



MCO Report



Proudly Representing Michigan Corrections and Forensic Officers for over 40 Years



2011 Corrections Officer of the Year Jacqueline Holmes & Finalists

pictured left to right: Richard K. Warnack - Macomb, Vicky A. Hastay - Cooper Street, Brock Simmons - Michigan Reformatory, Jacqueline C. Holmes - Thumb, and Roy G. Doades - Woodland

Jacqueline Holmes, the 2011 Michigan Corrections Officer of the Year, hired into the MDOC in 2008 at the Thumb Correctional Facility. She works in the youthful offender unit which has undergone a significant transition over the course of the last year in part due to her activities within the unit.

Outside of the facility, Officer Holmes works with the Family Worship Center to mentor students in the Flint School System, Big Brothers and Big Sisters, and also with Youth Builders providing education and vocational training for youth adults aged 18-22. Her actions on the outside help to prevent at risk youth from meeting her on the inside.

Officer of the Year finalists were interviewed by the Corrections Officer Training Council and will be recognized at the Annual Corrections Officer of the Year Awards Ceremony on May 4, 2011, at the Kellogg Center in East Lansing along with these Facility Officers of the Year. ▶

2011 Facility Corrections Officers of the Year

- Mackie Flenor - Gus Harrison
- Daniel Charlebois - Alger
- Thomas Snow - Baraga Max
- David Kerr - Bellamy Creek
- Leslie Cummings - Carson City
- Chad Bovee - Central Michigan
- Christopher Demers - Egeler
- Patrick Romeri - URF Chippewa
- Rick Baker - KCF
- Mark Bailey - Brooks
- Kenneth Proctor - Tuscola Re-Entry
- Michelle Rockwell - Florence Crane
- Jacob (Jake) LaFave - Cotton
- Mark McQuillan - I-Max
- Richard Jacobson - Kinross
- Thad Saur - Puglsey

- Brian Clemens - Lakeland
- Gerald Gregg - Marquette
- Mark Bragg - Mound
- Joel Wiard - MCF
- Robert Marsh - Newberry
- Todd Garber - Oaks
- Scott Kellett - Ojibway
- Billy Smith - Parnall
- Barbara Choryan - Handlon MTU
- Joseph Kirchhoff - Ryan
- Robert Wozniak - Saginaw
- Philip McDonald - SAI
- Trevor Paradise - St.Louis
- Hector Wilson - West Shoreline
- Anne Osbourn - WHV

Congratulations!

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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
Quitman Moffett, E-10	I-Max/ (616) 527-6331	St. Louis
William Collins	Lakeland/ (517) 278-6942	Parnall
Kelly O'Leary, E-9	Central Michigan/ (989) 681-6668	Saginaw
Leon Raleigh, E-9	Gus Harrison/ (517) 265-3900	Egeler/Parnall/Cooper St./Cotton
Eric Hoffman, E-9	Oaks/ (231) 723-8272	Pugsley
Matt Vouaux, E-9	Macomb/ (586) 749-4900	Saginaw/Central MI/St. Louis/Thumb
Lou Ann Kasprzycki, E-10	Huron Valley/ (734) 572-8786	Egeler/Cooper St./Parnall
Eric Grabowski, E-9	Oaks/ (231) 723-8272	Saginaw/St. Louis/Thumb/Tuscola Re-entry
Ryan Roan, E-9	Newberry/ (906) 293-6200	Chippewa/Kinross
Tia Shidler, E-10	Huron Valley/ (734) 572-8786	Gus Harrison Complex
Michele Albritten, E-9	Huron Valley/ (734) 572-8786	Mound/Ryan/Macomb
Mark Miller, E-10	Carson City/ (989) 584-3941	Thumb
Cheryl Miller, E-9	Central MI/ (989) 681-6668	Saginaw
Kip O'Neil, E-9	Florence Crane/ (517) 279-9165	Pugsley
Shellie Komperda, E-9	MR/ (616) 527-2500	Carson City/St. Louis
Kim Wiefelrich, E-10	Cooper Street/ (517) 780-6175	St. Louis Area
Ken Dettloff, E-9	Cotton/ (517) 780-5000	Thumb
Roger VanPopering, E-9	West Shoreline/ (231) 773-1122	Central/Saginaw/Carson City
Ryan Ehinger, E-9	Gus Harrison/ (517) 265-3900	Saginaw
Jessica Acha, E-9	Carson City/ (989) 584-3941	Pugsley
Melody Johnson, E-9	Macomb/ (586) 749-4900	Saginaw/Thumb/St. Louis
Crystal Socier, E-9	Huron Valley/ (734) 572-8786	Saginaw/Carson City/Thumb/WCC/St. Louis area
Jamie Wild, E-10	Lakeland/ (517) 278-6942	Cooper St./Parnall
William Mickelson, E-9	Huron Valley/ (734) 572-8786	Woodland
Daniel Antes, E-9	Carson City/ (989) 584-3941	Oaks
Tobey Goodrich, E-9	Handlon MTU/ (616) 527-3100	Egeler/Parnall/Cooper St.
Tessa Horrihs, E-9	Huron Valley/ (734) 572-8786	Jackson area/Gus Harrison

Statement of Activities 3rd Quarter 2010

Revenues	Amount
Membership Dues	\$1,001,341
Non-Member Fees	31,705
Interest	14,254
From Affiliates	2,880
Total Revenues	\$1,050,180
Expenses	
Advertising, news releases and related expenses	94,627
Arbitration	7,564
Computer	12,734
Continuing Education	173
Contributions	1,447,650
Depreciation	19,067
Election	278
Insurance	65,521
Leased Equipment	6,418
Legal and Accounting	6,542
MCO Report	17,054
Meetings and Conferences	61,497
Office and Administrative	15,242
Organizational Unity Materials	3,984
Pension Contribution	43,004
Picket	7,364
Postage	4,843
Repairs and Maintenance	18,159
Salaries	220,505
Scholarship	15,000
Social activities	21,075
Taxes - Payroll	16,478
Taxes - Per Capita	326,022
Taxes - Property	34,850
Telephone	15,309
Utilities	6,814
Total Expenses	\$2,487,774
Change in Unrestricted Net Assets	(\$1,437,594)

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.

Officer Henry Underwood, 45, of the Ryan Correctional Facility, passed away on Nov. 18, 2010, after a prolonged illness.

Officer Underwood served the state for 21 years, working at Brooks, Macomb and Mound Correctional Facilities before arriving at Ryan in 2006. Underwood leaves behind his wife Deborah, also a corrections officer, who works at the Huron Valley Womens Facility, children LaTaisha and Dorian, and four grandchildren.

Officer Ralph Hewitt, 51, of the Pugsley Correctional Facility, passed away on December 29, 2010, at home after suffering a heart attack.

Ralph was a Navy veteran and had worked for the DOC since 2000. He leaves behind his wife Brenda and son Michael.

Officer Kevin Sanders, 59, of the Huron Valley Complex, passed away on December 28, 2010, after a battle with cancer.

Kevin worked for the DOC for 18 years and served as Chapter President before retiring in 2009.

Officer Lester Parkinson, 67, passed away on January 22, 2011. Parkinson worked for the DOC for 15 years, retiring from the Thumb Correctional Facility in 2004. He leaves behind a wife, two daughters and a son, as well as two step children and five grandchildren.

Chapter leaders and Union officials gathered for two days in October for the bi-annual Central Committee Meeting and Advanced Training. With the pending November elections the discussions centered around what the Department of Corrections and MCO might be facing under a new administration and what ultimately ended up being a massive shift in the state legislature as well.

MCO talked in depth about the Field Survey Program and how we've been able to use this captured information to mobilize members in greater numbers than ever before. This will be even more critical as we look to the next year of increased actions and events to educate the administration and the legislature on what it is we do behind the walls.

Chapter leaders were trained in Conflict Resolution, Joint Problem Solving, Prosecuting Contractual Violations, Defense of Members, Contract Administration,

Labor Management Relationships, Conducting Union Meetings, Managing Shift Command Conflicts, Grievance Procedures and Process, Handling Internal Investigations, Ensuring Members' Duty to Fair Representation, and how to be the best Advocate for the officers and the union.



Kacy Datema, President, MI Reformatory



Andy Potter, State Vice President

JEFF WHITE CLASS ENTERS THE RANKS

220 Officers graduated on January 14, 2011, in ceremonies held in Lansing. Officers from the Jeff White Sr. Class headed out to Huron Valley Womens, Woodland, Muskegon, Gus Harrison Complex, SAI, Alger, Macomb, Parnall, I-Max, Cotton, Lakeland, Marquette, and Florence Crane.



Jeff White, Jr., spoke to the class named after his father. Jeff White Sr. hired into the MDOC in 1987, working at several facilities from Detroit to Ojibway rising through the ranks to become the youngest Warden in the state at the age of 49. His son, Jeff White Jr., hired into the MDOC in 2006 as a CO and is currently a Sergeant at Cooper Street.

RECORDING SECRETARY RETIRES

MCO Recording Secretary Jim Johnson was recognized at the fall Central for his many years of dedication and service to the members of MCO as a Chapter Leader and a State Executive Board Member. Jim worked as a CO at the Kinross Correctional Facility for 21 years and retired from the MDOC in December 2010. *Thanks for your years of leadership and best wishes for your retirement!*

MCO SCHOLARSHIPS

ONLINE NOW!

MCO is proud to offer the MCO Scholarship Program. This program offers scholarships to children of MCO members entering (or in) college. Eligible students are a child, stepchild, or adopted child of an MCO member in good continuous standing for three years as of January 2011. Applications are available for download now from our website. Hard copies can be requested by contacting Sacha Crowley at MCO.

sacha@mco-seiu.org or 517.485.3310
Deadline to Apply is June 1, 2011



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%.

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%.

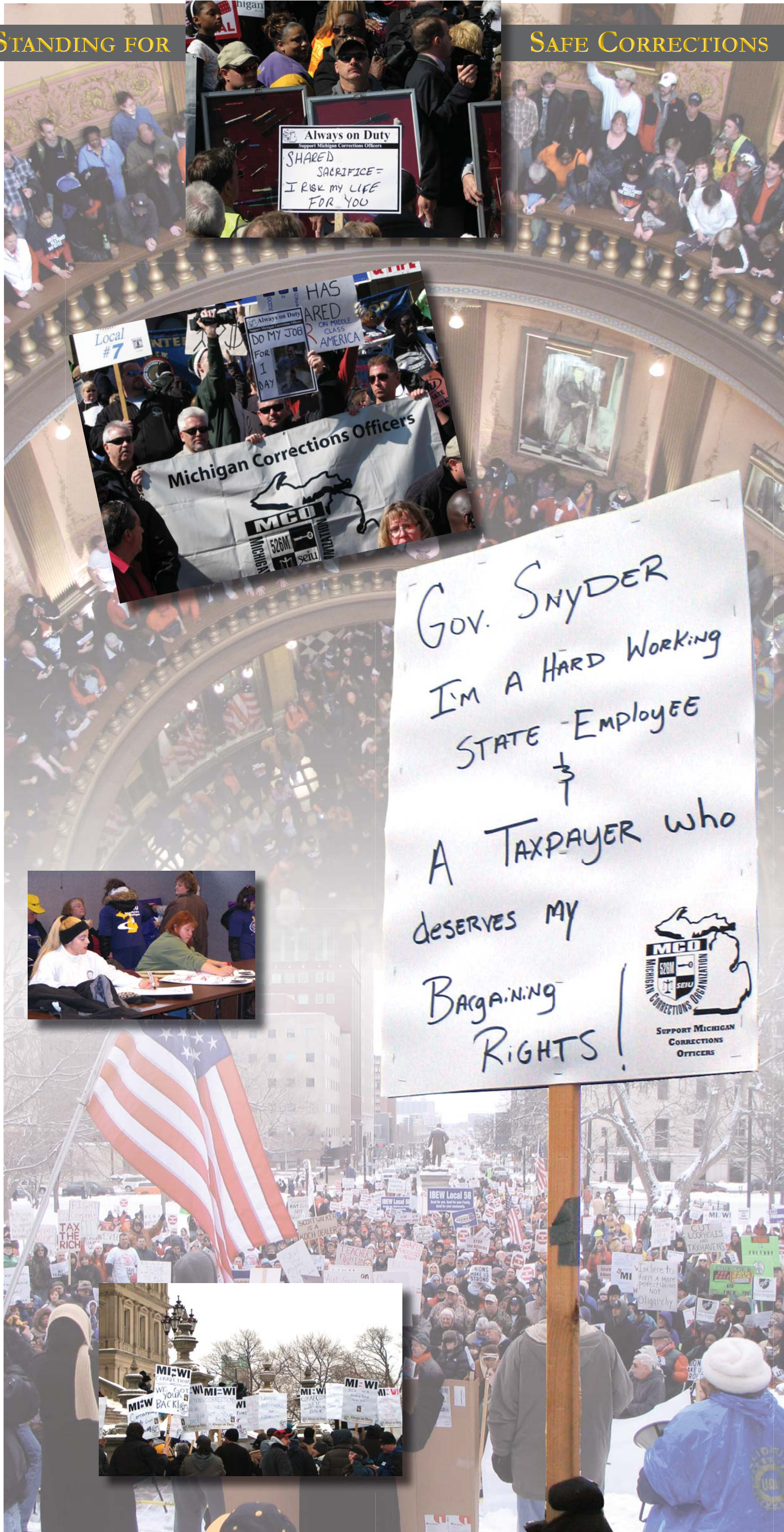
2. Non-members will be given a full explanation of the basis for the fee charged to them. The explanation will include a more detailed list of the categories of expenditures deemed "chargeable" and those deemed "non-chargeable," and the independent certified public accountants' report showing the Union's 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/opciu459af1 -cio

STANDING FOR

SAFE CORRECTIONS



- Rita Adkins
- Brian Boes
- James Cote
- Brian Crothers
- Willie Culberson
- Constance Dalglish
- Frederick Freeman
- Rita Gedert
- Desi Jackson
- Walter Keeton
- Bonnie Kennedy
- Douglas Mason
- Darrel McMurtrie
- Henry McPherson
- Anita Shaw
- Anthony Sloan
- Debra Smith
- Lilbern Stone
- Sherman Tangen
- Robert Taylor
- Melody Teunis
- Ron Webber
- Jodie Williams
- John Zoborny
- William Reetz
- Raheem Abdullah
- Lyle Banks
- Karen Becker
- Allen Burnham
- Fred Cairati
- Craig Chappell
- James Cory
- Shaden Dababneh
- George Dehaven
- Douglas Gillespie
- Samuel Henson
- William Hill
- Robert Jarvi
- Randy Kangas
- Dallas Little
- Charles Maddux
- Charles Pemble
- Brian Phelps
- Richard Schumacher
- Randal Simmon
- David Wiik
- Theron Atkinson
- Terri Campbell
- Philimine Curtis
- Robert Dillon
- Sandra Johnroe
- Dawn Krauss
- James MacInness
- Neal Pelon
- Raymond Sanocki
- Cherri Tallman
- Robert Taylor
- Vivian Beasley
- Carl Dahl
- Bruce Hughes
- Ellis Johnson
- Alphonso Mann
- Ronald Mills
- Perry Pindur
- John Ashetzie
- Tami Trumbley

PRESIDENTIAL PONDERINGS

by



With the new MCO Report format up and running, it has been some time since you've heard from me. Every week since the start of the new legislature and administration the news has been filled with attacks on public employees, unions, and budget cuts to corrections including the closure of Florence Crane and the cancelling of the contract with Pennsylvania in Muskegon. Many bills have been introduced in the legislature already and with the Governor's budget release it doesn't look any better. We here in Lansing have continued to mobilize the membership to tell our story... what we do behind the walls and under what conditions after suffering through 100's of millions of dollars in cuts already.

MCO has an extensive program underway to educate lawmakers what it is like to walk a day in our shoes. We met on February 4, 2011, in Ionia with Senator Judy Emmons and Reps. Coulter and Outman. Approximately 100 officers were in attendance plus retirees to tell our story. Lawmakers cringed when Executive Director Grieshaber asked how many officers in the room have been assaulted and 90% raised their hands and just as many responded when asked how many have had urine and feces thrown on them. Kudo's to the officers in attendance in Ionia - you did an outstanding job portraying the tough and stressful job we walk into every day. We have also been in Kinross on February 18th with newly elected State Rep. Frank Foster. Once again, we had over 80 officers show up and help educate him on what it is we do. MCO is also arranging facility tours for these legislators so that they can see and feel what it is like behind the walls. As we travel around the state educating lawmakers (hitting Baraga, Newberry & Ojibway April 7-9th among others) we hope attendance continues to grow.

As you recall, MCO won an injunction on the 3% deduction for retiree health care in December. On February 24th we were notified that Circuit Court Judge Collette ruled in our favor stating "the action by the legislature to circumvent the Civil Service Commission was unconstitutional." The state has appealed that decision. The Court of Appeals has granted a stay on Judge Collette's ruling, meaning that they can continue to collect the monies while the case moves through the appeal process.

As of this writing Officer Sprague, who was assaulted at RMI, continues to recover and he wanted me to thank everyone for the well wishes. On a similar note, Officer Olivo is back to work on a transitional basis after a Level I work crew inmate beat him with a pick ax and left him for dead in December 2009. Let's continue to keep them and the numerous injured members state-wide in our thoughts and prayers.

Also keep the family members and fellow officers of Jayme Lee Biendl, a Washington State officer slain in February in your thoughts and prayers. Just yet another reminder of us doing the most dangerous jobs known to society. MCO sent donations to a memorial fund and there are links on our web site for those interested.

Some facilities saw relief as the Jeff White class graduated on January 14, 2011. Most of the new officers went to MCF, WCC, SAI, ARF and WHV. Unfortunately, with two prisons closing, it is likely that some of these officers will be laid off.

MCO has met with the MDOC transition team and provided suggestions on cost savings within the Department - many coming directly from the membership.

Much attention recently has been given to a 12 hour shift schedule which is currently prohibited by our contract. MCO was asked to sit on a committee to explore this but after consultation with the State Executive Board we respectfully declined. The sentiment of the Board was that it added more stress to an already stressful job. MCO will seek leader and membership input on this issue at meetings and through Bargaining Surveys coming out shortly.

Approximately 100 members showed up in Lansing on March 16th protesting the current anti-labor bills being generated by Governor Snyder, the House and Senate. A rally was also held on Feb. 26th to stand in solidarity with our Wisconsin brothers and sisters in Corrections who are now basically without collective bargaining rights. (pics ►)

In closing, no one can give a straight face denial that assaults in the prison system here in Michigan are up. In my 27 years I never recollect 4 warning shots being fired in a short span Oaks, MBP, I-Max and RMI. More challenges and demands are surely coming our way. Can you imagine these challenges without a union? There would be no discussion on 12 hour shifts, staffing, Health and Safety issues, etc. MCO was formed by officers many years ago. Officers who wanted a voice solely representing their interests and not the interest of many classifications. Officers who wanted considerations unique to the people working to protect the public from those who could not survive in society. More now than ever we need to stand united brothers and sisters of MCO! Be cautious know where your partner is all the time and be forever vigilant as to your dangerous surroundings.

MCO VICE PRESIDENT TO CHAIR SEIU NATIONAL REPUBLICAN COMMITTEE

MCO Vice-President Andy Potter was elected as the Chair of the SEIU National Republican Member Advisory Committee at their meeting in December. Andy was one of the original 11 individuals nationwide selected to serve on the committee when it was formed in 2007.

The Committee's role is to advise the International Union 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, which is vitally important after the November elections.



MCO STATE EXECUTIVE BOARD



Andy Potter, *Vice President*
Bill Henderson, *Financial Secretary*
Brent Kowitz, *Recording Secretary*
Adam Douglas, *Trustee*

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Cary Johnson, *Trustee*
Ed Clements, *Trustee*
Bruce Waldron, *Trustee*

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Harold Warr, *Bellamy Creek*
Wade Wakefield, *Brooks Correctional*
Wayne Thompson, *Carson City*
Cecil Pedrin, *Chippewa*
Brian Snyder, *FOA/Corrections Centers*
Morgan Smith, *Cotton Facility*
John Ost, *Egler*
Brent Kowitz, *Florence Crane*
Phil Fleury, *Forensic Center*
Thomas Gould, *Gus Harrison*
Dennis Beecham, *Handlon Michigan Training Unit*
Ralph Golidy, *Huron Valley Womens*
Anne Michelin-Smith, *Ionia Maximum*
Robert Potter, *Jackson Cooper Street*
Gordon Gilray, *Kinross*
Sean Spahr, *Lakeland*

Ponda Esu, *Macomb*
Brian Mahoney, *Marquette*
David Siler, *Woodland Correctional*
Robert Champlin, *Central Michigan*
Adam Douglas, *Mound Correctional*
Darren Ansoorge, *Muskegon*
Stephen Leazier, *Newberry*
Christopher Schmidt, *Oaks Correctional*
Ronald Niemi, *Ojibway Correctional*
Joe Hemenway, *Parnall Correctional*
Michael Presley, *Pugsley Correctional*
Kacy Datema, *Michigan Reformatory*
Al West, *Ryan Correctional*
Michael Guerin, *Saginaw Correctional*
Douglas Orweller, *S.AI Program*
Robert Fisher, *St. Louis*
William Botos, *Thumb Correctional*
Kim Sheffer, *West Shoreline*

MCO CENTRAL STAFF

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Karen Mazzolini, *Labor Relations Representative*
Cherelyn Dunlap, *Labor Relations Representative*
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Dustin Drabek, *Field Organizer*

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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.

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.

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

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