



## ARBITRATOR DEMANDS 7 TCF OFFICERS BE REINSTATED

Seven Thumb officers who were fired on allegations of falsifying perimeter rounds will be brought back to work with full back pay, according to an arbitrator's decision rendered last week.

The COs were placed on stop order in Aug. 2016 on allegations of falsification, conduct unbecoming, and dereliction of duty. The officers had worked third shift on a unique assignment that requires rounds of a large area on the yard. MDOC accused them of falsifying rounds in the log book, a claim they made after reviewing video surveillance.

The arbitrator didn't buy MDOC's accusations. An MDOC official testified that "everyone" knows what a 'round' is," but, after reviewing testimony and evidence, the arbitrator found there was no definitive definition of a round in the case of this highly-unique position. The manner in which these COs made rounds was unwritten but accepted practice at TCF. One of the discharged COs had worked the position and shift in question for 17 years and said he never received training or explanation on rounds for this position. All the tasks assigned to this position couldn't be completed if the officer had to also walk the entire perimeter once an hour, he said at the hearing.

After these employees' discipline, the MDOC sent an email to staff explaining perimeter rounds and trained staff on how to do them, further proving that the definition of rounds for this unique

assignment was unclear.

Here are some excerpts from the arbitrator's report:

*"The failure of these officers to perform their duties as the Department thought that they should rests on the Department itself, not on these officers who were performing their jobs as best they could, in good faith, under the circumstances."*

*"...(MDOC's) argument as to the Conduct Unbecoming rings hollow in the context, as the Conduct Unbecoming was not of the Corrections Officers doing, but of the Departments doing by its failure to protect the public by not properly training these officers on the performance of perimeter checks."*

*"...It was the actions or inactions of the Department not the actions of these seven officers which ultimately put the public in jeopardy, if, indeed, the public was ever in jeopardy."*

The decision demands full back pay for these officers, who have been suspended without pay since January, and restoration of all benefits and seniority.

MCO and the MDOC argued the case at an arbitration hearing July 11-12.

"The MCO Legal Department deserves our thanks for the many hours of time and dedication they put into this case. They did an excellent job," MCO President Tom Tylutki said.

Thanks, members, for your support. MCO will continue to fight for fairness in the workplace.

### Briefly...

**Congratulations to the Bruce Curtis class that graduated Friday in Lansing!** MCO leaders and staff wish you luck as you start your career. To see photos from today's graduation ceremony, visit [MCO on Flickr](#) or go

to [Michigan Corrections Organization \(Members Only\) on Facebook](#).

**Don't forget the MCO Children's Day Picnic is Saturday, Aug. 19 at Lower Huron Metropark in Belleville.** More details are at [mco-seiu.org](#).

## CONGRATULATIONS TO MCO SCHOLARSHIP WINNERS!

Every summer, MCO awards scholarships of \$750 each to children of members who will be attending college in the fall. MCO typically awards 20 scholarships each year. But, due to the high number of excellent applications submitted this year, the scholarship committee decided to give out 25 scholarships of \$750 each.

See a complete list of winners on the [MCO website](#).

The MCO Scholarship Committee is proud of members' students and pleased to award five extra scholarships this year.

Good luck to all applicants on your educational goals!

## OPEN ENROLLMENT GOING ON NOW

Health insurance open enrollment is going on now and ends Friday, August 25th, at 11:59 p.m. This is the annual opportunity for eligible employees to review plan summaries and current benefits, make changes to your coverage, and add or remove individuals from your insurance. Even if you don't plan to make any changes to your insurance, it's a good idea to log into your account to make sure that all dependents and selections listed are accurate.

New enrollments, rates, and changes will take effect on Sunday, October 8, 2017.

With no plan design changes for insurance open enrollment this year, it's the perfect time to review some features of your elected plans. Highlighted features include telemedicine, electronic Explanations of Benefits, and insurance carrier online portals. More details on these features can be found in [this flyer](#).

Get more enrollment information at [www.mi.gov/IOE](#) or go to [www.mi.gov/selfserv](#) to enroll online.

- Information provided by OSE