

MINUTES OF:
MCO Central Committee Meeting
SEIU Local 526M
Oct. 22, 2015

The meeting of the MCO Central Committee was called to order at 10:04 a.m. by President Tom Tylutki at the Soaring Eagle Casino and Resort in Mt. Pleasant.

Roll call was taken and the following were present: Ed Clements, Doug Gilbertson, Patrick Mayo, Scott Waggoner, Mike Lennox, Kenneth Kisner, Eric McDonald, Stephen O'Harris, Mack Walker, Tom Tylutki, Marcus Collins, Gary Smith, Ralph Goudy, Eric Jones, Eric Stott, Patrick Leavitt, Mark Dunn, Timothy Sutter, Mitch Gainer, Lonnie Pohl, Lorraine Emery, Matthew Lundquist, Paul Jensen, Nicholas Bowerman, Joe Wohlfert, Rene Patino, Cary Johnson, Ricky Ries, James McHenry, Ernest Redman, Carlos Molina, Marc Fountain, Merle Vollick, Jonathan Hoath, Michael Hull, Michael Leo, Larry Henley, Mark Rankin, Arland Lavigne, James Wexstaff, Dave Kennedy, Jason Kuzyk, Shawn White, Branden Terhaar, Ed Snively, Michael Chantelois, Eric Hemmila, Gerald Garver, Michael Sobeck, Michael Presley, Ponda Esu, Thomas Bonczar, Johnny Hill, Darren Ansorge, David Caltagirone, Angela King, David Pasche, Jeff Ambrustmacher, Greg Sipka, Andrew Potter, Teresa Nolan, Darrell Schummer, Marcia Berry, Ron Niemi, Gabe Justinak, Steve Lehto, Paul Jones, Doug Anderson, Aaron Hawkins, Maxwell McVean, Adam Earley, Jeff May, Paul Simpson, Monoletoe McDonald, Terry Bridges, Bob Fisher, Ray Sholtz, Lou Duma, Brent Kowitz, Sean Spahr, Lori Conant, Dan Reed, William Henderson, John Scheffler, John Bott, John Corlew, Patrick McGough, Paul Howe, Nick Soper, Byron Osborn, Richard Benson, David Belanger, John Hassen, Robert Gawlik, Will King, Latese Walls, Voncha Davis, Jerald Beard, Sonjon Brunson, Cindy Kogut, Anita Lloyd, Lori Iding, Stephanie Short, Jeff Foldie, Tangee Laza, Karen Mazzolini, Cherelyn Dunlap, and Jeremy Tripp.

The chair asked for a moment of silence for those on duty, those injured on the job, and those who paid the ultimate sacrifice.

All new officers of the Central Committee were sworn in.

Motion by Larry Henley to allow the chair to proceed with discussing the new collective bargaining agreement. Supported by Johnny Hill. MOTION CARRIED.

Tom Tylutki discussed the contract with the committee and fielded questions.

The minutes of the April 15 & 16, 2015 State Executive Board and Appeals meeting were presented for review. Motion by Paul Jensen to accept as printed. Supported by Ron Niemi. MOTION CARRIED.

The minutes of the May 5 & 6, 2015 State Executive Board and Appeals meeting were presented for review. Motion by Darren Ansorge to accept as printed. Supported by Johnny Hill. MOTION CARRIED.

The minutes of the May 7, 2015 Central Committee meeting were presented for review. Motion by Larry Henley to accept as printed. Supported by Bob Fisher. MOTION CARRIED.

The minutes of the June 16 & 17, 2015 State Executive Board and Appeals meeting were presented for review. Motion by Paul Jensen to accept as printed. Supported by Teresa Nolan. MOTION CARRIED.

The minutes of the July 20, 21, & 22, 2015 State Executive Board and Appeals meeting were presented for review. Motion by Larry Henley to accept as printed. Supported by Latese Walls. MOTION CARRIED.

The minutes of the August 18 & 20, 2015 State Executive Board and Appeals meeting were presented for review. Motion by Steve Lehto to accept as printed. Supported by Larry Henley. MOTION CARRIED.

The minutes of the August 20, 2015 State Executive Council meeting were presented for review. Motion by Paul Jensen to accept as printed. Supported by Steve Lehto. MOTION CARRIED.

Bill Henderson presented the financial report to the committee. Motion by Ron Niemi to accept the report as given. Supported by Paul Jensen. MOTION CARRIED.

Tom Tylutki reported on the following topics:

- Discussed the moving of Kinross inmates to the former Hiawatha facility.
- Discussed the new wage increases and dues adjustments.
- RUO lawsuit is in circuit court.
- Discussed meetings with new OSE Director Marie Waalkes and new MDOC Director Heidi Washington.
- Discussed Closer to Home transfer window.
- Notified the committee that MCO will be returning to the banquet for the Officer of the Year.
- Discussed ongoing issues with Trinity Food Services.
- Reminded the committee of upcoming elections for the State Executive Board in May.
- Discussed successes of the Crisis Fund and thanked all who have contributed.

Andy Potter reported on the following topics:

- Discussed meetings with new OSE Director Marie Waalkes and new MDOC Director Heidi Washington.

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- Discussed Board members holding meetings at local chapters to discuss the new collective bargaining agreement.
- Discussed listening tours at institutions facilitated by Board members and staff.
- Discussed military members' initiative by MCO.
- Discussed new actions concerning corrections fatigue being taken by MCO.
- Presented powerpoint on Building a Union for the Future (attached).

Jeff Foldie reported on the following topics:

- Discussed upcoming Advanced Leadership Training in December.
- Legal report.

Jeremy Tripp reported on the following topics:

- Reported on findings of a study by Roland Zullo, University of Michigan. The study addressed "Prison Food Service Outsourcing: Views from the Inside" (attached).
- Presented the government affairs report (attached).

As there was no further business to discuss, a motion was made by Larry Henley to adjourn.
Supported by Darren Ansorge. MOTION CARRIED. Meeting adjourned at 3:23 p.m.

Respectfully Submitted,
Brent Kowitz
Recording Secretary

BK:al/opeiu459afl-cio

Insights, systems and personnel for
the next chapter...

BUILDING A UNION FOR THE FUTURE

Andy Potter, MCO VP/Chief of Staff
Oct. 22, 2015 MCO Central Conference
Mt. Pleasant, MI



Listening tours

- ⦿ 23 sessions
- ⦿ ?? Participants
- ⦿ 23 institutions participated
- ⦿ 12 institutions didn't't take part
- ⦿ All Board members led sessions

- ⦿ Remaining work to do:

Board's Key Listening Tour Lessons About the Members:

- Want more interaction with MCO
- Members are very family oriented and that is their main concern
- Every member has a substantial amount of worry about job, state and country; they are scared about the future
- Disconnected, don't think MCO is them; they think MCO is "Lansing" and isn't "officers"
- Younger members have new different needs and see union differently
- 90% never file a grievance, so they have no real interaction with MCO

Board's Key Listening Tour Lessons about MCO:

- Listening tours absolutely needed because MCO needs to hear differently (Members liked them)
- People have a hard time answering when MCO is at its best
- Care about union but uneducated about it
- The central office/ MCO has not done well in the past and it needs to change (better communicating, see you in person; fight for us)
- (What kind of leaders do we have out there and how do we engage them ?)

Military members

- ① 102 volunteers
- ① 21 participants at convening
- ① 25 facilities participated
- ① 10 facilities didn't take part

What the Military Members Program taught us

- ⦿ Opportunities for new alliances
- ⦿ Spirit of volunteerism
- ⦿ New Leaders could emerge
- ⦿ Members and Leaders are hungry for this kind of interaction
- ⦿ Program ideas
 - Recruitment
 - Volunteering/resources
 - Liaison/Advocacy Future MCO Staff dedication.

Best Practices in the industry

“Right-to-Work reality

- ⦿ Be leaders in the industry (All industrys are changing)
- ⦿ Define the narrative and tell your own story
- ⦿ Wield political power to drive an issue agenda
- ⦿ Spend while you have it to invest in the future
- ⦿ Data is the new oil
- ⦿ Cutting edge technology is a must
- ⦿ Proactively engage the 90% of members who don't have problems
- ⦿ Need to offer a modern “value proposition”
- ⦿ Provide training and leadership development opportunities

Deliver on values, value and identity

The future

Lessons from initiatives

+ best practices / internal obstacles =
new program, and structure.

That's how you start to change the
narrative...

Prison Food Service Outsourcing: Views from the Inside

Roland Zullo
Institute for Research on Labor, Employment and the
Economy
University of Michigan
October 22, 2015

Study Design and Data

1. Focus group interviews with officers that are assigned to the kitchen and chow hall areas.
2. Five interview locations: 3 in Lower Peninsula and 2 in Upper Peninsula.
3. 30 participants in total, with over 515 years of experience working for the MDOC. The average experience was just over 17 years.
4. Survey instrument addressed 9 different themes, yet allowed for long open-ended responses and discussions that extended beyond the main theme.
5. Over 400 pages of recorded transcripts.

Advantages to this method:

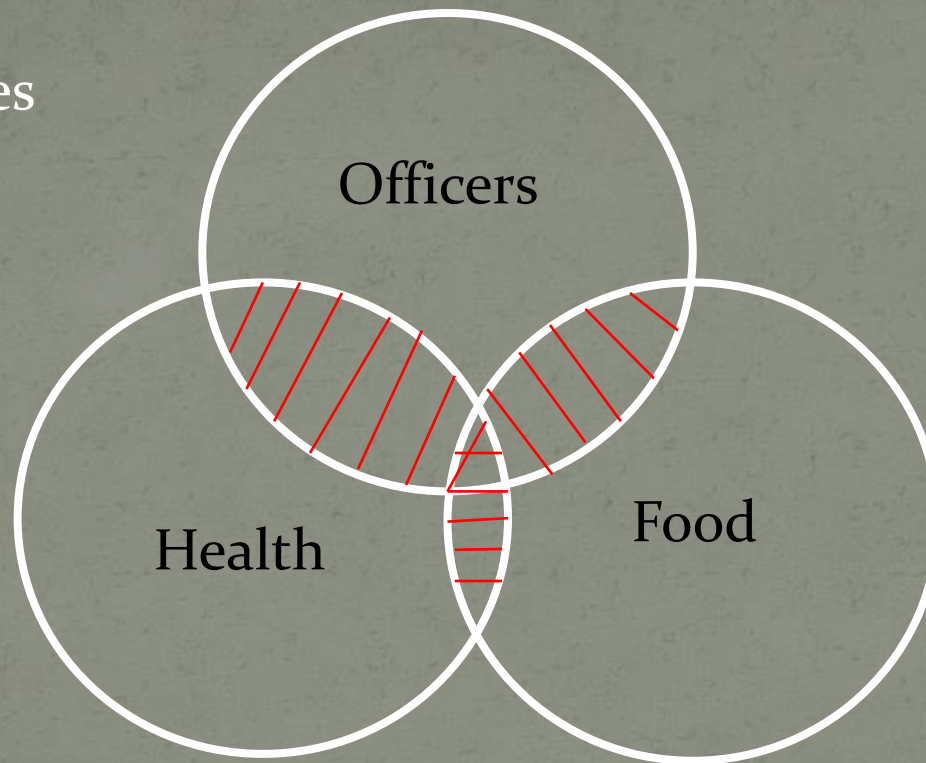
1. Group discussion allows participants to share ideas openly.
2. Able to describe a wide range of phenomena.

Challenges to this method:

1. Participant objectivity and impartiality.
2. Generalizing on the magnitude of phenomena.

Flexible Integration and Privatization

1. Municipalities
2. Schools
3. Prisons



Fallacy of independence:
cannot privatize
a section without
affecting others.

1. Burden shifting: when public agency employees (COs) must incur more work because of contractor performance.
2. Impaired organizational capacity: when the core mission of the agency is compromised by the absence of unit cooperation.

Food Service Importance to Prison Life

- Meals are one of the few aspects of the day that inmates look forward to.
- Prison programs and schedules are dependent on the punctual delivery of meals.
- Kitchen jobs are coveted by inmates because they provide access to resources and power.
- The chow hall is an area is where inmates mingle, plot misdeeds, engage in conflict and exchange contraband.

Implications: food is central to prison life. Meals need to be of acceptable quality and quantity, food service scheduling needs to be on time, and there has to be sufficient security in the kitchen and chow hall areas.

Observed Changes in Food Operations

- Decline in food quality: inferior ingredients, watered down sauces, gravies, etc., fillers, less seasoning.
- Decline in food portions; inmates complain of hunger.
- Food shortages almost daily, which especially affects the last shift for each meal.
- Unclean environment and lack of proper sanitation.
- Violations of custody and security protocol, including tool inventory, food handling and access to locked areas.
- Lack of cooperation between CO's and contracted food service supervisors.
- Poor management of kitchen inmates.
- Increased conflict in kitchen and chow hall areas.
- Increase in contraband distribution and food theft.

Perceived Reasons for the Changes

- Profit as a priority, not custody and security.
- Lack of training and professionalism among contractor employees, especially in dealing with inmates.
- Turnover of contractor employees and staffing irregularities.
- Inadequate contractor employee pay, background screening and evaluation.
- Inmate manipulation of contractor employees; listens to inmates, not officers (anatomy of a set-up).
- Primarily female food supervisor labor force.

Burden Shifting onto Officers

- Conflict de-escalation (inmate to inmate; inmate to contractor employee) also general protests over decline in service, food shortages, etc.
- Must monitor contractor employees, for both protection and violations.
- Must train or fill in for contractor employees.
- Disputes with contractor employees, usually over access to kitchen area, breach of protocol or inmate assignment.
- Loss of custody and security support from food service.
- Loss of CO jurisdiction in kitchen area to regulate locked areas, kitchen tools, supplies, etc.
- Need to increase rounds & inspections.
- Loss of support by administration (sabotage, theft).

Impaired Organizational Capacity

- Conflict between Omni readings and tray counts absorbs administration time.
- Food theft imposes direct cost; indirectly theft exacerbates the problem of contraband and illegal markets.
- Food shortages disrupt scheduled inmate activities and is a major source of inmate dissatisfaction (sit down strikes).
- Inmate conflict with other inmates or food supervisors leads to more solitary confinement.
- Unfair treatment of inmates by contract employees.
- Refusal by inmates to do tasks, such as cleaning.
- Harder to accomplish work assignments (van crews refused due to poor meal quality).
- Kitchen jobs more valuable; inmates gain control over kitchen hires to the point of gang control of kitchen area.

Summary Effects on Key Actors

1. Corrections Officers: Added stress, workload and risk.
2. MDOC administration: Core mission of custody and security is compromised. A loss of control over kitchen and chow hall areas.
3. Contractor employees: Poorly trained for high risk jobs with low pay. Many quit or are fired.
4. Contractor (Aramark): Low profits due to costs related to turnover and theft.
5. Inmates: Lower quality food and less justice.

When asked, participants offered few ideas for how privatization improved the system.

October 2015 Central Conference
Michigan Corrections Organization
Government Affairs Report – Jeremy Tripp

➤ **Legislative**

- **Drone Bills (SB 487 & 488)** Would prohibit and provide penalties for operating an unmanned aerial vehicle within 1,000 feet of a correctional facility. MCO supports the bill and has met with the sponsor to discuss possible next steps.
- **Kitchen Inspection Bills (SB 440, SB 441, HB 4748, and HB 4749)** Would require the inspection of prison kitchen facilities managed by private contractors and remove the exemptions currently given to private contractors within prisons.
- **Carry In Weapons Free Zones (HB 4159 & SB 516)** - Current law prohibits a person who holds a CPL, or who is exempt from licensure, from carrying a concealed pistol or taser on certain premises (commonly called no-carry zones). Under the bill, the prohibition would not apply to a licensee who was a currently employed or retired DOC parole, probation, or corrections officer, or absconder recovery unit member, if he or she had obtained a DOC weapons permit.

Passed House 89-21, Passed Senate Judiciary 4-0, now awaits a vote of the full Senate.

- **Survivor Health Benefits (SB 218)** Would provide survivor health benefits to surviving spouses and dependents of certain public safety officers killed in the line of duty. MCO supports the bill but is working with legislators on both sides to make sure corrections is specifically included.
- **Senate Bill 280** would prohibit public employer contracts that pay union officials for time conducting union business. MCO testified against these bills and has had subsequent conversations with several Senators asking to carve corrections out. Bill is currently awaiting a vote of the full Senate
- **Private Prison Bill (HB 4467)** – Passed into law by razor thin margin. Allows prisoners of any security level to be housed at the former Michigan Youth Correctional Facility, a privately-owned prison, in Baldwin. MCO lobbied Democrats and Republicans asking for an amendment to exclude Michigan prisoners. In the end, the private prison lobby made this a painful dogfight and we came up short by 1 vote. Currently, the prison houses inmates from Vermont.
- **Tuition Reimbursement for Paid Community College Training** – MCO has engaged in discussions with legislative leaders and governor's staff in an effort to gain traction on this topic.

Current proposal would seek reimbursement to those employees who paid a portion of their college training and are still in the corrections field. Estimated costs are around \$690,000.

Hurdles: Students were not civil service employees and therefore reimbursement is difficult under current law. Examining alternative solutions and talks seem positive.

➤ Political / Other

- **Relationship Building** - MCO is in the midst of a multi-pronged effort to reach out and connect with legislators. Meetings have been held with several key Republicans and will continue throughout the year.

MCO attending weekly meetings with Democratic Leadership in the House and Senate – These meetings give us an opportunity to weigh in on political issues and give our opinion on bills that could harm/ help the membership.

- **Issue Advocacy Campaign** – MCO has reached out to the Prosecuting Attorneys Association of Michigan asking for their support in prosecuting prisoners who engage in the act of “dressing out” an officer.
- **Governor Snyder/ MDOC Turn to Trinity, End Contract with Aramark** – Trinity has replaced Aramark as the private food vendor within Michigan prisons. Similar problems remain but reports from the membership are getting less and less.
- **Aramark Research Project** - Professor Roland Zullo (University of Michigan) has concluded his research on the effects of prison food service outsourcing. MCO was instrumental in the research providing 30 officers and 5 focus groups to discuss the problems associated with privatization.
- **Membership Sign Up at Correctional Officer Training Academy** - Union membership among new recruits continues to be very high. The last two academies in Lansing produced 510 new members out of 523, which is roughly 97%. We can still do better and need every leader to reach out to new recruits when they get inside the facility. Non-Member Lists are in your delegate packet.

The MCO website has also been updated to give a snapshot of membership benefits and an online dues card is in place for those wishing to become members.