



MCO Report



Proudly Representing Michigan Corrections and Forensic Officers for over 40 Years

TV AD LAUNCH SPARKS MEDIA ATTENTION

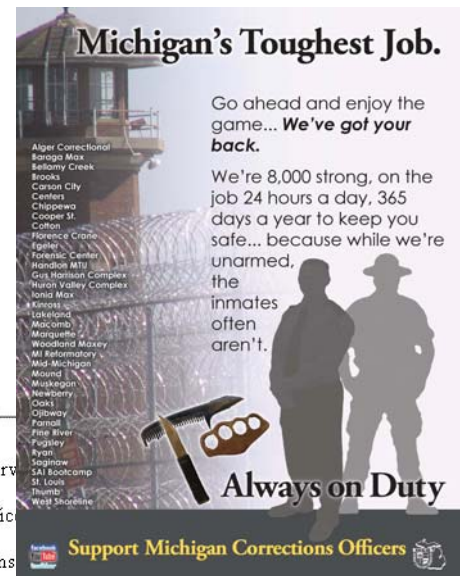
The much awaited MCO TV ad launched in select markets the first week in September to a great initial response.

The ad, airing in Traverse City, Marquette, Lansing/Jackson, Flint/Saginaw, and Grand Rapids areas during the 6 o'clock evening news, reminds the public of just how dangerous the job of being a corrections officer is, and our role in keeping the public safe.

The ad will air for a portion of each month through May of 2011 and can also be viewed through MCO's YouTube channel and our web site.

MCO also placed ads in MSU sporting program books telling fans to "sit back and enjoy the game... we've got your back."

The three radio ads produced are also continuing to run around the state.



Kristen Abraham
More: [Bio](#), [E-mail](#), [News Team](#)

MID-MICHIGAN (WJRT) -- (09/10/10)--Michigan corrections officers are taking their message to the air

A new television ad unveiled this week is aimed at making the public aware of just how dangerous an offic

The Michigan Corrections Organization says the job is even more difficult since the state closed 12 prisons

"They are kind of the unsung hero," said Bill Henderson of Freeland.

Henderson has worked inside Michigan's prison facilities for 18 years.

"We work 24/7," he said. "We are all unarmed, protecting the public every day."

It's that work ethic and service that has prompted a 30-second television commercial featuring Chad, a Central Michigan corrections officers who

I'm very proud of the officers. They risk their lives everyday and people need to be reminded and we want the public to know," Henderson said.

I think they really are appreciative of the job we do, but they forget because we are unseen."

Gov. Jennifer Granholm has asked for an additional \$50 million in corrections cuts, and while Henderson understands the state is strapped for cash,

"We're hopeful they will look other places," Henderson said. "Corrections has given a lot. Twelve facilities this past year. There's no more to cut."

MCO encourages the community to urge lawmakers to restore corrections funding.

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CORRECTIONS AD SHOWS DANGERS OF JOB

A television advertisement emphasizing the dangers involved in the job of a corrections officer as "Michigan's Toughest Job" began airing this week, said the Michigan Corrections Organization.

Mel Grieshaber, executive director of the MCO, said the goal of the campaign is to raise awareness of the job's risks.

"Once a criminal is behind bars, it's easy for the public to take for granted corrections officers' role in keeping their fellow citizens safe," he said. "Corrections officers go to work every day - unarmed - and have to face the worst felons Michigan has to offer."

The 30-second ad, which will run in several areas of the state including Lansing and Grand Rapids, features a corrections officer who was stabbed by a prisoner.

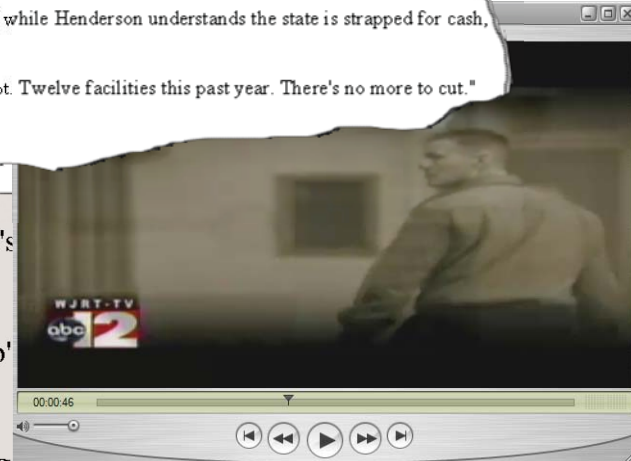
The man, who's referred to only as Chad, said he doesn't want his kids to have "sleepless nights thinking dad's not going to be coming home." He added that his wife is aware of the scale of the danger he faces.

The ad will run through next May.

Mel Grieshaber, executive director of the Michigan Corrections Organization, believes it will take time for the public to realize what staffing cuts would really mean, maybe a year or two.

But when they do, "they'll raise hell and say, 'Who is supposed to be taking care of this?'" he said.

"They want the prisoners locked up. They want police out there. They want to get the registration for their cars. They want their food safe. They want the environment protected. That's what we do, and there have been such massive cuts, somewhere you've got to pay for it."



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

IN MEMORIAM

Officer David Wexstaff, 62, of the Brooks Correctional Facility, passed away unexpectedly on Tuesday, September 21, 2010. Officer Wexstaff was a US Army veteran and had worked as a corrections officer at Brooks for the last 28 years. He leaves behind a wife, three children, and 6 grandchildren.

STANDISH RETURN RIGHTS EXPIRE

As you know, officers who volunteer to leave a bump region have return rights for one year. As of October 31, 2010, the last outstanding return rights from the closure of the Standish Max Correctional Facility have expired.

Those officers who were laid off, or who took a job in lieu of lay-off have recall rights for a period of 3 years. For more information about recall rights, please see Article 14, pg. 61 of your contract.

CONSOLIDATION COMPLETE IN ST. LOUIS

The Pine River and Mid-Michigan Correctional Facilities completed their consolidation on October 18, 2010.

The “new” facility is the Central Michigan Correctional Facility. Elections were held for the new facility and they were officially recognized as a new MCO chapter at the October Central Conference.

MCO CHALLENGES 3% WAGE REDUCTION

Included with the Early-Out retirement passed by the legislature was that all remaining state employees would have 3% of their wages deducted into a state employee health care trust starting November 1st.

MCO along with the state employee union coalition view this as a “reduction in wages” outside of collective bargaining and as such have filed a lawsuit.

HOLIDAY PACKAGES



Holiday packages will be sent out the beginning of December so be sure to update your mailing address with MCO Central to ensure a speedy delivery.

SENIORITY BASED TRANSFERS

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

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

The list expires after each window period, thus you need to sign up again if you didn't get a transfer last time around. Contact your personnel office to complete the necessary paperwork.

SCHOLARSHIPS

MCO members are eligible for college scholarships through MCO, through our international SEIU and through Union Plus. Please watch the web site for more information and downloadable applications as soon as they are available. As a general guideline, the SEIU scholarship applications become available in late November/early December, Union Plus in January, and MCO's in March.



As the budget deadline loomed and things appeared to still be hung up over the DOC budget, and in particular the State Employee Retirement Bill, MCO was sought out for tv, radio and print interviews. MCO, along with the most labor unions, opposed the State Employee Retirement Bill because “it is more stick than carrot” with only a slight sweetener to the pension calculation, but a hit to all employees with the 3% contribution towards retiree health care.

At this time the unions are pursuing a lawsuit on the matter, similar to what is currently working its way through the legal system on behalf of the state teachers who suffered a similar deal earlier this summer. As you may recall, MCO worked with Rep. Gary McDowell (D-107th) to introduce our own Early Retirement legislation (HB 5197) back in July 2009. The bill was passed out of a committee where MCO testified on behalf of COs, however it never came up for a vote by the entire House.

MCO GOES TO COLLEGE

On September 22nd, students in the upper-level SOC 363 Corrections and Rehabilitation class at Adrian College got an inside view of the job of a Michigan CO.

Officer Cary Johnson, of the Cotton Correctional Facility, shared with the class her experiences working inside the walls. She discussed her daily routine, the types of contraband found and how it was concealed, and gave examples of on-the-job learning moments for which no training can prepare you.

Officer Johnson also addressed the swing in how corrections is approached (more emphasis on the rehabilitative aspect), and what that means for the line officer who once was charged with keeping them, us and the inmates safe but who is now also expected to participate/provide the rehabilitative programming.

Student questions ranged from the more serious: about assaults and the story of when she was assaulted, pay and benefits, role of the union, budget/politics, and if she's ever scared, to the more practical “Can you

be a correctional officer with tattoos?”

Another key topic was the role of women in corrections and that if they receive the same pay, they should also expect to do the same job. “Inside, your partner is the one who's got your back... be it male or female. We all have the same job title and are expected to perform.”

Officer Johnson said that the experience was a lot of fun and she really took a lot out of the process herself. “We kinda live and work in a bubble. It is nice to go out and share some of that knowledge and experience with the next generation of law enforcement... be they future COs, cops, or parole agents... them having a better perspective of our side of things helps us all.”



**2011 Flexible Spending Accounts
Open Enrollment
November 1, 2010 – November 30, 2010**

Flexible Spending Accounts (FSAs) allow you to pay for dependent care and eligible out-of-pocket health care expenses with pre-tax dollars, thereby reducing your taxable income.

The 2011 Flexible Spending Account Plan Booklet contains the information you need to determine if you want to enroll in a Health Care and/or Dependent Care Spending Account.

For information or questions regarding eligible expenses or the reimbursement process, please contact the ADP Participant Solution Center at (800) 422-3703, Monday through Friday, 8:00 a.m. to 8:00 p.m.

* Non-career and SPS employees are not eligible for this benefit.

Important!

Enrollment is required if you wish to participate in the FSAs for 2011, even if you are participating in one or both of the plans this year.

Health Care Spending Accounts

- can save you money on eligible out-of-pocket health care expenses, such as doctors' office co-pays, dental and orthodontia co-pays, prescription co-pays, health insurance deductibles, and vision and hearing expenses not covered by health insurance. The maximum annual contribution per employee is \$5,000.

Dependent Care Spending Accounts

- can be used to pay for day care expenses while you or your spouse are at work, looking for work, or are at school. It can also be used for local day camp and care expenses for any incapacitated person you are eligible to claim on your income taxes. The maximum annual amount for the Dependent Care Spending Account is \$5,000 per household, but varies depending on your tax filing status and your and your spouses' income.

Two Easy Ways to Enroll!

1. Online in MI HR Self-Service
www.michigan.gov/selfserv

2. By phone through the MI HR Service Center, Monday through Friday, 7:00 a.m. to 6:00 p.m.

Lansing Area (517) 335-0529
Toll Free: (877) 766-6447
Michigan Relay Center: 711 for hearing impaired
Fax: (517) 241-5892

If you have lost or forgotten your MI HR Self-Service password, you can reset it at www.michigan.gov/selfserv by selecting 'Password', or e-mail Self-Serv-Support@michigan.gov.

REMEMBER:

- Carefully calculate your Health Care and/or Dependent Care expenses for 2011.
- Retain your confirmation statement.
- Review your January 6, 2011, payroll earnings statement to ensure that your Flexible Spending deductions were taken.

Membership Dues	\$1,191,451
Non-Member Fees	40,696
Interest	16,177
From Affiliates	2,880
Miscellaneous	556
Total Revenues	\$1,251,760

Expenses

Advertising, news releases and related expenses	277,965
Annual Leave	333
Arbitration	3,382
Books	355
Computer	9,212
Continuing Education	3,841
Contributions	3,700
Depreciation	19,002
Insurance	85,482
Leased Equipment	6,155
Legal and Accounting	5,153
MCO Report	17,293
Meetings and Conferences	88,353
Office and Administrative	13,070
Organizational Unity Materials	12,938
Pension Contribution	21,226
Postage	6,725
Repairs and Maintenance	4,382
Salaries	197,029
Social activities	4,538
Taxes - Payroll	14,733
Taxes - Per Capita	332,465
Telephone	9,828
Utilities	7,721
Total Expenses	\$1,144,881

Change in Unrestricted Net Assets \$106,879

Exchange Transfer List



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), 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
Kevin Brown, E-9	Macomb/(586) 749-4900	Thumb/ Marquette
Orlinda Mallett-Godwin, E-10	Huron Valley/(734) 572-8786	Ryan/Mound
Jessica Brissette, E-8	Huron Valley/(734) 572-8786	Saginaw
Courtney Delong, E-8	Huron Valley/(734) 572-8786	ICF/DRF/MR
Lyndsey Cavill, E-10	Huron Valley/(734) 572-8786	Adrian/Coldwater
Michele Albritten, E-9	Huron Valley/(734) 572-8786	Mound/Ryan/Macomb
Shari Shaw, E-8	Huron Valley/(734) 572-8786	Mound/Ryan/Macomb
Matt Vouaux, E-9	Macomb/(586) 749-4900	Saginaw/Thumb/St. Louis
Heather Weslock, E-9	Egeler/(517) 780-5600	STF/SLF/
Michelle Schlappi, E-9	Carson City/(989) 584-3941	St. Louis
Arthur Hart, E-10	Maxey/(734) 449-4422	Thumb
Brenda Tuttle, E-9	West Shoreline/(231) 773-1122	Baldwin TRV
Andrew Treiber, E-9	Pugsley/(231) 263-5253	Baldwin TRV
Aleika Buckner, E-9	Huron Valley/(734) 572-8786	Mound/Ryan
Claudio Basileco, E-10	Macomb/(586) 749-4900	Ryan
Sharon Myles, E-10	Central Michigan/(989) 681-4361	Saginaw
Lonnie St. Andrew, E-9	Macomb/(586) 749-4900	Thumb
Rikki Irwin, E-8	MR/(616) 527-2500	Carson City/St. Louis areas
Charlie Harris, E-9	Carson City/(989) 584-3941	Thumb/Saginaw
Roxanne Weatherly	Huron Valley/ (734) 572-8786	Ryan/Mound
Michael Wirth, E-9	Cooper Street/(517) 780-6175	Saginaw
Rob Silance, E-9	West Shoreline/(231) 773-1122	Pugsley/Baldwin TRV
Jason Gonzalez, E-9	Ryan/(313) 368-3200	Maxey Woodland
Michelle Mattox, E-10	Huron Valley/(734) 572-8786	Mound/Ryan
Mark May, E-9	Mound/(313) 368-8300	Huron Valley
Ethelyn Kennedy, E-10	Huron Valley/(734) 572-8786	Macomb/Mound/Ryan
Lyle Banks, E-9	Macomb/(586) 749-4900	Mound/Ryan
Angela Dalton, E-10	Huron Valley/(734) 572-8786	Macomb/Ryan/Mound
Jason Carter, E-9	Parnall/(231) 773-9200	Coldwater areas
Shiryl Gentry, E-10	Huron Valley/(734) 572-8786	Mound/Ryan
David Heidtman, E-10	Alger Max/(906) 387-5000	Marquette
Jenae Jones,	Huron Valley/(734) 572-8786	Mound/Ryan
Natasha Reed, E-9	Mound/(313) 368-8300	Huron Valley Womens
Michael Johnson, E-10	Oaks/(231) 723-8272	Pugsley
Melissa Schichtel, E-9	Egeler/(517) 780-5600	Pugsley/Oaks/SAI
Jeremy Randall, E-9	Egeler/(517) 780-5600	St. Louis/Saginaw areas
Eric Hoffman, E-9	Oaks/(231) 723-8272	Pugsley/St. Louis
Tia Shidler, E-10	Huron Valley/(734) 572-8786	Gus Harrison
Will Kinney, E-9	Parnall/(517) 780-6000	TCF/MPF/ECF/MCF
Cam Grahl, E-9	Mound/(313) 368-8300	Maxey Woodland
Kim Wieferrich, E-9	Cooper St./(517) 780-6175	St. Louis area
John Horvath, E-10	Lakeland/(517) 278-6942	Cooper St./Egeler/Parnall
Ryan Roan, E-9	Newberry/(906) 293-6200	Chippewa/Kinross
David Hovis, E-10	Carson City/(989) 584-3941	STF/SLF
Michael Yearwood, E-9	Gus Harrison/(517) 265-3900	Saginaw/Jackson areas
Adam Hollingsworth, E-10	Florence Crane/(517) 279-9165	Muskegon/Ionia areas
Latanya Jackson, E-9	St. Louis/(989) 681-6444	Saginaw
Guadalupe Olivarez, E-9	Thumb/(810) 667-2045	Saginaw
Cory Reid, E-10	MR/(616) 527-2500	Thumb/Maxey
John Purdom, E-9	Mound/(313) 368-8300	Macomb
Jason Garcia, E-9	Thumb/(810) 667-2045	DRF/STF/SLF/SRF
John Tornow, E-9	Oaks/(231) 723-8272	Pugsley
Alnisha Jackson, E-9	Egeler/(517) 780-5600	SRF/STF/SLF/DRF/TCF
Ed Wendt, E-9	Newberry/(906) 293-6200	Parnall/Cooper St.
Mark McClain, E-9	Chippewa/(906) 495-2275	Pugsley
Masani Tuileta, E-9	Oaks/(231) 723-8272	Pugsley
Derrick Campbell, E-9	Newberry/(906) 293-6200	Chippewa/Kinross
Robert Drake, E-9	Cotton/(517) 780-5000	Carson City/Ionia/St. Louis
Mark Malkowski, E-9	Parnall/(517) 780-6000	Chippewa/Kinross
Edward Hansen, E-10	Carson City/(989) 584-3941	Pugsley
James Kirksey, E-9	Macomb/(586) 749-4900	Mound/Ryan
Kevin Datzko, E-9	Thumb/(810) 667-2045	Saginaw
Stanley Shank, E-9	Carson City/(989) 584-3941	Muskegon
Robert Streeter, E-9	SAI bootcamp/(734) 475-3394	Gus Harrison
Steve Slama, E-9	Gus Harrison/(517) 265-3900	Thumb
Jared Breining, E-9	Gus Harrison/(517) 265-3900	TCF/DRF/MRF/SRF/MPF/ICF/SLF
Michael Charbonneau, E-9	Macomb/(586) 749-4900	SRF/STF/SLF/DRF/TCF
Jillian Mayer, E-9	Chippewa/(906) 495-2275	Pugsley
Thomas Colby, E-9	Ryan/(313) 368-3200	Woodland Maxey
Dustin Richard, E-10	Central Michigan/(989) 681-4361	Saginaw
Kirk Stevenson, E-10	Cotton/(517) 780-5000	Ionia Area
Brandon Witcher, E-9	West Shoreline/(231) 773-1122	Macomb, Jackson Area
Crystal Socier, E-9	Huron Valley/(734) 572-8786	SRF/TCF/St. Louis/DRF
Priscilla Thomas, E-9	St. Louis/(989) 681-6444	Saginaw
John Dannenberg, E-10	Pugsley/(231) 263-5253	SLF/STF
David Caltagirone, E-9	Oaks/(231) 723-8272	Muskegon/West Shoreline
Kayle Mahar	Chippewa/(906) 495-2275	Carson City/St. Louis
David Baklarz, E-10	Cotton/(517) 780-5000	Gus Harrison
Gheodore McAfee, Jr., E-9	Cotton/(517) 780-5000	Saginaw/Thumb
Jeffery Barnett, E-9	Ryan/(313) 368-3200	Woodland/Maxey
Bryan Conant, E-9	Parnall/(517) 780-6000	Coldwater Area
John Corlew, Sr., E-10	Newberry/(906) 293-6200	STF/SLF/SRF/DRF
Joseph Stevenson, E-9	Thumb/(810) 667-2045	Tuscola TRV
Pamela Cann, E-10	Lawton TRV/(313) 972-3170	WHV
Chris Dolan, E-10	Lawton TRV/ (313) 972-3170	Adrian/Jackson/WHV
Matthew Bowen, E-9	Macomb/(586) 749-4900	St. Louis/Saginaw/Thumb Areas
Joshua Vamvas, E-9	Ryan/(313) 368-3200	Thumb
Stanley Shank, E-9	Muskegon/(231) 773-3201	Brooks
Brad Pratt, E-9	Pugsley/(231) 263-5253	St. Louis Area or Saginaw
Eric Hoffman, E-9	Oaks/(231) 723-8272	Pugsley
Andrew Bennett, E-10	Egeler/(517) 780-5600	Oaks/Pugsley
Donna Russell, E-9	Central Michigan/(989) 681-4361	Saginaw
Samatha Ford	Thumb/(810) 667-2045	Tuscola Re-entry
Amanda Stone, E-9	MR/(616) 527-2500	Carson City/St. Louis Areas
William Thompson, E-9	Alger Max/(906) 387-5000	Kinross or Chippewa
Shontae Osborn, E-9	Huron Valley/(734) 572-8786	SRF/STF/SLF/TCF
Roy Britton, E-9	I-Max/(616) 527-6331	Pugsley
Alan DeShano, E-9	Central Michigan/(989) 681-4361	Saginaw
Tony Monterusso, E-9	Oaks/(231) 723-8272	Muskegon area
Joe Cousineau,	Oaks/(231) 723-8272	Saginaw/St. Louis
Kimani Sanders, E-9	Ryan/(313) 368-3200	Macomb

**Flexible Spending Accounts
Open Enrollment**

Statement of Activities 2nd Quarter 2010



Civil Service Commission
Employee Benefits Division





MCO MEMBER BENEFITS

RETIREMENTS

Fall is setting in and that means cooler temperatures, snow, and being stuck inside. MCO has special rates with several destination hotels this winter, with rates and packages updated regularly. Kalahari (in Sandusky for our southern members, and the Dells for the northern folks) for only \$99.95 for select dates in November and beyond! With wave pools, toilet bowl water slides, swim up bars, a spa and more, there is something for all ages in your family in one spot. Current rates and discount codes can be found on our web site under Member Benefits/Entertainment, or you can always give us a call.

We also have deals at:

- Great Wolf Lodge (in Sandusky and Traverse City)
- Mt. Olympus Water and Theme Park (Wisconsin Dells)
- Wilderness Hotel (Wisconsin Dells)
- Bavarian Inn (Frankenmuth)
- Tundra Lodge (Green Bay)
- Chapleau Lodge (Chapleau, Ontario)
- AmericInn (Munising)
- Holiday Inn (Traverse City)
- Castaway Bay (Sandusky)

MCO also offers other discounts negotiated specifically for MCO members on everything from cell phone service, auto purchases, clothing, realtor and legal services, concert tickets (in season) and more. Be sure to check the web site for new offerings and deals. Many of the hotel rates change with the season, as do our offerings which in the summer include discounted tickets to Cedar Point, Michigan's Adventure and more.



www.mco-seiu.org

Click on "Member Benefits" to find your savings today!

E-COUNCIL CONVENE

MCO's State E-Council convened in Lansing on August 18th for its biannual meeting. The meeting gives chapter presidents the opportunity to talk about issues going on at their facility and bounce questions off of others who may be handling it differently. It also allows MCO Central to get a better handle on what issues are causing problems for the various facilities and provides a means to address them all at once.

Given the political season and the looming budget deadline, these were also the main topics of discussion. The state is looking to find another \$42M in savings from Corrections, through either cuts to all facilities, or perhaps through closures. They are already reducing regions, eliminating one RPA, as well as consolidating Mid-Michigan and Pine River to achieve savings for the '09-'10 fiscal year.

The Council reviewed the escape at Kinross, and also got a preview of MCO's new TV ad. Additionally, Roseanne Leeland, vice Coordinator, spoke to the group about the services available to state employees program. Particularly in corrections, stress levels are a major factor affecting life on the front line chapter officials are in a position to direct troubled staff to these also talked with the officers about additional ways she could address the unique line officer vs. those programs that are more directed toward management and



- Terry Bertucci
- James Coleman
- Timothy Cook
- Clyde Dunham
- Robert Fullerton
- Jim Goik
- John Gorte
- John McBride
- Henry Mroz
- John Nelson
- Frank Plodzick
- Rively Raymond
- Timothy Reno
- Ben Savage
- Lanita Sholes
- Jack Stanley
- Guy Stermin
- Daniel Sutton
- Shirley Szafranski
- John Warnes
- John Wheeler
- Gary Whitman
- Donald Wolfinger
- Thomas Roberts
- Shirley Acree-Morgan
- Edward Andring
- Todd Baldwin
- Darrel Blair
- Karen Cloud
- Claudia Crane
- Daniel Drenth
- John Elvetici
- Terrance Emmons
- Stephen Eskilsen
- Dennie Hayes
- Harvey Higgins
- John Highfill
- Deborah Hubble-Price
- Steven Lacy
- Arthur Lebombard
- John Mangold
- Robert Prater
- Billy Proffitt
- John Rall
- Randal Reed
- Patricia Rhodes-Reeves
- Randal Stoner
- Thomas Thiele
- Richard Troub
- Robert Weimer
- Henry Wilkerson
- Forest Williams
- Levi Williams
- Robert Auge
- Daniel Facundo
- Lewis Mooror
- Richard Nalette
- Rex Wattles

PRESIDENTIAL PONDERINGS

by

Tom Izbicki



As you can see, the MCO Report has taken a new form. The Report will now be issued quarterly, with two new publications hitting your mail box during the in-between months. The new format not only saves the union money, but by breaking out the content into separate issues, we are able to bring to you more in-depth information about union events, active legislation, member activities, and more. As always, you can also choose to receive this and other union publications via e-mail by clicking the "Sign-up" button on our web site at www.mco-seiu.org.

The legislature approved a budget avoiding a state shutdown, however the DOC faces \$42M in cuts which the Department has indicated could either come from savings at all facilities, or perhaps through the closure of facilities. Further, SB 1226 was passed and enacted as Public Act 185 which offers an Early Retirement Enhancement for State Employees meeting the eligibility criteria. The offer, however, is quite frankly more stick than carrot. It offers a 1.55% or 1.6% multiplier for those in the defined benefit plan (depending on your eligibility), however it also calls for ALL state employees who remain to contribute 3% of their salary starting November 1st towards retiree health care. MCO and the State Employee Union Coalition have decided to legally challenge the State. A coalition lawsuit will have been filed by the time you receive the *Report*. An Unfair Labor Practice charge will be filed as well. MCO will keep members informed on the progress of these initiatives.

There has been much confusion about the Early Retirement Enhancement and how it affects those in covered positions. Officers who are eligible to retire under the Supplemental Retirement for covered employees may choose to do so, or they may choose to retire under this new State Employee Enhancement, but not both. First and foremost, please consult the Office of Retirement Services and seek the advice of a retirement specialist before making a decision. MCO has tried to provide you with as much information as possible, however, ultimately this is all in the hands of the ORS and thus their counsel on your individual retirement situation is advised.

MCO has also been in consultation on behalf of members at I-Max where a list of officer names and social security numbers was recently discovered in a housing unit.

The November elections changed many faces in Lansing. While MCO researched the candidates and supported those that most align with us on public employee, labor, and corrections issues, we all know that people take other issues into consideration when casting their vote. MCO will be taking advantage of this turnover to pro-actively reach out to the newly elected (both Republican and Democrat). Remember, no matter what side of the aisle they are on, those in office will ultimately be responsible for your job, your pay, your benefits, and your safety. It is the legislature that has passed the budgets requiring cuts and closures. It is the legislature that voted to take 3% from your salary. We must join together, educate and lobby, and make our voices heard.

At present, the Dept. has tentatively scheduled a new Academy for Nov. 15th with approximately 200 officers joining the ranks. A majority of these officers are slated for Adrian, Huron Valley Womens and the Woodland Correctional Facility. The hiring is primarily due to the specialized needs at WHV because of BFOQ's, and the special requirements of the CMUO positions at Woodland. There are approximately 35 officers still laid off from previous closures, however they were all contacted and offered these vacancies prior to them being filled by new hires.

Over the last month I've toured Macomb, (2nd & 3rd), Forensic Center Labor Management, Muskegon Correctional (1st & 2nd), Michigan Reformatory (1st), OCF (3rd), Baraga (1st & Labor Management), Marquette (1st), Alger (2nd), Newberry (1st), Kinross (2nd) and URF (1st).

I have also met with the Deputy Director, RPA, both Wardens and both Chapter Presidents along with MCO Central Office Staff to discuss and finalize issues surrounding the consolidation of the Mid-Michigan and Pine River Correctional Facilities. I am glad to report that no MCO members will be laid off as a result of the consolidation.

In closing be careful fellow officers. These are tough times here in Michigan have definitely made our touch jobs tougher.



Special Olympian Yvette Dabner drew the winning ticket in the Raffle to Benefit Special Olympics Michigan at MCO Central on October 7, 2010. The winner had the choice between a Copper Canyon Adventure, Caribbean Cruise, Punta Cana-Dominican Republic or Taste of Ireland vacation, or \$2,500 in cash.



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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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Editor - Sacha Crowley



"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

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 Stephanie Short, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to stephanie@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