

MINUTES OF:  
MCO Central Committee Meeting  
SEIU Local 526M  
May 6, 2010

---

The meeting of the MCO Central Committee was called to order by President Tom Tylutki at 10:05 a.m. on Thursday, May 6, 2010, at the Lexington Lansing Hotel.

The chair asked for a moment of silence for all those that have paid the ultimate price in the line of duty. Those that have lost their quality of life due to being assaulted in the line of duty and let's remember all those currently on duty today.

Roll call was taken and the following were present: Brent Kowitz, Mildred Smoker, James Sims, John Clements, Charles Nagele, David Killan, Thomas Gould, Russel Doyle, Joe Coats, Jill Richards, James Whiting, Scott Allen, Thomas Tylutki, Phillip Fleury, Wayne Thompson, Jeffrey Bierstetel, Paul Faverman, Bruce Waldron, Christopher Schmidt, Brian Snyder, Joe Voorheis, Harold Warr, Nanette Warr, Sheryl Shreve, Anne Michelin-Smith, Jeff Booth, Paul Jensen, Morgan Smith, Michael Payton, Danny Cathcart, Cary Johnson, Robert Potter, Kip Smith, Jim Johnson, Penny Musser, Sean Spahr, Jonathan Hoath, Michael Leo, Larry Henley, Jennifer Nayback, Rich Weaver, Wade Wakefield, Beverly Morse, Robert McGaffigan, Brian Mahoney, Joe Milliner, Todd Ninnis, Darren Ansorge, Kathleen Hallowell, Lashae Simmons, Michael Presley, Terry John, Kevin McDaniel, Ponda Esu, Doug Horton, Eric Williams, Kim Sheffer, Daniel Miller, Ron Kubicek, Dennis Beecham, David Pasche, Jeff Armbrustmacher, Andrew Potter, Charles Chamberlain, Stephen Leazier, Kevin Stewart, Adam Douglas, William Bridges, Gwendisha Steward, Ron Niemi, Gabe Justinak, David Aisthorpe, John Gallagher, David Altenberndt, Jeffrey Russ, John Ost, Kacy Datema, Wayne Sipperly, Scott Doesburg, Alfred West, Phillipson Omorogieva, Terry Bridges, Mono McDonald, Robert Fisher, Neil Siefker, Eddie Hendershot, Ray Sholtz, Joe Hemenway, Joseph Laier, Lori Conant, Ed Cooley, Matt Maurer, Michael Guerin, Michael Bradley, Daniel Reed, William Henderson, Bob Champlin, Loretta Smith, Tim Blain, William Botos, Nicholas Soper, Hans Vogt, Cecil Pedrin, Byron Osborn, David Belanger, David Hall, David Siler, John Hassen, Danny Powers, Ralph Golidy, Phyllis White, Thesia Wilson-Upshaw. Staff in attendance were: Mel Grieshaber, Lori Iding, Stephanie Short, Cindy Kogut, Sacha Crowley, Jeremy Tripp, Tangee Laza, Dustin Drabek, Chad Jordan, Jeff Foldie, Karen Mazzolini, and Chereilyn Dunlap.

The minutes of the December 7, 2009, Executive Council meeting were presented for review. Motion by James Sims to accept the minutes as printed. Supported by Bruce Waldron and MOTION CARRIED.

The minutes of the January 14, 2010, Executive Council meeting were presented for review. Motion by Penny Musser to accept the minutes as printed. Supported by James Sims and MOTION CARRIED.

The minutes of the October 26 & 27, 2009, Executive Board meeting were presented for review. Motion by James Sims to accept the minutes as printed. Supported by Ron Niemi and MOTION CARRIED.

The minutes of the November 30, 2009, Executive Board meeting were presented for review. Motion by James Sims to accept the minutes as printed. Supported by Bruce Waldron and MOTION CARRIED.

The minutes of the December 10 & 11, 2009, Executive Board meeting were presented for review. Motion by James Sims to accept the minutes as printed. Supported by Kip Smith and MOTION CARRIED.

The minutes of the January 11 & 12, 2010, Executive Board Meeting were presented for review. Motion by Wayne Thompson to accept the minutes as printed. Supported by James Sims and MOTION CARRIED.

The minutes of the February 18 & 19, 2010, Executive Board Meeting were presented for review. Motion by Ponda Esu to accept the minutes as printed. Supported by Al West and MOTION CARRIED.

The minutes of the March 17 & 18, 2010, Executive Board Meeting were presented for review. Motion by Dennis Beacham to accept the minutes as printed. Supported by James Sims and MOTION CARRIED.

The minutes of the March 31 & April 1, 2010, Executive Board Meeting were presented for review. Motion by Ed Clements to accept the minutes as printed. Supported by Byron Osborn and MOTION CARRIED.

The minutes of the October 28, 2009, Central Committee Meeting were presented for review. Motion by James Sims to accept the minutes as printed. Supported by Penny Musser and MOTION CARRIED.

The financial report for the year ended December 31, 2009, was presented for review. Motion by Byron Osborn to accept the report as given. Supported by Ron Niemi and MOTION CARRIED.

Motion by Ron Niemi to suspend Agenda and move to elections. Supported by James Sims and MOTION CARRIED.

The Election Committee members are Larry Henley, Charles Nagele, Anne Michelin-Smith, Michael Guerin and Sean Spahr.

Mel Grieshaber, Executive Director, took over the meeting to run elections.

There was only one candidate nominated for each of the following offices: President, Vice President, Treasurer and Recording Secretary.

Motion for unanimous consent of Tom Tylutki for President by James Sims. Supported by Ron Niemi and MOTION CARRIED.

Motion for unanimous consent of Andy Potter for Vice President by Kip Smith. Supported by Ponda Esu and MOTION CARRIED.

Motion for unanimous consent of Bill Henderson for Secretary Treasurer by James Sims. Supported by Ron Niemi and MOTION CARRIED.

Motion for unanimous consent of Jim Johnson for Recording Secretary by James Sims. Supported by Ron Niemi and MOTION CARRIED.

All nominees accepted the nomination for Trustee and gave a brief speech.

Ballots were passed out by the Election committee and Mel explained the election process.

First round of balloting resulted in Adam Douglas (92 votes), Brent Kowitz (84 votes), John Ost (65 votes) and Ed Clements (58 votes). A run-off was held for the 5<sup>th</sup> spot between Cary Johnson and Bruce Waldron with Bruce Waldron winning the run-off with 58 votes over Cary Johnson's 52.

Mel Grieshaber conducted the swearing in of the newly elected officials.

Mel Grieshaber gave his Executive Director's Report. A written report is attached.

Tom Tylutki reported on the following topics:

Reminded the delegates to keep the Crisis Fund in mind when filling out their vouchers. The fund gives out thousands of dollars every year to officers and their families in times of need. Also that the proceeds from the Silent Auction, coordinated by Cary Johnson and Phil Fleury, during Central are designated for the Crisis Fund.

Reported the closures of Standish and Camp Lehman have been finalized. In that layoff unit (Standish, Saginaw, St. Louis, Mid-Michigan, Pine River and Tuscola Re-entry) there were approximately 70 officers laid off. Many of those officers took a job in lieu of layoff. Tom reminded the body that those who take a job in lieu of layoff are treated like laid off for purposes of their layoff unit in regard to their 3 year recall rights.

Since last Central Muskegon has shipped out all Michigan prisoners and has just taken in over 1120 inmates from Pennsylvania. The transition has been challenging and issues around proper classification and staffing (like we face elsewhere in the state) are appearing there too. Problematic prisoners at MCF however, cannot be moved to a higher level prison which causes additional problems. MCO and the MCF administration were successful in expanding Temp SEG to Detention SEG to address the problem.

There were no layoffs in the Muskegon layoff unit. Because one housing unit remains closed, 16 officers transferred to Brooks and West Shoreline. A Letter was agreed to that gives these 16 officers recall rights to MCF first and then the state-wide recall.

MCO's Field Organizers continue to tour facilities and collect survey data. We're working to get more involved in community affairs, school board and township issues and more in an effort to engage members with lawmakers and educate the community on corrections issues. The state board has sanctioned this program and believes it will make MCO better and stronger.

The Field Organizers along with Jeremy Tripp have been instrumental in mobilizing members for Town Hall Meetings, pickets, face to face meetings with legislators, letter writing and more. Turnout has continued to increase at these functions.

MCO and SEIU International have held gubernatorial screenings for candidates for the next Governor of Michigan. All parties are invited to participate and it gives the rank and file members a chance to communicate and ask questions directly to the candidates.

The 3% raise slated for 10.1.10 was under attack by the Republican Senate which voted three times to take it away. MCO, however, worked hard at meeting with lawmakers, and they failed to get sufficient votes. The Democratic House never took it up.

The 3% raise, however, is unfunded in the budget. This means that the DOC will have to find the money from elsewhere in its budget. The DOC has indicated there will be a consolidation of Pine River and Mid-Michigan, and that they will reduce regions from 3 to 2, eliminating one RPA.

Since the last Central a special Executive Council meeting was held, and a ratification vote taken by the membership to overwhelmingly accept a one year contract extension and a 2-tier health care system for new employees. No one likes this agreement; however it was felt to be the better path in light of what negotiations would look like under intense budget shortages this summer.

An officer at Bellamy Creek was charged with a felony for assaulting an inmate even after the DOC cleared the officer of misconduct. The officer ultimately accepted a plea and is back to work. MCO, and specifically Andy Potter, worked extensively with the Prosecutor's Office and the officer to get this issue behind us and to move on. Thank you.

Two key grievances are currently moving through the process. The Clothing Allowance pro-ration issue is now scheduled for Arbitration. There is also a Medical Marijuana group grievance working its way through which is a cutting edge case based on the recent law change in Michigan.

RTS prisoners from Macomb will soon be moved to Woodland/Maxey. After touring the facility with local reps and Andy we were successful in getting the staff increased from 4 to 6 in those housing units due to the physical plant layout of the older facilities.

MCO was successful in returning the Wayne County Absconder Unit back to MCO after it had been privatized during the Engler administration. As of October 2009 there are 12 CSR's in the Metro Region.

MCO members participated in a State Employee Coalition Rally at the Capitol and are scheduled for another in Detroit on May 7<sup>th</sup>.

MCO's Committees will be re-done so please let us know if you are interested in serving.

Congratulations to Phil Omorogieva from Ryan for being selected as CO of the Year.

We have an appeal on charges from Anthony White of MCF. Charges were submitted to the E-board against the local president, Darren Ansorge, for not filing a grievance on behalf of White. After investigation and review, the charges were deemed untimely and lacking in merit. The E-board voted unanimously to not them send to a Trial Board. Anthony will be personally appealing this decision to this body later today.

As of May 3, 2010, we had 165 open grievances: 1 at 2<sup>nd</sup> step, 50 at 3<sup>rd</sup> step, 76 at pre-arb, 2 combined with other grievances, 5 on hold, 2 pending settlement, 19 at arbitration, and 10 on appeal to the board.

Finally, a reminder that the Annual Crisis Fund Golf Outing is scheduled for August 20, 2010.

Adam Douglas reported on the activities of the Health and Safety Committee. Douglas explained how the committee works. They are currently still working on getting plastic locks. He discussed the bullet proof vests and the various problems we are having around the state. He also discussed having keys to prevent hostage taking.

John Ost reported on the activities of the Uniform Committee. Currently MSI is 1 month behind on orders. If members are experiencing problems please take them to your wardens as many of the issues have been tracked back to the facilities. The new ordering system will be able to track all orders, how many the individual has received, last time an order was placed, and a running log of outstanding orders. If you are having problems with your zippers MSI has an exchange form to speed up the process of replacing them. Do not reorder new pants. Sweaters are now in, but remember that you can only order a sweater or a vest, not both. And finally that the wear-in date has been extended. Officers will now have until December 31, 2011, to transition to the new uniforms (including the Dickie pant).

Phil Fleury announced the Crisis Fund Silent Auction Winners and that over \$900 was raised for the Crisis Fund. The Crisis Fund Raffle was conducted with the winners drawn and announced.

Bill Henderson reported on the activities of the Efficiency Advisory Committee. Bill distributed a list of questions and answers on cost savings suggestions that were brought before the committee and the answers/status derived from the April 21, 2010, meeting. The Department agreed to look into reducing the number of acting positions or at least putting on their books the OT created by using MCO officers in management positions. They also support reduced capital equipment and transportation is currently returning 47 vehicles. The Department, however, is not interested reducing school pay, combining the Sgt. and ARUS class or making visitors pay for a parking pass, among others.

Anthony Martin made his personal appeal to the Central Committee of the board's decision to not send to trail charges against Darren Ansoorge. Anthony Martin spoke to the Central Delegates on why he filed the charges. Darren Ansoorge of MCF also spoke. Central Delegates asked questions of both Anthony and Darren.

Motion to debate by James Sims. Supported by Ponda Esu and MOTION CARRIED.

Motion to end debate by James Sims. Supported by Kip Smith and MOTION CARRIED.

Motion by James Sims to uphold Executive Board Decision on these charges. Supported by Kip Smith and MOTION CARRIED.

As there was no further business, motion was made by James Sims to adjourn. Supported by Larry Henley and MOTION CARRIED. The meeting stood adjourned at 3:25 p.m.

Respectfully Submitted,

Jim Johnson  
Recording Secretary

MCO Central Committee Minutes

May 6, 2010

Page 6

JJ:sc/opeiu459afl-cio

## **Executive Director's Report**

MCO Central Committee  
May 6, 2010

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
  - Extended by membership to December 31, 2011
  - Increase in Insurance cost/share for new employees
  - Total of three hours banked leave time
  - Sick leave payout program – one year pilot
  - Comp time cap increased to 200 hours
  - 3% wage increase effective October 1, 2010
  - FYI: AFSCME, UAW and SEIU approved concession agreements
  - MSEA meeting with OSE regarding contract
- Facility Closings and facility consolidations since November
  - Muskegon closed; reopened under contract for PA prisoners
  - DOC indicates consolidation of Pine River with Mid-Mich to occur
  - DOC to reduce regions from three to two; eliminate one RPA
- Inmate Parole rates up; intake lower (courts, etc.)
- Uniform (Cleaning) Allowance – arbitration scheduled for August
- FMLA arbitration scheduled in July (re: sick leave bonus)
- Critical incidents up --- working with Ombudsman and others to address
- Basic steward training done; future training Chap. Officials developing
- Member Strength Program; Field Organizer Surveys – Stats (power point)
- Meetings with legislators and community (power point)

- MCO PR Campaign update (power point)
- E-mail opportunities: KYI; MCO Report; bulletins; mailing list

### **Legislation and Related Issues**

- DOC, DCH and State Budget
  - St. Emp. Union concessions save \$50m current year DOC
  - Approximately \$50m additional shortfall current year DOC
  - FY 10/11 budget in legislative process; project shortfalls next yr.
  - Left and Right political forces calling for DOC reductions
  - House Republican plan: privatization; cut OT & do "reforms"
  - Senate Republican plan: reduce public emp. pay 5% for 3 years; 80/20 Ins. split for all public employees (state, local, school)
  - Bi-partisan Legislative Efficiency Committee Report
    - Reduce state employee benefits
    - Cut 10,000 inmates over 5 years
    - Reduce overtime costs
    - Reevaluate classification levels to reduce C/O's
    - Reduce benefits or increase employee share
  - Business Leaders for Michigan (new; formerly Detroit Renaissance)
    - Cut state employees pay to avg. around country or private sec.
    - Cut state workforce by 5 – 10%
    - Require state employees to pay more for health ins. premiums
- Corrections "Reform"
  - DOC spending still suffers attacks
  - Sentencing Guidelines & Truth In Sentencing momentarily on hold
  - Privatization; C/O pay/benefit pressures
- Senate Bill 0476 (Kahn) would allow privatization of transportation
  - MCO testified against
  - MCO "get active" email campaign against
  - MCO town hall meeting with Sen. Kahn; he's now removed his name from bill.
- House Bill 5197 (McDowell) - Early Out Retirement for C/O's and FSA's
  - Reported out of Labor Committee – on House floor
  - Bill needs update, but not going to pass anyway this term
- SB 1226 (Governor Retirement bill) – Senate passed with changes. House now on substitute 11; MCO opposes unless improved.

Executive Director's Report  
May 6, 2010  
Page 3 of 3

- House Bills 4497 – 4499; prisoner good time credits. MCO opposed
- SAI (boot camp program) under threat of closing
- Public employee health benefits under attack
  - Speaker Dillon plan: unions fighting it
  - Other plans cited above
- National efforts
  - H.R. 2450 – federal bill; private fed. prisons under FOIA
  - H.R. 560 – federal bill; permit blocking of cell phones within prison
  - Employee Free Choice Act
  - Healthcare reform --- now law

### **Politics and Political Program**

- MCO PAC Fund and SEIU COPE
- Member Political Organizer (MPO)
- Town hall mtgs. with Senators and Representatives
- Elections: Governor, entire legislature, Congress, Supreme Court

### **Coalitions, Associations and Affiliations**

- SEIU – Public. Division Leadership Board; Grieshaber & Potter represented MCO
- State Employee Union Coalition
- Change to Win Federation

MINUTES OF:  
MCO Central Committee Meeting  
SEIU Local 526M  
October 27, 2010

---

The meeting of the MCO Central Committee was called to order by President Tom Tylutki at 10:00 a.m. on Wednesday, October 27, 2010, at the Kewadin Hotel.

The chair asked for a moment of silence for all those that have paid the ultimate price in the line of duty, those that have lost their quality of life due to being assaulted in the line of duty and let's remember all those currently on duty today. Remember Sam Olivo.

Roll call was taken and the following were present: Brent Kowitz, Mildred Smoker, Aaron Hawkins, John Clements, Charles Nagele, Stan Fredrickson, Thomas Gould, Russel Doyle, Joe Coats, Jill Richards, James Whiting, Robert Moon, Scott Allen, Thomas Tylutki, Wayne Thompson, Paul Faverman, Bruce Waldron, Pam Drew, Christopher Schmidt, Mike Morang, Brian Snyder, Joe Voorheis, Harold Warr, Lori Schliter-Augustine, Bob Tingley, Anne Michelin-Smith, Mark VanAmburg, Paul Jensen, Michael Payton, Cary Johnson, Danny Cathcart, Robert Potter, Kip Smith, James McHenry, Jim Johnson, Gordon Gilray, Penny Musser, Sean Spahr, Jonathan Hoath, Michael Leo, Larry Henley, Jennifer Nayback, Wade Wakefield, Beverly Morse, Robert McGaffigan, Brian Mahoney, Joe Milliner, Todd Ninnis, Darren Ansonge, Kathleen Hallowell, Lashae Simmons, Michael Presley, Terry John, Kevin McDaniel, Ponda Esu, Thomas Bonczar, Eric Williams, Kim Sheffer, Daniel Miller, Dennis Beecham, David Pasche, Jeff Armbrustmacher, Andrew Potter, Stephen Leazier, Marcia Berry, Kevin Stewart, Adam Douglas, William Bridges, Gwendisha Steward, Ron Niemi, Gabe Justinak, David Aisthorpe, John Ost, John Gallagher, David Altenberndt, Kacy Datema, Scott Doesburg, Wayne Sipperly, Alfred West, Monique Anthony-France, Philipson Omorogieva, Doug Orweller, Terry Bridges, Robert Fisher, Neil Siefker, Eddie Hendershot, Joe Hemenway, Lori Conant, Michael Guerin, Michael Bradley, Daniel Reed, William Henderson, Robert Champlin, Loretta Smith, Timothy Blain, William Botos, Nicholas Soper, Hans Vogt, Cecil Pedrin, Byron Osborn, David Belanger, David Hall, David Siler, John Hassen, Danny Powers, Phyllis White, Thesia Wilson-Upshaw, Effelina Jones, Andrea Anderson, Mel Grieshaber, Cindy Kogut, Sacha Crowley, Jeremy Tripp, Dustin Drabek, Jeff Foldie, Karen Mazzolini

The minutes of the May 4, 2010, Executive Board meeting were presented for review. Motion by Brian Mahoney to accept the minutes as printed. Supported by Larry Henley and MOTION CARRIED.

The minutes of the May 26, 2010, Executive Board meeting were presented for review. Motion by Al West to accept the minutes as printed. Supported by Wayne Thompson and MOTION CARRIED.

The minutes of the June 28 & 29, 2010, Executive Board meeting were presented for review. Motion by Wayne Thompson to accept the minutes as printed. Supported by Larry Henley and MOTION CARRIED.

The minutes of the July 28 & 29, 2010, Executive Board Meeting were presented for review. Motion by Mike Guerin to accept the minutes as printed. Supported by Wayne Thompson and MOTION CARRIED.

The minutes of the August 17 & 18, 2010, Executive Board Meeting were presented for review. Motion by Eric Williams to accept the minutes as printed. Supported by Wayne Thompson and MOTION CARRIED.

The minutes of the September 23 & 24, 2010, Executive Board Meeting were presented for review. Motion by Larry Henley to accept the minutes as printed. Supported by Tom Gould and MOTION CARRIED.

The minutes of the May 5, 2010, Executive Council Meeting were presented for review. Motion by Al West to accept the minutes as printed. Supported by Phil Omorogieva and MOTION CARRIED.

The minutes of the August 19, 2010, Executive Council Meeting were presented for review. Motion by Wayne Thompson to accept the minutes as printed. Supported by Larry Henley and MOTION CARRIED.

The minutes of the May 6, 2010, Central Committee Meeting were presented for review. Motion by Larry Henley to accept the minutes as printed. Supported by Al West and MOTION CARRIED.

The financial report for the year ending September 30, 2010, was presented for review. Motion by Ron Niemi to accept the report as given. Supported by Larry Henley and MOTION CARRIED.

Motion by Brian Mahoney to suspend Agenda and recognize Central Michigan facility as a Chapter. Supported by Wayne Thompson and MOTION CARRIED.

Mel Grieshaber gave his Executive Director's Report. A written report is attached.

Brent Kowitz reported on the activities of the Uniform Committee. (Brent Kowitz, Larry Henley, John Gallagher, Dan Miller, Terry Bridges, Cary Johnson). Brent reported that they all toured KCF MSI facility on October 26, 2010. Brent explained the new system to order uniforms that will be used by all facilities. Uniforms will be ordered through the Captain on shift on a officer's hire date anniversary. John Ost was recognized and thanked for his many years of service on the Uniform Committee.

Bill Henderson reported on the activities of the Efficiency Advisory Committee. (Bill Henderson, Bruce Waldron, Andy Potter) Bill reported on savings made in Transportation Efficiency, Food Service, RPA Consolidation, MDOC Central Office Staffing, Prisoner Health Care and Pharmacy Management that are a result of member suggestions and the Committee's efforts. The Committee has proposed alternative energy and some facilities have begun to transition to green technology. The MDOC has identified vehicles that are not in use and is working to discontinue their lease agreements. The DOC is increasingly using TELEA-COURT, and with that success the Committee is pushing for increased use of TELEA-MED.

Andy Potter reported on the activities of the Crisis Fund Committee. Andy believes the fund is being strained by a greater need and fewer donations. Andy explained the history of the Crisis Fund and how much funds are distributed every year to our members in need. He further explained how the Crisis Fund Raffle works. The raffle was conducted with the following winners: 1<sup>st</sup> Prize Kim Sheffer, 2<sup>nd</sup> Prize Mark Cloe, 3<sup>rd</sup> Prize Mike Psenski, 4<sup>th</sup> Prize Angela Eichorn, 5<sup>th</sup> Prize Longmire, 6<sup>th</sup> Prize Steve Lehto Jr., 7<sup>th</sup> Prize Harold Warr, 8<sup>th</sup> Prize Todd Gould.

Andy also reported that all CTO issues are now handled through MCO Labor Reps.

Tom Tylutki reported on the following topics:

Tom presented a plaque of recognition on behalf of MCO to Recording Secretary Jim Johnson for his many years of service and wished him a happy retirement.

There is a lot going on around the state right now, but the most controversial is the 3% towards retiree healthcare. MCO will fight this to the end, and is currently working with MSEA, AFSCME, UAW and the State Trooper Association.

In the last year MCO spent \$800,000 on an extensive PR campaign, including mobilizing the membership, hold town hall meetings with Legislators, hold pickets on safety concerns, as well as buy billboard, TV and radio ads. While this has helped to turn out more members at events, we need more. Please commit to going back to your facilities and asking your brothers and sisters to stand together and fight.

We are working through the consolidation of Mid-Michigan and Pine River. Recently elected leaders are Bob Champlin as President, Loretta Smith as VP, Tim Blain as Chief Steward and Darin Devereaux as Secretary. The prisons are renamed and operating as Central Michigan Correctional Facility.

MCO was approached by the MDOC to sit on a Committee to review how tickets are handled. Tom appointed members from all over the state to participate. A lot of complaints with the current system stem from issues with the Hearings Officers, no immediate gratification from the old ticket process. Department has committed in 6 months to sit down and re-evaluate the process.

New Academy to start November 15<sup>th</sup> with approximately 220 officers slated mostly for Woodland, Huron Valley, Adrian, Muskegon and a few to Jackson. There are still some officers laid off, but not willing to relocate to these locations.

Tom gave a clarification on the difference regarding layoff recall and return rights.

The Department has reduced Regions from three to two, now known as the Northern and Southern Regions. The Northern Region Presidents will be meeting with RPA Gerri Ann Sherry on October 29<sup>th</sup> to resolve local issues.

There are vacant unsecure Level I housing units in Adrian, Cotton, Carson City, Brooks and URF. No officers have been displaced through this process.

Alerted officers that the DOC is searching for ways to bridge the gap on the deficit and approached MCO about exploring an agreement on closing of assignments. We emphatically said no. – “it’s not safe, we are already cut to the bone.”

The Comp cap is 200 with 100 on the books once again this year. Some officers were at 195 and unable to get to 200 because you could not split the comp/and cash. We worked out under these conditions in lieu that you can get to your Comp Cap and take the rest in cash.

There are a few CTO issues. MCO won an arbitration in which CTO’s are guaranteed, like other officers, eight hours between shift when working O.T. Also, there are some being forced on 4-10 schedule. That grievance is moving through the system and it is the Board’s belief, at this time, that such a schedule is voluntary and cannot be mandated. Also a reminder that the CTOs are a part of the chapter where they are physically located, so please make sure to help them with their issues and encourage them to get involved in chapter business.

The clothing allowance Arbitration was granted at Pre-Arb. It was a \$30,000 settlement with a 120 day waiver to identify those harmed.

Woodland Correctional has opened its infirmary and will soon be expanding into the units. Currently occupied by DHS, the old Maxey facility for juveniles will be moved across the street. Approximately 60 new officers from the Academy are headed to Woodland. MCO was successful in adding additional staff to the new housing units and will continue to advocate for staffing these units properly.

Work crews have been shut down in the Southern Region with no layoffs.

SAI received funding but also has a two year sunset. It is no longer a traditional boot camp. Corporals are teaching classes and programs and they have lightened up on the P.T. The population has increased to 375.

MCO continues to work through the many issues surrounding the housing of the PA prisoners at MCF. We are requesting more officers and the Department is expanding segregation beds.

Reminds everyone that October is the open window for Closer to Home Transfers.

As of October 20, 2010, we had 179 open grievances: 1 at 2<sup>nd</sup> step, 66 at 3<sup>rd</sup> step, 83 at pre-arb, 1 combined with other grievances, 4 on hold, 1 pending settlement, 17 at arbitration, and 6 on appeal to the board.

Finally, a reminder on the upcoming Gubernatorial Election. For those that missed the debate, one very important message from Candidate Snyder was made. He clearly stated that public employee compensation needs to be in line with the private sector, and while he realizes that public employees have families, he intends to make adjustments in a manner so that they're not constantly looking over their backs. For the record, Snyder has refused to meet with us on several occasions.

Adam Douglas reported on the activities of the Health and Safety Committee. Douglas explained some about the Misconduct Committee and what the concerns are with the current system, and how proposed changes would affect the Hearings Officer position. Adam explained to the delegates the 1, 2, 3, ticket system and how LOP will work under this new plan.

As there was no further business, motion was made by Dan Miller to adjourn. Supported by Larry Henley and MOTION CARRIED. The meeting stood adjourned at 2:15 p.m.

Respectfully Submitted,

Brent Kowitz  
Recording Secretary

## **Executive Director's Report**

MCO Central Committee  
October 27, 2010

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
  - Extended by membership to December 31, 2011
  - Bargaining of next contract to start summer 2011
  - Sick leave payout program pilot appears to be failing
  - 3% wage increase rec'vd Oct 1, after successful legislative fight
  - Letter of Intent Article 15, Part A - shift transfer (posting)
  - Closer to Home transfer list window: October
  - Seniority Transfer list window: November
  
- Facility closings, consolidations & organizational change since May
  - Most unsecured level I units closed
  - Consolidation of Pine River & Mid-Mich. (now Central Mich.)
  - DOC reduced regions from three to two eliminating one RPA
  - Many work crews eliminated
  
- St. Emp. Union Coalition lawsuit re retirement law & ULP (3% wage hit)
  
- Uniform Allowance – arbitration won - \$25,000 award to harmed members
  
- Critical incidents continue to be up
  
- Basic steward training scheduled for December
  
- Central Committee training scheduled day after this meeting
  
- MCO PR Campaign update (play 3 radio ads and TV commercial)
  
- New academy scheduled in November for targeted facilities
  
- E-mail opportunities: KYI; MCO Report; bulletins; mailing list
- New MCO Report (quarterly) and other publications

## **Legislation and Related Issues**

- DOC, DCH and State Budget
  - DOC FY 2010/11 budget includes \$42m in reductions (shortfall)
  - Additional shortfalls in current FY 10/11 budget assumed
  - Left and Right political forces calling for DOC reductions
  - Republicans plan: DOC privatization; cut OT & do "reforms"
  - Republicans plan: reduce public employee pay & benefits to private sector level
  
- Corrections "Reform"
  - Prisoner good time credits. MCO opposed
  - Sentencing Guidelines & Truth In Sentencing on hold
  - Privatization; C/O pay/benefit pressures
  
- SAI budget extended for two years (legislation)
  
- SB 1226 St. Employee Retirement Bill passed by legislature. MCO opposed and fought because of 3% wage hit on current employees. Unions lawsuit and ULP to be filed against State.
  
- National efforts
  - H.R. 2450 – federal bill; private fed. prisons under FOIA
  - H.R. 560 – federal bill; permit blocking of cell phones within prison
  - Employee Free Choice Act

## **Politics and Political Program**

- MCO PAC Fund and SEIU COPE
- Member Political Organizer (MPO)
- Town hall mtgs. with Senators and Representatives
- Elections: Governor, entire legislature, Congress, Supreme Court