1,000, Greg Parker - \$1,000, Elaine Harkness - \$1,000, and Don Muller - \$1,000.

Tom Tylutki reported on the following topics:

Announced that JMF has closed since the last central committee meeting and discussed staffing issues involved.

Announced that Riverside moved to MR since we last met. MCO had problems with the staffing which was resolved.

Explained why a TRO was sought on overtime.

Advised that Scott will be closing, the prisoners at Huron Valley Mens will be dispersed around the state, and the female prisoners at Scott will be placed at HVM.

Discussed the new hospital coverage for specific facilities.

Explained DOC measures for tobacco free prisons.

Discussed house and senate bills to enhance retirement contributions by the state. He encouraged members to get involved.

Discussed DOC's request for secondary negotiations. Supervisors doing bargaining unit work, crossing worksite lines and overtime are some of the issues the state wants to negotiate.

Congratulated Jake Campbell for being selected Officer of the Year.

Thanked the delegates for sitting on various committees.

Urged member to visit the MCO website.

Adam Douglas reported on the activities of the Health and Safety Committee and advised that the minutes of the committee are posted on the MCO website. Highlights: Due to size and cleanliness issues, officers can wear their own vest that complies with state requirements; and following a trial period at JCF, officers may now purchase puncture proof gloves. Suggestions for

the committee's agenda are welcome, but Douglas advised that, if possible, issues should be taken up at local labor/management meetings before they are submitted to the committee.

John Ost reported on the activities of the Uniform Committee. He advised that the new uniform has been approved and the policy is being rewritten. The new uniform was presented for the delegates to examine.

Tom Tylutki advised that Gayle Wilson appealed to the Central Committee the board's decision not to take the charges Wilson filed against Mark Mapes to trial. A copy of the charges and appeal were distributed to the delegates. Gayle Wilson was not present. Mark Mapes was given an opportunity to speak. Following discussion by the delegates, Rod Denley moved to uphold the board's decision. Supported by Doug Bonno and MOTION CARRIED.

Motion was made by Matt Maurer to form a committee to investigate ways to conduct a ballot initiative for true collective bargaining and to oppose privatization. Supported by Philipson Omorogieva and MOTION CARRIED.

As there was no further business, motion was made by Rick VanAlstine to adjourn. Supported by Jim Stageman and MOTION CARRIED. The meeting stood adjourned at 3:10 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

JJ:cs/opeiu459afl-cio

Executive Director's Report

MCO Central Committee
May 8, 2008

Submitted by Mel Grieshaber

Following are various issues I will be discussing today. Other leaders or staff will expand on some items referenced in this report. Also included in this packet are two legislative bills and district maps, as well as talking points and a guideline for contacting legislators.

Issues and Matters of Interest

- Current MCO Contract
 - Imposed by the Civil Service Commission
 - April 2008 pay increase 2% (negotiated in previous contract)
 - Increased cost in Employee share of health insurances
 - May is open window period --- seniority transfers
 - Contact printing schedule
 - DOC request to open secondary negotiations
- New OSE Director --- Sharon Bommarito
- Facility Closings and/ or Re-orgs
 - SCF closing and female prisoners to HVM location
 - HVM closing and male prisoners dispersed
- Vest agreement
- DOC Tobacco prohibition/ February 2009
- Preliminary Injunction re contract --- 32 hour rule violation
- Effort to advance Forensic Officers to E – 10
- MCO public relations campaign discussion
- Steward Training scheduled
- E-mail opportunities: KYI; MCO Report; bulletins; mailing list

Legislation and Related Issues

- FY 08/09 Budget Status
 - Hearings in House
 - DOC \$2 billion; DCH/CFP flat
 - DOC --- \$50 - \$60 million shortfall
 - Hire up to 800 C/O's
 - Boot camp under scrutiny
- Corrections "Reform"
 - DOC spending still suffers attacks
 - Sentencing Guidelines & Truth In Sentencing
 - Privatization; C/O pay/benefit pressures
 - NIC/DOC Efficiency Cmte.
 - Council of State Governments Study
- Bills
 - HB 5914 --- increase defined contribution (covered employees)
 - SB 1222 --- increase defined contribution (senate companion bill)

Politics and Political Program

- MCO PAC Fund and SEIU COPE
- Member Political Organizer (MPO)
- Elections: U.S. President; U.S. Senate; Congress; State House

Coalitions, Associations and Affiliations

- Change to Win Federation (CTW)
- Prosecutors Association of Michigan
- State Employee Union Coalition

MINUTES OF:
Central Committee Meeting
SEIU Local 526M
Wednesday, October 22, 2008

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:10 a.m. on Wednesday, October 22, 2008, at the Holiday Inn West in Lansing.

The Chair asked for a moment of silence for officers ill or deceased.

Roll call was taken and the following were present: Brent Kowitz, Mildred Smoker, Dennis Keith, John Clements, Charles Nagele, Rick VanAlstine, Randy Burrow, Mark Tenniswood, Joe Coats, Jeff Fields, Rod Denley, Doug Bonno, David Osborne, Mark Rowe, James Whiting, Joe Grezlik, Tom Tylutki, Phil Fleury, John Gibbs, Paul Faverman, Jeff Bierstetel, Chris Schmidt, Mike Morang, Mitch Gainer, Al Pennell, Elizabeth McConkey, David Siler Ron Taylor, William Roberts, Harold Warr, Nanette Warr, Daniel Trammell, Craig Shreve, Mark Vanamburg, Anne Smith, Troy Speckin, Jeff Fowler, Mat Bledsoe, Keven Myers, Terry Sanders, Cary Johnson, Rick Ries, Robert Potter Tim Roush, Gary Kott Jim Johnson James Stageman, Jerald Campbell, Mark Mapes, Robert Rhoden, Kamal Cariuty Doug Vining, Michael Leo, Larry Henley Richard Weaver, Frank Sulskis, Wake Wakefield Beverly Morse, Robert McGaffigan, Rocky Isaacson, Scott Binkley, Todd Ninnis, Michael Sweet, Roger Cochran, Darren Anson, Richard Bierman, Marcus Polychuk, Kevin McDaniel, Ponda Esu, Thomas Bonczar, Joseph LaGrow, Kim Sheffer, Daniel Miller, Dennis Beecham, David Pasche, Jeff Armburstmacher, Andy Potter, Louis Linck, Stephen Leazier, Kevin Stewart, Adam Douglas, William Bridges, Aderian Williams, Ronald Niemi, Gabe Justinak, Steven Lehto, David Kavanagh, Bryon King, Johnathan Draher, Jeff Ries, John Ost John Gallagher, David Altenberndt, Al West, Monique Anthony-France, Philipson Omorogieva, Jason Lane, Terrence, Bridges, Brenda Walton, Carletta Andrews, Ray Sholtz, Michael Bryce, John Yelinek, Mary Cooke, Elizabeth Dixon, Lori Conant, Brady Hull, Matt Robertson, Matt Maurer, Michael Guerin, Michael Bradley, Devlyn Kuehl, Bill Henderson, Art Harter, Paul Cooper, Robert Champlin, David Vaughn, Richard Miller, Bryon Osborn, Cecil Pedrin, David Belanger, Greg Crouch, Ann Marie Lebrun, Jerald Beard, and Mel Grieshaber.

The minutes of the May 6, 2008 Executive Board meeting were presented for review. Motion by Rocky Isaacson to accept the minutes as printed. Supported by Ron Niemi and MOTION CARRIED.

The minutes of the May 23, 2008 Executive Board meeting were presented for review. Motion by Rod Denley to accept the minutes as printed. Supported by Kim Sheffer and MOTION CARRIED.

The minutes of the June 17 & 18, 2008 Executive Board meeting were presented for review. Motion by Jeff Fields to accept the minutes as printed. Supported by Mitch Gainer and MOTION CARRIED.

The minutes of the July 24, 2008 Executive Board meeting were presented for review. Motion by Ron Niemi to accept the minutes as printed. Supported by Ed Clements and MOTION CARRIED.

The minutes of the August 19 & 20, 2008 Executive Board meeting were presented for review. Motion by Ponda Esu to accept the minutes as printed. Supported by Doug Bonno and MOTION CARRIED.

The minutes of the September 18 & 19, 2008 Executive Board meeting were presented for review. Motion by Jeff Fields to accept the minutes as printed. Supported by Joe LaGrow and MOTION CARRIED.

The minutes of the May 8, 2008 Central Committee meeting were presented for review. Motion by Jim Stageman to accept the minutes as printed. Supported by Rick VanAlstine and MOTION CARRIED.

The minutes of the May 7, 2008 Executive Council meeting were presented for review. Motion by Larry Henley to accept the minutes as printed. Supported by Gary Kott and MOTION CARRIED.

The minutes of the August 21, 2008 Executive Council meeting were presented for review. Motion by Mitch Gainer to accept the minutes as printed. Supported by Jim Stageman and MOTION CARRIED.

The financial report was presented for review. Motion by Ron Niemi to accept the report as given. Supported by Kim Sheffer and MOTION CARRIED.

Mel Grieshaber discussed his written report on issues regarding contract, facility closings, injunction on 32 hour rule, effort to advance Forensic Officers, MCO PR campaign, plans to expand personnel, steward training, legislation, and politics (attached).

Mel Grieshaber announced that John Bowers would be retiring from MCO in January 2009. Bowers was presented a resolution acknowledging his work and years of service to MCO. Motion was made John Gibbs to adopt the resolution. Supported by Jeff Fields and MOTION CARRIED.

John Ost reported on the activities of the Uniform Committee and fielded questions from the floor. He reported that the old uniform is no longer being made and the new uniform will be phased in over the next few years until the old uniform stock is depleted. He showed the delegates the new sweater. MSI will train individuals to properly fit the uniforms at each facility. He advised that the committee is recommending that work crews officers go to the new uniform as the materials used in their constructions is strong enough to handle outdoor work.

Adam Douglas reported on the activities of the Health and Safety Committee. He advised that the fit test for the gas mask will be changing to a pass or fail system. There were 394 prisoner cases of MRSA so far this year. He urged officers to take precautions.

The results of the 50/50 raffle for the MCO Crisis Fund were announced. \$572.00 was raised and Devlyn Kuehl had the winning ticket.

Bill Henderson reported on the activities of the Efficiency Advisory Committee. The union proposed several ways to save money such as eliminating acting position, night shift supervisors, school pay and food service bonuses for prisoners, and leased vehicles. The state said no to everything except that it will look into the cost of eliminating leased vehicles.

Tom Tylutki reported on the following topics:

Announced that Rod Denley, Camp Lehman, will be retiring in 2009. Rod has 23 years of service to MCO. He has been a strong advocate of the MCO Crisis Fund and has donated and raised considerable amounts of money for the fund.

Announced that Frank Sulskis will be retiring from Alger Max in 2009. Frank has been active in MCO for 12 of his 25 years with DOC.

Discussed the closing of Huron Valley Mens and Scott Correctional Facilities in 2009. He will be visiting these facilities soon.

Advised that the move of HVM 2 and 3 block prisoners to Mound is on hold while DOC explores using Green Oaks, depending on the cost savings.

Advised that MCO was successful in its efforts to ensure that FSA vacancies in DCH go to MCO's bargaining unit members from HVM and SCF.

Discussed DOC's intention to reduce work crews.

Discussed a recent arbitration loss regarding mandatory overtime. He fielded questions and explained its impact on Article 17 provisions.

Reviewed the results of DOC's recent decision to eliminate 2 custody positions at each facility. Some chapters were able to convince management to select positions not related to custody, other were not. MCO is still working on saving these positions.

Discussed secondary negotiations and advised that MCO was successful in keeping DOC from opening negotiations to get what was, in our view, a second bite at the apple.

Reported that he had received many calls from chapters regarding consolidation and contacted the deputy director in this regard. The deputy indicated that DOC does plan on including consolidation facilities in its 2009 budget. MCO is opposed to this plan and will argue against it with the governor and legislature.

Noted that displaced officers from JMF have until November 18th to put their names on the return list.

Advised that the chapter presidents in Region III will be meeting with the RPA for that region at the MCO office in Lansing on November 7th.

Reported that MCO wants the local chapters to take over the responsibility for 3rd step grievances. In years past, the chapters handled their own 3rd steps. MCO believes a return this method is needed to give the members and chapters more involvement in the administration of the contract and grievances. He also reminded the chapters that non-members must be represented equally.

Reported that there are 66 grievances at step 3, 79 at pre-arb, 2 on hold, 2 pending settlement, 16 at arbitration, and 13 on appeal to the board.

Reported that MCO participated in the SEIU Convention in Puerto Rico. MCO was entitled to 14 delegates to the convention, but in consideration of costs, the board voted to send 4 (Mel Grieshaber, Andy Potter, Jim Johnson and Adam Douglas). At that convention, Mel Grieshaber, our Executive Director, was elected to the SEIU Executive Board.

Reported that our Vice President, Andy Potter, was selected by SEIU to attend the Republican Convention as a member of the SEIU GOP Member Activist Committee. His costs were fully paid by SEIU. SEIU is on the host committee and helped sponsor this convention in hopes of reaching out to our republican lawmakers.

Discussed house and senate bills to enhance defined contribution pensions. MCO was successful in getting this legislation introduced. We encouraged members to contact their legislators, and made it easy for them to do so through links on our website, but only 450 members took action – a very poor showing.

Andy Potter reported on the following topics:

Reviewed the activities of the SEIU GOP Member Activist Committee and his attendance at the Republican Convention.

As Chair of the Resolution and Bylaws Committee, introduced and explained an amendment to Article 8, Section 2, of the MCO Constitution and Bylaws. Motion was made by Rod Denley to adopt the amendment. Supported by Doug Bonno and MOTION CARRIED unanimously.

As there was no further business, motion was made by Rick VanAlstine to adjourn. Supported by Jim Stageman and MOTION CARRIED. The meeting stood adjourned at 1:55 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

JJ:cs/opeiu459afl-cio

Executive Director's Report

MCO Central Committee
October 22, 2008

Submitted by Mel Grieshaber

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

Issues and Matters of Interest

- Current MCO Contract
 - Finally printed and sent to all members
 - No wage increase, October, 2008
 - Increased cost in Employee share of health insurances
 - October is open window period --- closer to home transfers
 - November is open window period --- seniority transfer list
 - MCO stopped DOC attempt to do secondary negotiations
- Facility Closings and/ or Re-orgs
 - SCF closing and female prisoners to HVM location
 - HVM closing and male prisoners dispersed
 - MCO successful in requiring CFP to fill vacancies with C/O's
 - Public Work Crews --- partial abolishment
- DOC Tobacco prohibition/ February 2009
- Injunction re contract --- 32 hr rule/upper half of list; arb loss
- Effort to advance Forensic Officers to E – 10
- MCO public relations campaign
- MCO Personnel
 - MCO hiring new staff with new type of duties
 - John Bowers retirement
- Steward Training concluded; future focus on advanced training
- Hospital coverage --- MCO continues to address how it's done
- E-mail opportunities: KYI; MCO Report; bulletins; mailing list

Legislation and Related Issues

- DOC and DCH Budget
 - Current budget (FY 08/09) possible shortfall of \$40m
 - DOC \$2 billion; DCH/CFP flat
 - Departments now formulating projections for next FY
 - Left and Right political forces calling for DOC reductions
- Corrections “Reform”
 - DOC spending still suffers attacks
 - Sentencing Guidelines & Truth In Sentencing
 - Privatization; C/O pay/benefit pressures
 - Council of State Governments Study
- Bills
 - HB 5914 --- increase defined contribution (covered employees)
 - SB 1222 --- increase defined contribution (senate companion bill)

Politics and Political Program

- MCO PAC Fund and SEIU COPE
- Member Political Organizer (MPO)
- SEIU Republican Member Advisory Committee
- Elections: U.S. President; U.S. Senate; Congress; State House; other

Coalitions, Associations and Affiliations

- SEIU – Elected to International Executive Board; and Public Div. Board
- Change to Win Federation (CTW)
- State Employee Union Coalition