



MCO DEVELOPING LEADERS WITH COMPREHENSIVE TRAINING SERIES

Chapter presidents and chief stewards representing UP facilities and certain other facilities will attend the **Advanced Leadership Development Series arbitration training** April 21-22 in Sault Ste. Marie. MCO Legal Affairs Coordinator Jeff Foldie will lead the training.

As announced in the Dec. 11, 2015 KYI, this training is unlike anything the union has ever offered before.

Chapter leaders will learn how the Executive Board decides what situations should go to arbitration, how to support members throughout the process, and the pros and cons of taking a case to a third-party arbitrator. It's true that

arbitration can sometimes result in broad language that has implications on everyone in the bargaining unit. This can be a good or bad thing, but either way, it's crucial our member leaders understand what's at stake.

Attendees will hear from a panel made up of two arbitrators, plus one attorney who represents employers in labor disputes. They will explain what makes a solid case and other insights that will help chapter leaders understand the benefits and risks of arbitration.

This training series is part of MCO's changes to grow member strength and engagement. Future trainings in the series will be announced.

The Executive Board is taking steps to ensure chapter leaders have the tools and information they need to support members in an environment where union members could easily come under scrutiny.

The Board thinks this training is critical for the development of leaders and the future of our organization.

The Advanced Leadership Development Series arbitration training was offered to downstate chapter leaders in December. They said they learned a lot of valuable information that will help them better guide their chapters through grievances and arbitration. Read some of their feedback at mco-seiu.org.

RUO UPDATE: MDOC AND MCSC FILE APPLICATION TO APPEAL MCO MEMBERS' WIN

The Michigan Civil Service Commission and the MDOC have filed an appeal request in the RUO/CMUO case, which MCO won on the Circuit Court level last month.

MCO's attorneys received notice yesterday of the MCSC/MDOC timely Application for Leave To Appeal to the Michigan Court of Appeals.

What happens now? Because there is not an absolute right to appeal on this matter, the Court of Appeals (COA) will

consider the MCSC/MDOC's request. There is no oral argument. The request will be decided based on the documents filed and, in an appeal from an administrative tribunal or agency, the certified record. The COA may grant or deny the application request; enter a final decision; grant other relief; request additional material from the record; or require a certified concise statement of proceedings and facts from the court, tribunal, or agency whose order is being appealed.

Should the COA decide to hear the case (and we anticipate it will, given the amount of money involved), each party will file briefs and prepare for oral arguments if needed. Members can expect a long process throughout these higher court proceedings. If the COA accepts the case, it will lay out a scheduling order for the parties.

Read background on the RUO/CMUO fight at mco-seiu.org. Stay tuned. Thanks for hanging on with us.



MCO military members: please help clean veterans' headstones for spring on April 23

The new MCO Military Member's Committee will be cleaning veterans' headstones Saturday, April 23, to honor and remember those who fought for our country.

Volunteers are needed. The committee would like to have a large group of MCO service men and women, whether active duty or veterans, at the spring headstone

cleaning. Non-military MCO members are also welcome to volunteer.

Here are the details:

- Where: Great Lakes National Cemetery, 4200 Belford Rd., Holly, MI 48442
- When: Saturday, April 23. Registration starts at 9:45 a.m. Instructions will be given at 10:15 a.m.
- To sign up: Contact MCO Bookkeeper Cindy Kogut at cindy@mco-seiu.org

seiu.org or (517)485-3310 ext. 117 as soon as possible.

- Please note:
 - Bring a 5-gallon bucket and soft scrub brush if you have them.
 - Coffee and hot chocolate will be provided in the morning. There will be hot dogs, chips, and drinks when the cleaning is finished.

Thanks in advance, military members, for your help!