

PRESIDENTIAL PONDERINGS

by *Tom Iwuda*

Over the last few years, the MCO Executive Board has been planning a path to restructure MCO to better serve all members, which we're calling Tomorrow's Union Today. The Board and staff met with two outside facilitators to help us craft this vision. The Executive Board has also led listening tours to better understand what the membership is thinking and to understand the expectations of union members.

MCO's Central Committee is the highest tribunal of MCO's structure, and Central delegates have shown overwhelming support of the actions taken by Board members and staff in order to start a different kind of conversation with our members and better meet their needs.

The final touches are being put on the MCO blue print of the future and a new bold action plan to better use union resources and serve members. The plan will be rolled out very soon. The initiatives in the cover story are just a piece of it.

MCO is doing our part to help out with the water crisis in Flint. We sent a semi-truck full of water and volunteers to distribute water to about 50 corrections officers and their families living in the city. Please keep our brothers and sisters in Flint and others affected by this public health crisis in your thoughts and prayers.

MCO is in the process of joining the Michigan Association of Police Organizations, also known as MAPO. During the listening tours, members told the Board they don't feel like a valued part of the law enforcement community. We are trying to change that. Leaders have also been discussing other possible partnerships with law enforcement personnel. Joining forces with MAPO would have several benefits, but one that percolates to the top is eligibility for COPS Trust, a special health insurance plan which MCO proposed in the last bargaining cycle. While there are other obstacles to overcome, this is one step we can take in securing better health care for corrections officers. Stay tuned for more information.

In just a few months, we will be back at the bargaining table on wages and health care. The Executive Board has already begun preparing. We have had meetings and conversations with our international union, SEIU, on bargaining. They sent a health care expert to meet with us and explore different strategies and avenues on bargaining health care.

In my recent tours there have been several questions about when a hard copy of the contract will be printed and distributed. We are proofreading the contract now. We literally have to proofread every line of the entire collective bargaining agreement before we send it off to the printer. Last time a contract was ratified, members received hard copies in June.

MCO will once again have an official presence at the Employee Awards Banquet in May. We will honor all facility officers of the year for their hard work.

I would like to remind the chapter officials we are gearing up for basic steward training and advanced arbitration training for those who did not receive it in December. Chapter presidents, please get a list of union officials who need the basic training to your labor representative ASAP. Chapter leaders will be notified in writing when and where the next advanced arbitration training will be held.

For many years MCO has advocated for new employee schools at WHV. MDOC is holding a special academy just for WHV, which started in February. We applaud Director Heidi Washington for paying attention to WHV's unique needs.

I encourage all members to join our Facebook group and tell us what is going on at your facility. Please stop by the MCO website, mco-seiu.org, frequently. Don't forget about our online store at co-store.com/mco.

Be safe.

Tom Iwuda

Tom

MDOC EMPLOYEES SUPPORT THEIR COMMUNITIES THROUGH HOLIDAY GIVING

Corrections staff around the state open up their hearts, schedules, and wallets every holiday season to give something back to those less fortunate than them.

• **Cotton employees "adopted" 60 Angel Tree children.** Many of the kids are living at a domestic violence or homeless shelter. Cotton staff donated pillows, hats, gloves, coats, boots, scarves, and other gifts.

They gave the Aware Domestic Violence Shelter \$850, raised at a 50/50 raffle, plus pillows, hats, and gloves.

JCF staff donated 20 hams, pillows, blankets and gifts for 20 kids to the Jackson Interfaith Homeless Shelter.

At the McCollough Academy, in a low-income area in Jackson, students received holiday packages brimming with school supplies donated by JCF staff.

• **Oaks officers took Manistee County kids shopping at Meijer Dec. 15.**

Manistee County Shop With a Cop gives kids a \$100 gift card to buy presents for family and a little something for themselves. Volunteers help wrap the goodies. Shopping money is raised from local businesses and a golf outing in the spring.

ECF Officer Mathew McShane started Manistee Shop with a Cop in 2006.

• **DRF employees adopted six families – 20 kids in total – in their Adopt-A-Family Christmas Project.**



Clockwise from left: Items donated by Cotton staff. Val Lashley, JCF Employees Club Treasurer; Angellita Velasco Gunn, Executive Director of Aware Domestic Violence Shelter; Shane Haney, JCF Employees Club President and MCO Member; Shawn Brewer, Warden, JCF. WCC employees who participated in the Livingston County Shop with a Cop. Courtesy photos.



Staff donated money for the children's presents and household items for the adults, including laundry detergent, soap, toothpaste and shampoo.

• **Eight Woodland officers shopped with kids as part of the Livingston County Shop with A Cop Dec. 5.**

Thanks, officers, for your commitment to improving lives in your communities.

DON'T FORGET — TAKE ADVANTAGE OF SCHOLARSHIPS AND THE MCO STORE!

Scholarship applications for the 2016-2017 academic year are now on the MCO website.

MCO offers scholarships for children of active members. The union will award 20 scholarships worth \$750 each.

Applications must be postmarked by June 1. More information and applications are online at mco-seiu.org. Good luck!

Before you head to big box store or the mall for clothes, check out MCO's online store.

It's the only place members can buy MCO shirts, hats, mugs and more. Store merchandise is proudly made in the U.S.A. Visit the store at co-store.com/mco.

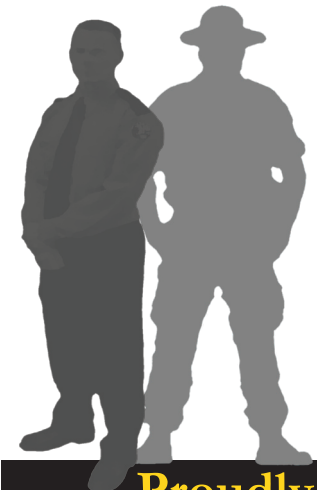
The store is new, so we're asking for feedback. You can send your comments at check out, or email cindy@mco-seiu.org.

RETIREMENTS

<i>Gary Aho</i>	<i>Joseph Hemenway</i>	<i>Timothy Pea</i>
<i>Dorothy Allen</i>	<i>Michelle Hoey</i>	<i>Yolanda Perkins</i>
<i>Jeff Armbrustmacher</i>	<i>Jeffrey Hooker</i>	<i>Michael Perron</i>
<i>Matthew Barrett</i>	<i>Leroy Hotchkiss</i>	<i>Falicia Peterson-Chaney</i>
<i>Timothy Beckers</i>	<i>Dennis Johns</i>	<i>Scott Pline</i>
<i>Scott Bickman</i>	<i>Rader Johnson</i>	<i>Mark Potter</i>
<i>John Blankinship</i>	<i>Edward Juranek</i>	<i>Dennis Ries</i>
<i>Terry Boatright</i>	<i>Mark Kalanquin</i>	<i>Michael Rizzio</i>
<i>Haldane Carris</i>	<i>Daniel Keiper</i>	<i>Jerry Rudden</i>
<i>Mark Clemens</i>	<i>Dennis Keith</i>	<i>Shawn Sadler</i>
<i>Terri Coello</i>	<i>Tim Kositzky</i>	<i>John Sahl</i>
<i>Jerry Compton</i>	<i>Edward Lajoie</i>	<i>Robin Sanders</i>
<i>Linden Cook</i>	<i>Adam Lamay</i>	<i>Walter Schultz</i>
<i>Ross Cook</i>	<i>Lynn Lockhart-Smith</i>	<i>Deborah Scott</i>
<i>John Craig</i>	<i>Kevin Loveberry</i>	<i>David Shearer</i>
<i>Curtis Crawford</i>	<i>Scott Luna</i>	<i>Thomas Shilling</i>
<i>Sherry Curenton</i>	<i>Orlinda Mallett-Godwin</i>	<i>Kurt Simon</i>
<i>John Dahlbacka</i>	<i>Suzanne Marquedant</i>	<i>Lawrence Smeltzer</i>
<i>Jennifer Davis</i>	<i>Robert Mattern</i>	<i>Paul Stanolis</i>
<i>Ethel Dixon</i>	<i>Matt Maurer</i>	<i>Mark Stimpson</i>
<i>John Doran</i>	<i>David May</i>	<i>Victoria Strauss</i>
<i>Stanley Dorn</i>	<i>Patrick Maynard</i>	<i>Cheryl Sullivan</i>
<i>Pamela Drew</i>	<i>Cheri McKechnie</i>	<i>Marvin Sullivan</i>
<i>Douglas Elliot</i>	<i>Todd Meadows</i>	<i>Tammy Tortorelli</i>
<i>Jeffery Fields</i>	<i>William Mero</i>	<i>Thomas Toth</i>
<i>Mark Fleming</i>	<i>Jimmie Mickel</i>	<i>Michael Verduzco</i>
<i>Kathleen Foster</i>	<i>Patrick Miller</i>	<i>Jack Verellen</i>
<i>Timothy Fuerster</i>	<i>Todd Mills</i>	<i>Ronald Tortorelli</i>
<i>Eugene George</i>	<i>Darla Minard</i>	<i>Tab Waterman</i>
<i>Frank Gill</i>	<i>Andrew Moore</i>	<i>Richard Weaver</i>
<i>Wynda Glover</i>	<i>Leslee Moore</i>	<i>Gary Williams</i>
<i>Darryl Goetz</i>	<i>Donald Morris</i>	<i>Edward Wilson</i>
<i>Charles Gordon</i>	<i>James Mulnix</i>	<i>Laurie Wittenbach</i>
<i>James Hall</i>	<i>Samuel Olivo</i>	<i>William Wrobel</i>
<i>Jeffery Hanson</i>	<i>John Oseguera</i>	<i>Ronald Zerbst</i>
<i>Jim Hargrave</i>	<i>Timothy Palomaki</i>	

Statement of Activities 2nd Quarter 2015

Revenues	Amount
Membership Dues	\$847,492
Non-Member Fees	\$10,895
Interest	\$1,199
From Affiliates	\$2,880
Total Revenues	\$862,466
Expenses	
Arbitration	\$4,717
Books, dues and subscriptions	\$3,425
Collective Bargaining	\$16,850
Computer	\$3,925
Consulting	\$32,220
Contributions	\$5,900
Depreciation	\$17,627
Insurance	\$40,697
Leased Equipment	\$2,819
Legal and Accounting	\$27,438
MCO Report	\$5,074
Meetings and Conferences	\$76,740
Office and Administrative	\$9,427
Organizational Unity materials	\$509
Organizing	\$2,574
Pension Contribution	\$42,193
Postage	\$3,218
Repairs and Maintenance	\$35,756
Salaries	\$213,273
Social activities	\$20,385
Taxes - Payroll	\$20,839
Taxes - Per Capita	\$262,202
Telephone	\$6,515
Utilities	\$9,619
Total Expenses	\$863,942
Change in Unrestricted Net Assets	-\$1,476



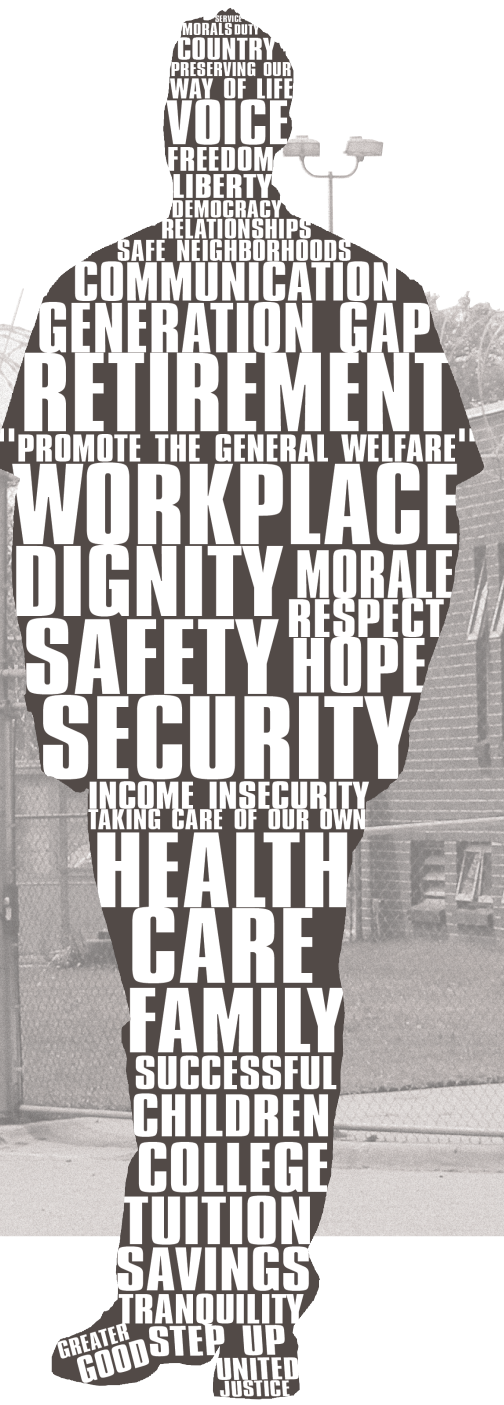
MCO Report

Proudly Representing Michigan Corrections and Forensic Officers for over 40 Years



Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933
Address Service Requested

Non-Profit Organization U.S. POSTAGE PAID Lansing, Michigan Permit No. 533



MCO MOVES FORWARD ON INITIATIVES TO ENGAGE MEMBERS AND KEEP OUR UNION STRONG

MCO leaders, staff and members have been strategizing on how to engage corrections officers on a more personal level to bring more significance and value to their union membership.

We started with three core initiatives – the member listening campaign, a military members' outreach program, and corrections fatigue research and advocacy. The Executive Board announced these initiatives last spring, and the Central committee endorsed them at the May meeting. Since then, the Board and staff have been busy turning these plans into reality. The Board and staff have also created a few more initiatives, based on what we've been hearing from members.

We're calling these initiatives Tomorrow's Union Today. When you see the title Tomorrow's Union Today, you can know staff and the Board are talking about MCO's new initiatives to build member strength and future growth. You'll know the idea behind it is that leaders and staff want to make MCO personally relevant to each member, because we can't afford to focus only on bargaining and grievance processing in the future. Members crave more engagement from their union. MCO leaders and staff want the union to bring more worth to members' work and family lives.

We're working tirelessly to find ways we can be a

resource for corrections officers and their families. For example, last month we delivered water to our corrections officers and their families living in Flint.

The Executive Board will share more details on MCO changes with chapter leaders this month, ahead of the May Central conference.

All of this work is important for bringing together members and plugging them in to our union in a fresh way.

Here's where we stand on Tomorrow's Union Today:

Corrections fatigue (PTSD) research and advocacy

For this initiative, MCO partnered with Desert Waters Correctional Outreach, a non-profit which specializes in the health and well-being of corrections professionals. Desert Waters Director Dr. Caterina Spinaris drafted an in-depth, anonymous assessment to gauge MCO member wellness. (You may recognize Spinaris' name—her work has appeared on Corrections.com and CorrectionsOne.com, and she has been cited as a source by The Guardian and The Huffington Post.) MCO staff dispersed the survey to officers' personal email addresses in November.

Spinaris was thrilled with the number of survey completions and said they are a good sample of all Michigan

STORY CONTINUES

Photo illustration: These words represent ideas and concerns that came up several times around the state during the MCO Executive Board's Listening Tours last summer and fall. Members opened up to MCO leaders about their home and work lives, and what they would like to see from their union.

