



## MCSC RULES CHANGE, BUT MCO CONTINUES TO ADVOCATE FOR COs

The Michigan Civil Service Commission approved rule changes this week aimed at standardizing several processes, including seniority calculations, overtime assignments and positions, and layoff and recall procedures. These changes aren't scheduled to go into effect until January 2019.

The new rules also prohibit state employee unions from filing grievances on those particular issues. Additionally, commissioners reinstated the Rules of General Applicability, which, in cases of emergency, allow the commission to impose changes on state employees even if those changes conflict with contracts.

We understand the gravity these rule changes might have for members. As previously stated, these changes aren't scheduled to go into effect until January 2019. We have more than one year to work with the MDOC to discuss the possibility of maintaining our current processes and policies that we've grown accustomed to. [Read more in the Sept. 20 bulletin.](#)

Remember, MCO is a movement.

A few years ago, we started to restructure our organization, intently listen to members, and focus on the things you said matter most. That input guided the Board and staff as we worked to transform the way we interact with members and the quality of our programs. We strived to make the union relevant in the lives of members. After all, members own the union. It's not just an office in Lansing.

We started engaging members like never before through initiatives like our Military Members Committee and Young Workers Committee. We are designing and delivering world-class trainings to our members and leaders. We are taking our messages outside of Lansing politics and are leading a nation-wide campaign to raise the professional profile of corrections officers. Our expert legal department is winning more cases for members. Our media outreach and communications have more credibility than ever before and are resetting the narrative on corrections work. We have been cultivating relationships with MDOC

administration, legislators, and other influencers so our advocacy for corrections officers will have a greater impact. The union is a vehicle to advance our profession. Corrections is honorable work, and MCO will continue to push that message in every medium and venue possible.

All of this work is beyond the limits of the contract and what MCSC and legislators do. All of us should be rethinking what a union is and what it should mean for each of us.

In the coming months, MCO Board members and staff will be visiting each chapter to explain what these changes may mean and how we are going to address them moving forward. Please watch your emails, the [website](#), and the members-only [Facebook group](#) for more information.

Like Right to Work, this was done to further silence your voice in the workplace. But in Right to Work, members stuck together, and we're still standing strong. If we continue to have each other's backs, we'll weather this storm, too. Thanks, members, for your support.

## REMEMBERING CO DeMARSE 44 YEARS AFTER HIS DEATH

MBP Officer Earl DeMarse passed away Sept. 25, 1973.

DeMarse, an officer with 26 years of experience, was about 15 minutes into his shift when he was stabbed several times. An ambulance was called, but DeMarse died while en route to a hospital. His killer was sentenced to life in prison, and he is still incarcerated at an Ionia facility.

For decades, DeMarse was thought to have been the first Michigan corrections officer killed in the line of duty. The story of George Haight, an officer poisoned by an inmate in 1893, was uncovered about four years ago.

DeMarse is one of Michigan's four fallen corrections officers. MCO honored them this year with the dedication of a [Fallen Officers Memorial](#). Read about all of [Michigan's fallen COs on our website](#). We are proud to say we haven't forgotten those who have made the ultimate sacrifice.

As you go about your day on Sept. 25, please take a few moments to remember DeMarse and the sacrifice he made. And as always, please watch your back and your partner's back. Thank you for your service in Michigan's toughest job.



## IN MEMORIAM: CO LEE

Officer Mike Lee passed away Sept 12.

Lee worked at Muskegon Correctional Facility. He had been a CO for about three years. Before that, he had been a food service leader for many years, members say.

A funeral was held earlier this week.

Please keep Lee's family, friends, and MCO officers in your thoughts. Rest in peace, CO Lee.