

PRESIDENTIAL PONDERINGS

by *Tom Ichniowski*



After the recent punch in the stomach by the Governor and the Michigan Legislature, I've seen a very different MCO membership. Many are coming to understand Right to Work, privatization, and other laws passed in Lame Duck surpassed the antics of former Gov. John Engler in the 1990s when we lost the Defined Benefit Retirement System and the Baldwin prison was privatized.

Make no mistake about it – we are in for a long, entrenched war with this legislature and this administration, which shows all of us day after day that they're not interested in a safe corrections system. Coming in under budget is definitely more important to them than everyone's safety. We are back in the early '80s – overcrowded prisons, reduced training, eliminating officer FTEs, closing assignments, deflating the classification of inmates, removing RTOs and parking the ARV. Meanwhile, assaults, weapons, escape attempts and contraband are more prevalent than ever. This is what happens when we have dollar-driven corrections.

I hope you carefully read and digest this issue's cover story on our state's new Right-to-Work laws. RTW has nothing to do with bringing business to Michigan; its sole purpose is to weaken unions' ability to file lawsuits, like the 3 percent and 4 percent suits and the RUO litigation. It counters our ability to get candidates elected who are sympathetic to our stances on private prisons, staffing levels and other security issues. And right now, there are only a few brave men and women in the state legislature who give a damn about our concerns. This is what I was talking about in the last MCO Report, in which I asked you to research candidates and then vote. Yes, we are fighting for you, but for many of the elected officials who are hostile to our message, no amount of conversation will change their minds. Please consider attending one of the MCO meetings mentioned in the story to hear the most up-to-date information on the RTW law and where it stands. Also at the meetings, you can sign a pledge that you'll stand with the union—and stand up to this hostile legislature and employer when it's time to bargain.

MCO's plan to host meetings is part of an anti-RTW campaign unveiled at a recent Executive Council meeting. Chapter presidents at the meeting agree that it's imperative every MCO member and fee payer is approached and ultimately asked to pick a side – with the union or against it. As Executive Director Mel Grieshaber said at the meeting, RTW is so much bigger than an individual grievance or petty disagreement. The time for bickering over peripheral issues is over. I hope all members and fee payers come to understand that in the following months.

In other news, SB 878, which would allow the Baldwin prison or any other closed prison to be put up for private bid, was slammed through in lame duck. Thanks to the efforts of the State Employee Union Coalition and MCO members in targeted districts, the bill was stalled for several months. GEO didn't live up to its promises when it ran the Baldwin youth facility. Other states are reconsidering the wisdom of prison privatization, but here in Michigan we are trying it again. Welcome to the race to the bottom.

I'm convinced this long war will make us stronger. We must continue to be a united voice advocating for a safe correctional system. We're already seeing some signs of increased resolve. A record number of agency fee payers signed back into the union in the past two months.

Stay informed. Be cautious of your surroundings. Facilities are as dangerous as ever thanks to dollar-driven corrections.

Watch your partner's back, be safe, and stay united.

Tom Ichniowski

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, etc.), current institution, desired institution and your facility's phone number. Please mail to: Anita Pere, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to anita@mco-sciu.org. **Please contact us as well if you need to remove your name from the list.** The Exchange Transfer List can now also be found online at www.mco-sciu.org. Please note, in the past, MCO has cleared the list at the beginning of a new year. The list was not cleared this year. This makes it even more important that you contact MCO when your name should be removed from the list.

Name	Current Facility	Desired Facility
Ernest Huizar	St. Louis/(989)681-6444	TCF/SRF
Crystal Peiper, E-8	MTU/(616)527-3100	STF/SLF
Barry McLemore II, E-9	ARF/(517)265-3900	Detroit Reentry Center
Matthew Vasquez, E-9	MTU/(616)527-3100	Thumb/Macomb
Ellis Farrar	MTU/(616)527-3100	Macomb
Andrew Wirth, E-8	MTU/(616)527-3100	Jackson Area
Dennis Kellar, E-8	Alger/(906)387-5000	SAI/STF/MRF
Rachel Snyder, E-9	St. Louis/(989)681-6444	Saginaw
Jonathan Russell, E-9	MCF(12-hr)/(231)773-3201	Alger/Marquette/Kinross/Chippewa
Nathan Bogal, E-9	Cotton/(517)780-5000	Ryan/Macomb/Thumb
Tonya Wysong, E-8	RMI/(616)527-2500	Macomb/Thumb/Saginaw
Francis Stites-Bennett, E-8	Brooks/(231)773-9200	MRF/TCF/Detroit Reentry/SRF
Ty Hyatt, E-9	Baraga/(906)353-7070	Marquette
Shannon Gatzka, E-9	Central MI/(989)681-6668	Saginaw
Mark McClain, E-9	Chippewaw/(906)495-5674	Pugsley
Scott Johnson	MTF/(231)773-1122	STF/SLF/SRF/TCF
Elaine Jeske, E-9	WHV/(734)572-9893	STF/SLF/SRF/DRF
Delandon Thomas, E-9	SRF/(989)695-9880	Thumb
Ken Holman, E-9	Alger/(906)387-5000	Marquette
Michael Martin, E-9	Thumb/(810)667-2045	SAI/DRC/WCC/MRF
Nicholas Logan	Parnall/(517)780-6004	Macomb/Ryan/Thumb
Darissa Littlejohn, E-9	WHV/(734)572-9893	Cotton/Jackson Area
Christopher Baynton, E-9	Pugsley/(231)263-5253	Alger
Charise Mayers	Thumb/(810)667-2045	Macomb/Detroit Reentry
Marlon Reese	Thumb/(810)667-2045	Macomb
Duane Byers, E-9	Brooks/(231)773-9200	Muskegon
Matt Vouaux, E-9	Central MI/ (989) 681-6668	Saginaw
Bryan West, E-9	Gus Harrison/ (517) 265-3900	Macomb/Thumb
Keith Denman, E-9	Egeler/ (517) 780-5600	St. Louis/Carson City/Ionia
Cindy Garcia-Flores, E-9	Pugsley/ (231) 263-5253	Saginaw
Michael I. Roberts, E-9	MR/ (616) 527-2500	West Shoreline
Brandon McBride, E-9	Gus Harrison/ (517) 265-3900	Woodland/Ryan/Macomb
Zerlean Martin, E-9	Macomb/ (586) 749-4900	Detroit Reentry Center
Lonnie St. Andrew, E-9	Saginaw/ (989) 695-9880	Thumb
Christopher Shah	Thumb/ (810) 667-2045	Macomb
Michael Johnson, E-10	Oaks/ (231) 723-8272	Pugsley
Kevin Mayfield, E-10	Thumb/ (810) 667-2045	Macomb
Ryan Roan, E-9	Newberry/ (906) 293-6200	Chippewa/Kinross
Jeffery Krummel, E-9	Woodland/ (734) 449-3320	Thumb
Patrick Miseta, E-9	FOA/ (269) 673-0360	MTU/Pugsley
Dwayne Woods, E-9	Cooper Street/ (517) 780-6175	Macomb/Ryan/Thumb
Derrick Johnson, E-9	Parnall/ (517) 780-6004	Ryan/Woodland/Macomb/WHV

Name	Current Facility	Desired Facility
Roger VanPopering, E-9	Carson City/ (989) 584-3941	Saginaw/Central MI
Michael Wirth, E-10	Cooper St./ (517) 780-6175	Thumb
Greg Delezienne, E-9	Gus Harrison/ (517) 265-3900	Egeler
Wendy Woods, E-9	Carson City/ (989) 584-3941	Brooks/Muskegon/West Shoreline
Jessica Richardson, E-9	SAI/ (734) 475-3394	SRF/DRF/WHV/TCF/St. Louis Area
Derick Campbell, E-9	Newberry/ (906) 293-6200	Kinross
Paul Barnes, E-10	Pugsley/ (231) 263-5253	Jackson Area
Dustin Richard, E-10	Central MI/ (989) 681-6668	Saginaw
Mike Bini, E-10	Central MI/ (989) 681-6668	Pugsley
Kirk Vogel	Oaks/ (231) 723-8272	Saginaw
Kip O'Neill	Lakeland/ (517) 278-6942	Pugsley
Roy Betterly, E-9	Alger/ (906) 387-5000	STF/SLF/MPF/DRF
Kerry Krakhofer	Macomb/ (586) 749-4900	Baraga
Angela Dalton, E-9	Huron Valley / (734) 572-9900	Macomb
Malcolm Cook, E-9	Macomb/ (586) 749-4900	Ryan, Egeler or Cotton
April Magnan, E-9	Thumb/ (810) 667-2045	Macomb
Alex Herbert, E-9	Ionia/ (616) 527-6331	Muskegon area
J. Holtz, E-9	Muskegon(12 hr)/(231)773-3201	Central MI/St. Louis/Carson City
Thomas Drake, E-9	Newberry/(906)293-6200	Pugsley
Clara Burk, E-9	Huron Valley / (734) 572-9900	Carson City/St. Louis/Jackson/Ionia
Michael Rosier, E-9	Parnall/ (517) 780-6004	Detroit Reentry Center
Kristie Ream, E-9	Huron Valley/ (734) 572-9900	Thumb/Saginaw
Christine Henry, CRR	Gus Harrison/(517)265-3900	Jackson Area
Jody Sandhagen, E-9	Alger/ (906) 387-5000	Chippewa/Kinross
Andrew Overton, E-10	MR/ (616) 527-2500	Jackson/St. Louis Area or IBC
Realestine Rogers, E-9	Parnall/(517)780-6004	Forensic Center/WHV
Richard Payne	Macomb/(586)749-4900	Muskegon
Wing Lam, E-9	Thumb/(810)667-2045	Macomb



MCO Report

Proudly Representing Michigan Corrections and Forensic Officers for over 40 Years

WORKERS SEEING RED!
THE GOVERNOR AND LEGISLATURE DELIVER HUGE BLOW

In a historic and dramatic move, the Governor and Republican led legislature have passed a Right-to-Work law. The law should be called "Right-to-Work for Less!" as in many respects that could be the practical effect of the act. Packaged as "Freedom-to-Choose," the governor and lawmakers have tried to spin the act as pro-worker and not anti-union.

Done without any public hearings or debate, and put on a fast track in the lame-duck session with the support and help of Dick DeVos, the Koch brothers and the Michigan Chamber of Commerce, the effort's main purpose is to simply destroy and undermine all influence and power of labor unions in this state. It was a move with the intent of gutting the voice of workers.

In a nutshell, the RTW law says a worker cannot be required to pay dues or agency fees as a condition of employment. However, the union is still obligated to represent all workers in the bargaining unit – even those who pay nothing. Corporate forces know if they can limit union resources, union influence and bargaining power will diminish.

The new law takes effect March 27, but any contract in force on that date will be allowed to continue until its expiration. Therefore, all workers in the MCO bargaining unit are required to pay membership dues or fees until the contract expires Dec. 31, 2013.

At this time, the prevailing legal view is that state classified employees are not covered by the new law as it would infringe on the constitutional authority of the Civil Service Commission. The Attorney General has publicly stated that he expects the Civil Service Commission to follow the law. In any case, it is yet to be seen whether the commission will change its own policy to reflect the new law. Even if the commission rejects the new law and keeps the status quo, MCO expects the Office of the State Employer (Governor) to attack contractual security provisions in bargaining this fall. Also, it is expected that when current commission terms end or a commissioner resigns, the Governor will appoint replacements that support changing civil service to a RTW system.

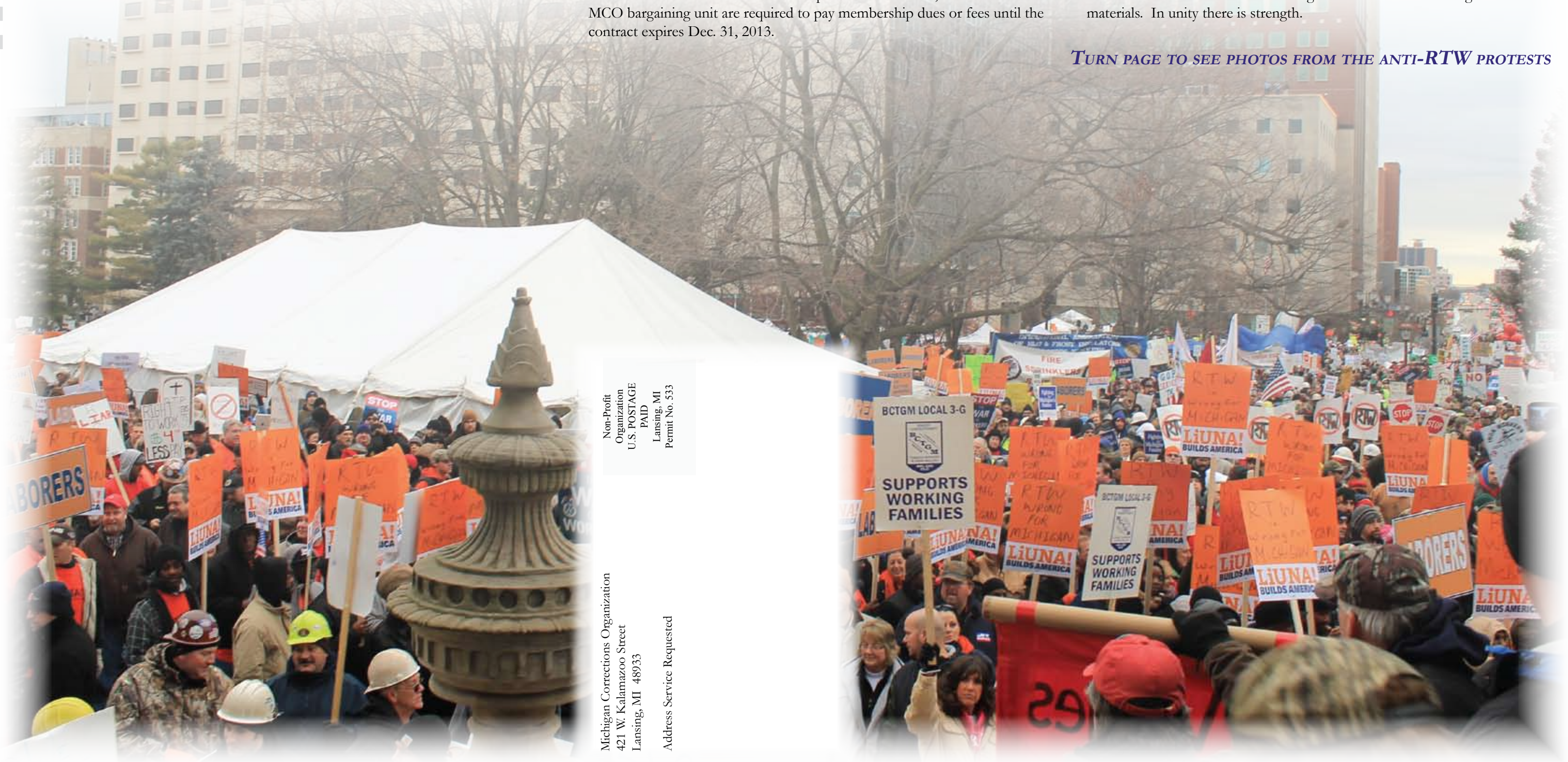
MCO is determined to keep our voice alive – through the contract, dealing with the Department, the Administration and the legislature. But we need to stick together. We cannot let them take our voice away.

MCO is embarking on a Right-to-Work education campaign. Board members and leaders will be visiting all facilities and regions in the coming weeks. Information and literature will be distributed to all members. Now is the time to learn what is at stake and come together. Attend the meetings and read the materials. In unity there is strength.

TURN PAGE TO SEE PHOTOS FROM THE ANTI-RTW PROTESTS

Statement of Activities 3rd Quarter 2012

Revenues	Amount
Membership Dues	\$873,488
Non-Member Fees	\$31,868
Interest	\$6,533
From Affiliates	\$1,920
Total Revenues	\$913,809
Expenses	
Arbitration	\$2,325
Books	\$570
Collective Bargaining	\$9,213
Computer	\$5,807
Continuing Education	\$2,044
Contributions	\$236,900
Depreciation	\$17,552
Insurance	\$46,060
Leased Equipment	\$4,665
Legal and Accounting	\$5,911
MCO Report	\$6,131
Media Promotion	\$10,000
Meetings and Conferences	\$50,664
Office and Administrative	\$15,744
Organizational Unity Materials	\$4,598
Pension Contribution	\$27,090
Picket	\$7,315
Postage	\$4,929
Repairs and Maintenance	\$16,135
Salaries	\$179,662
Social activities	\$17,606
Taxes - Payroll	\$13,445
Taxes - Per Capita	\$190,636
Taxes - Property	\$33,682
Telephone	\$9,681
Utilities	\$12,153
Total Expenses	\$930,518
Change in Unrestricted Net Assets	-\$16,709



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GOP-CONTROLLED LEGISLATURE PASSES MANY DETRIMENTAL LAWS IN LAME DUCK SESSION

Republicans in both the House and Senate spent their final hours of 2012 ramming through a controversial corrections agenda that will undoubtedly have a harmful effect on line staff, training and safety.

The bills signed into law by the governor include:

SB 878 — A bill allowing the MDOC to outsource the supervision and housing of adult inmates to a private facility/contractor. This could lead to the closure of one, possibly two, state run facilities. (Potential bidders include the GEO Group who has an empty 2,400 bed prison in Baldwin or the re-opening of Standish prison by a private vendor).

HB 5881 — A bill allowing retired corrections officer to re-enter the workforce on a part-time basis, while still collecting a state pension. (Note: Despite MCO's repeated inquiries, many questions

regarding placement, training and workers compensation remain unanswered and serve as a potential risk to both retirees and current staff.

HB 5422 — A bill that gives unspecified community colleges the authority to conduct new employee training academies and shift the cost of training/education to potential recruits.



MCO Executive Director Mel Grieshaber testifies before the House Appropriations Committee in November.

MCO AN OUTSPOKEN OPPONENT OF HARMFUL RTW LAWS; VP ON NETWORK NEWS

As the Right-to-Work debate was heating up in Lansing, MCO's top officials were taking it to the national airwaves and news pages to tell people just how detrimental RTW legislation can be in the fight for fair wages and benefits.

MCO Members Bill Henderson and Dennis Beecham along with IMAX President Paul Jensen spoke to a crowd of thousands at an anti-RTW rally that saw more than 13,000 citizens flood the State Capitol hours before the controversial legislation was approved.

MCO was contacted and interviewed by several Michigan newspapers and a few of the Lansing-based TV stations. MCO Executive Director Mel Grieshaber used the opportunity to point out the blatant hypocrisy of Senate Republicans in allowing a RTW exemption for police and firefighters because of the inherent dangers of their jobs while at the same time denying the exemption to corrections officers who risk their lives day in and day out.

In addition, MCO Vice President Andy Potter, who also serves as Chair of the SEIU-Republican Member Advisory Committee, was recruited and interviewed by several national media outlets. Potter was a guest on Fox News' "On the Record w/Greta VanSusteren," and MSNBC's "Rachel Maddow Show." He



was also featured on CNN and Democracy Now (a global news show broadcast on PBS and other stations). Michigan-area news stations also interviewed Potter.

Potter's comments were also picked up by local news sources, including The Detroit Free Press, MLIVE, The Lansing State Journal and other newspapers along with photos of him at a labor leaders' rally at the Governor's office Dec. 7. The Detroit Free Press, MLive, the Lansing State Journal and other newspapers included his comments in articles and published photos of him at the governor's office Dec. 7.

To see these articles and videos yourself, go to mco-seiu.org/2011/05/03/ headlines.



EXECUTIVE COUNCIL DISCUSSES RTW

MCO leaders called an Executive Council meeting Jan. 10 to discuss the new Right-to-Work legislation and the union's next steps.

The highlight of the meeting was MCO's announcement of a statewide informational campaign on RTW. MCO President Tom Tylutki, Vice President Andy Potter and Executive Director Mel Grieshaber will host meetings in all corners of the state to discuss the new law.

At the E-Council meeting, Grieshaber gave some background information about MCO and the Civil Service Commission. MCO members have stood up as one solid, united front since the union's formation.

Now unions like MCO are waiting to see if the CSC, which has authority over all state employee unions, goes along with RTW or decides the legislature overstepped its bounds in attempting to regulate public employees. Attorney General Bill Schuette has said he expects the CSC to "follow the law," Grieshaber said, but many people aren't sure whether the legislature or the CSC has the trump card.

Chapter presidents wrote down and discussed the RTW-related concerns and questions they're hearing most at the facilities.



MCO chapter presidents discuss Right to Work concerns at their work sites.



12-HOURS COMING TO NCF

MCO members at Newberry and Baraga held votes Jan. 15 on switching to 12-hour shifts.

A majority of Newberry members voted in favor of the shifts but the measure failed at Baraga.

MCO and the Department will now meet to lay out a timeframe and other details to convert NCF to 12-hour shifts.

RETIREMENTS

Looking for retirement announcements? See the next MCO Report for a list of members who retired since September 2012.

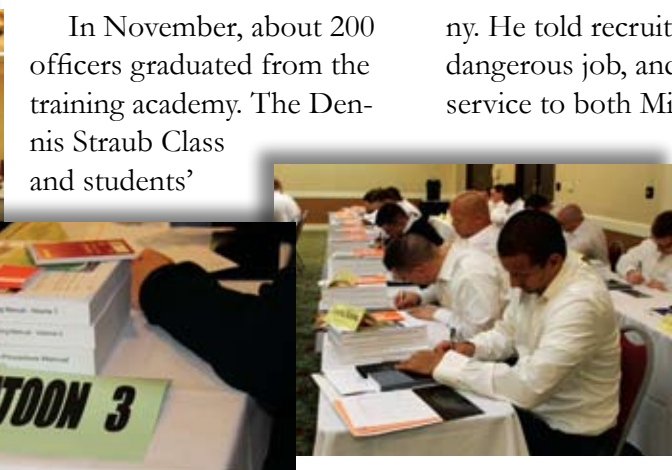
MCO WELCOMES STRAUB AND SHERMAN RECRUIT CLASSES

Hundreds of officers have joined the MCO family in the past few months. The Terry Sherman Class convened Jan. 7 with about 150 recruits.

The class honors Terry Sherman, the former warden at Ojibway Correctional Facility. The recruits will work at facilities around the state after graduation in March.

The students might be new to corrections, but when MCO addressed the class on its first day, it was clear students had been paying attention to Michigan politics and departmental issues. Students asked MCO President Tom Tylutki and Labor Rep Jeff Foldie many questions about Right to Work and other topics.

In November, about 200 officers graduated from the training academy. The Dennis Straub Class and students'



Left: New recruits look at their contracts and fill out membership cards. Far Above: MCO President Tom Tylutki talks to the Dennis Straub class on graduation day. Above: Dennis Straub speaks at graduation.

Straub is a former MDOC deputy director and prison warden who got his start in corrections as a counselor.

Left: New recruits look at their contracts and fill out membership cards. Far Above: MCO President Tom Tylutki talks to the Dennis Straub class on graduation day. Above: Dennis Straub speaks at graduation.

Welcome, new officers!

MCO CENTRAL MEETS IN LANSING IN OCTOBER

Delegates from all 33 MCO chapters gathered for a Central Committee meeting Oct. 17.

MCO Labor Rep Jeff Foldie gave a presentation explaining Article 17, which addresses the OEL, and introduced a chart to clarify the rules of the OEL pilot. The old Article 17 wording was so confusing, it accounted for about 40 percent of all grievances filed, and the Impasse Panel of the Civil Service Commission urged MCO and MDOC to straighten out the language. That led to the formation of a special committee and an explanatory

chart. MCO created the chart and MDOC adopted it as a joint document. (Read the document at mco-seiu.org/2012/10/18/find-oel-resources-here/) Delegates also asked several questions about specific scenarios that played out at their facilities.

MCO President Tom Tylutki reviewed many items. He reported on Tuscola Reentry Center's closure and the repurposing of Ryan Correctional Facility (now Detroit

Reentry Center). Of the 61 officers who received layoff notices, 52 were placed at other prisons. Tylutki said the blow wasn't as hard as it could have been — MCO initially heard as many as 103 jobs would be eliminated between the two facilities.

Executive Director Mel Grieshaber also updated delegates on the still-active 4 percent and RUO lawsuits, pending legislation and important races and questions in the November election.

MCO members and leaders talk at the Central Conference meeting in October.



UNION SUPPORTERS MAKE THEIR VOICES HEARD IN LANSING



Clockwise from top left: 1. Members wave the MCO flag on the Capitol steps the day RTW was approved. 2. MCO Executive Director Mel Grieshaber, President Tom Tylutki and Vice President Andy Potter stand with a crowd locked out of the

Capitol. 3. A view of the Capitol the day RTW passed. 4. MCO staffer Jeremy Tripp participates in a sit-in behind a state police barricade. 5. MCO members protesting outside the Capitol. 6. Demonstrators inside the Capitol rotunda.

MCO STATE EXECUTIVE BOARD

Tom Tylutki, *President*
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Ed Clements, *Trustee*
Dennis Beecham, *Trustee*
Brian Mahoney, *Trustee*
Andy Potter, *Vice President*
Bill Henderson, *Financial Secretary*
Dennis Kowitz, *Recording Secretary*
John Ost, *Trustee*



MCO CHAPTER PRESIDENTS

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Ed Clements, *Baraga*
Lori Schliter, *Bellamy Creek*
Anthony Hurst, *Brooks*
Troy Speekin, *Carson City*
Cecil Pedrin, *Chippewa*
Alfred West, *FOA*
Frank Malenski, *Cotton*
Paul Jones, *Egiler*
Rebecca Fetters, *Forensic Center*
Russell Doyle, *Gas Harrison*
Dennis Beecham, *Hanlon Michigan Training Unit*
Rita Wise, *Huron Valley Women*
Paul Jensen, *Ionia*
Shawn-Erik Brown, *Jackson Cooper Street*
James Stageman, *Kinross*
Kamal Carity Jr., *Lakeland*
Marlon Thomas, *Macomb*
Todd Ninnis, *Marquette*
Robert Champlin Jr., *Central Michigan*
Lashae Simmons, *Muskegon*
Kristopher Kangas, *Newberry*
Christopher Schmidt, *Oaks*
Ronald Niemi, *Ojibway*
Joe Hemenway, *Parnall*
Matt Paulie, *Pugsley Correctional*
Kacy Datema, *Michigan Reformatory*
Mike Guerin, *Saginaw*
Monoletoe McDonald, *SAI Program*
Ray Sholtz, *St. Louis*
Jamie Willyerd, *Thumb*
Kim Sheffer, *West Shoreline*
David Siler, *Woodland Correctional*

MCO CENTRAL STAFF

Mel Grieshaber, *Executive Director*
Anita Pere, *Communications Specialist*
Cindy Kogut, *Bookkeeper*
Lori Iding, *Grievance Coordinator*
Stephanie Short, *Receptionist/Secretary*
Jeremy Tripp, *Asst. for Governmental & Community Affairs*
Tangee Laza, *Labor Relations Representative*
Karen Mazzolini, *Labor Relations Representative*
Cherelyn Dunlap, *Labor Relations Representative*
Jeff Foldie, *Labor Relations Representative*

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 - Anita Pere

"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