



MCO REPORT

Health Care Reform Recovery
 Recovery Employee Free Choice Act
 Free Choice Health Care Reform Reform
 Employee Economic Recovery Package
 Free Choice Act Recovery
 Economic Health Care
 Health Care Employee Free
 Employee Free Choice Act Health Care
 Economic Recovery Employee Free Choice
 Reform Economic Recovery Package
 Health Care Reform Free Choice
 Act Economic Recovery Package Health
 Health Care Reform Economic Recovery
 Employee Free Choice Act Reform

Change
 that **Works**



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PRESIDENTIAL PONDERINGS...



MCO has been very busy this month dealing with ramifications from the Department's decision to close the Deerfield Correctional Facility and Camp Branch. All while at the same time addressing the pending issues at the Scott and Huron Valley Mens Facilities.

MCO negotiated with the Department and was again successful in gaining the rights for officers to voluntarily leave the bumping regions to vacancies around the state based on operational needs. This will hopefully lead to a greater number of openings within the bumping regions for those officers who cannot/will-not leave the area. We continue to work with the Department to try to minimize the impact on the membership as a whole.

The closure issues have been further complicated (and we are seeking advice from our outside attorneys) as the Department has announced its plans to make it more restrictive for male officers to work in the female prisons. We will keep you apprised as this situation develops further.

The Governor is scheduled to submit her budget for Fiscal Year 2009-2010 this month and with it will come an estimated \$1.1 billion to \$1.4 billion deficit. Some of this may be offset by federal stimulus funds, however they cannot be counted upon at this time. Further, even if help does come, it will not fix the structural budget deficit and thus we will face this yet again next year unless the root

UNION NEWS

of the problems are addressed in the upcoming year.

A recent report by the Justice Center of the Council of State Governments indicated that Michigan needs to adopt changes to its parole system - specifically by paroling inmates who have served 100 - 120% of their minimum term. This is a tricky task. By increasing the parole rate, we take the risk of releasing someone who will re-offend... often escalating to a more serious crime. Three such incidents have happened in just the last week alone. I anticipate more bad news on the horizon for all.

We will be holding Chief Steward Advanced training soon. This class will likely consist of a 2-day module to allow for more in depth training as we go through the transition of moving the 3rd Step Grievance procedure into their hands. Many years ago 3rd Step grievances were handled by the chapter officials, however that process changed and since then they have been handled at the Central Office. The MCO Executive Board recently reviewed the decision and made the determination that moving the handling of 3rd step grievances back to the facility will allow the grievant to be more involved in the process and thus more effectively represented.

I would like to welcome aboard the new staff... Jeremy, Dustin and Chad. They are acclimating themselves well to MCO and have already gotten their feet wet out in the joints joining us on some of our recent tours. Since our last talk I've toured Deerfield (1st shift), Florence Crane (all shifts), Lakeland (all shifts),

Camp Branch (all shifts), I-Max (2nd shift), MTU (1st shift), IBC (2nd shift), Forensic Center (1st shift) and Camp Valley (1st shift).

IN MEMORIAM



RUO John Dalpra, 51, of Camp Ottawa, passed away December 23, 2008, at his home in Iron River.

Dalpra held a Master's Degree in social work and hired into the MDOC at Camp Ottawa in 1993.

Officer Richard "Rick" Simi, 54, of the Newberry Correctional Facility, passed away suddenly at his home on January 7, 2009.

Simi owned and operated Simi Distributing (a logging truck company) prior to hiring into the MDOC in Newberry in 1997.

Officer Simi also served as a volunteer firemen for the Newberry Fire Department and was a past coach and president of the Tahquamenon Area Youth Hockey Association.

Simi leaves behind his wife Jean, son Carl (officer at the Pine River Correctional Facility) and son Michael.



UNION VIEWS

THE NEW FACES AT MCO...

Dustin Drabek

Field Organizer

Hello, my name is Dustin Drabek, and I am a new Field Organizer for MCO/SEIU in Lansing. I am a graduate of Eastern Michigan University where I majored in Criminal Justice. I have been married close to 2 years and am expecting my first child at the end of February. Currently, I live in Livonia, MI.

Prior to joining MCO/SEIU I worked for the Wayne County Sheriff's Department, stationed in Jail Division 2 in Detroit. I was released from the department due to budgetary cuts.

I have a passion for work, and will enjoy building a relationship with all the members in MCO/SEIU. I understand that these are tough times, but we will be working tirelessly to protect the membership and the jobs that protect our state. Thank you for your time, and I look forward to working with you.



Chad Jordan

Field Organizer

As one of the two new Field Organizers hired by MCO in January I bring a background that includes experience organizing against Wal-Mart, serving as a Labor Rep. for the United Food and Commercial Workers union and involvement in politics. I am a graduate of Michigan State University with a bachelor's degree from the College of Social Sciences.

My passion for providing members of MCO with exceptional service is driven by my experiences working and earning a living for my family. We can never take for granted the wages and benefits that were won by workers who came before us. Their sacrifices have paved the way for the lifestyle we live today.



Jeremy Tripp

Assistant for Government & Community Affairs

I come to MCO as a local resident of Lansing, MI. In 2004, I served as a legislative intern for State Representative Fulton Sheen, later receiving my Bachelor of Arts Degree in Political Science from Michigan State University. Following graduation I assumed a managerial role in a family run organization where I gained valuable business experience and knowledge.

In 2007, I was accepted to Cooley Law School where I studied for 3 semesters before deciding to re-enter the workforce and focus on my passion...politics. I have always believed in politics and what can be accomplished when the voice of the people is heard. I hope that my unique set of skills and enthusiasm make me a welcome addition to the MCO staff!





TAKING ON 2009... THE ISSUES THAT

EMPLOYEE FREE CHOICE ACT (EFCA)

With the election of President Obama the news has been filled with talk surrounding the Employee Free Choice Act - commonly referred to as "EFCA" or "card-check" by the media.

The background: prior to 1974, if a majority (more than 50%) of employees showed interest in joining a union by signing a card, they had the ability to do so. Then, with a Supreme Court decision, the process was changed resulting in the current process which allows companies to force an election once a majority of employees have signed cards. This significantly lengthens the time it takes to form a union which gives the company the opportunity to bring in union busters to scare, threaten, and intimidate employees hoping to change their opinion before they vote.

The resulting effect on unions: Frequently under this process it takes

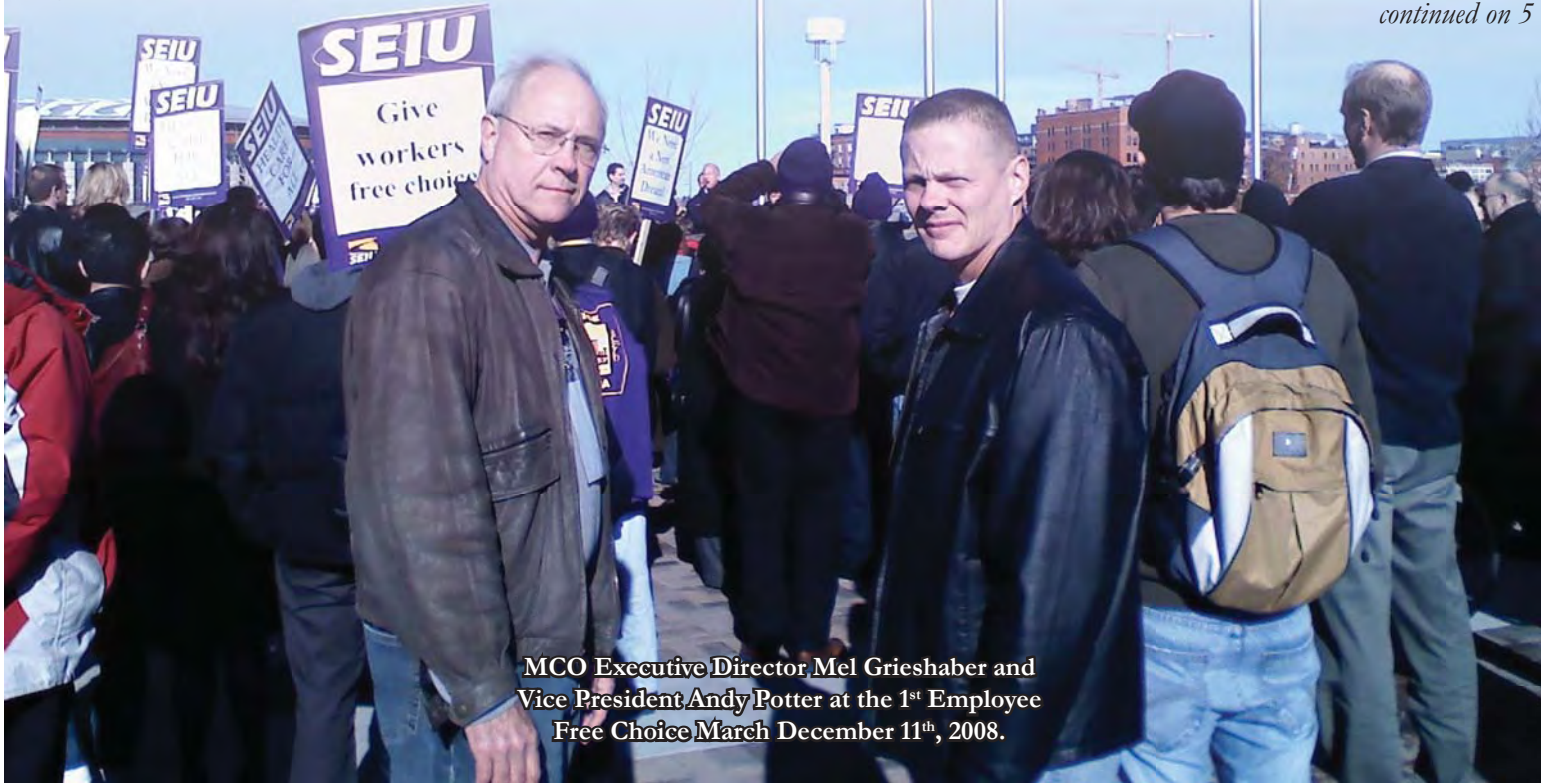
months if not longer for the election to occur and the corporations use that time to try to change opinions. Thus, there is a lower percentage of successful union elections through this process than occurs when the employees can form a union with interest cards. Secondly, even in those instances where a union is formed through the election process, statistics show that even after 2 years, only 20% are able to secure their first contract.

What the passage of the Employee Free Choice Act would do: With the passage of the Employee Free Choice Act, if a majority of employees signed cards, then they would have the ability to form a union at that point. If they so choose, they can proceed with a secret ballot election as many do today. This Act would simply leave the choice to the employees, rather than allowing

the employer to force an election. It also contains language that would send the issue to Mediation if the newly formed union and employer did not secure a first contract within one year.

Why, as a current union member, should I care? And, given the tough economic times, wars in Iraq and Afghanistan, and more, why should we be urging Congress to pass this legislation now? Some of the largest corporations in the U.S. today actively fight off unions while paying their workers minimum wages, offering limited, if any, health care, and pay their CEO's an average of 344 times their average employee's wage. This inequality hurts everyone. Employees who earn less put less back into the community. They end up relying on state aid for healthcare which we all pay for in our taxes. The current company-

continued on 5



MCO Executive Director Mel Grieshaber and Vice President Andy Potter at the 1st Employee Free Choice March December 11th, 2008.



DRIVE UNIONS AND THE ECONOMY

dominated system has created a huge gap in the workforce... skyrocketing CEO pay while the average worker saw a loss in median income in addition to increased costs for food, gas and more. Unions are what created the middle class. They helped the average worker improve their working conditions, pay and benefits. And in turn, when unionism spread and companies were forced to compete, the working conditions of the non-unionized improved as well. The increased pay that unionized workers received was spent in the community, thus helping everyone. It is this reason that the Employee Free Choice Act should be considered a vital piece of any federal economic recovery act that is passed to address this economic crisis we face today.

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FEDERAL ECONOMIC RECOVERY ACT

The background: The economy, both nationally, and especially in the state of Michigan, is faltering. People are losing jobs, small businesses are closing, people are losing equity in their homes - or even losing their homes altogether. State and local governments are cutting programs and funding to vital services as federal funds dwindle and costs increase. In Michigan we see it as the state faces yet another budget deficit that will likely be met by making further cuts to state services, including corrections and possibly education.

What should be included in an economic recovery act to help the American worker... and not big business and their CEO's?

1. Billions in new funding for state and local government to maintain good jobs and community services.
2. More healthcare funding for Medicaid to improve state and local finances.
3. Infrastructure investments (roads, bridges, schools, public utilities, etc.) to create jobs and bolster local economies.
4. Temporary extension of unemployment benefits and food stamps to help families who are being hurt by the crisis.
5. Investments that will generate 21st century jobs in the health care and energy sectors, with technology and workforce investments that put us on an environmentally sustainable path.

HEALTHCARE REFORM

The background: America's healthcare system isn't working. Despite having top notch medical facilities, highly trained medical professionals and extensive medical research labs, we also have over 15% of the U.S. population who are uninsured. What is even more startling about that figure is that **of the uninsured, 69% have at least one full-time worker in the home.** Surging medical costs and insurance premiums are hurting the pocket books of employer and employee. Small businesses find themselves unable to offer insurance, or if they do they struggle to maintain it as the costs rise at double digit intervals. Larger employers are cutting back benefits, increasing premium contributions paid by employees and raising deductibles to keep their costs down.

Why should I, with good health care benefits through the state, care about ensuring Healthcare Reform? If you have a good healthcare plan, count yourself lucky. Chances are, your spouse, your family members and your friends around you will tell you a different story. If someone is already struggling as a result of the economic downturn, one major medical crisis could easily put them over the edge. A study by Harvard University showed that as many as 1.5 million Americans are at risk of losing their homes to foreclosure each year as a result of medical debts or loss of employment due to a medical crisis. And that affects everyone who owns a home around them.

How does Healthcare Reform help the economy? The expansion of a healthcare plan - similar to that provided to our legislators - to the general public would do several things:

1. give every American the ability to have quality health care coverage to ensure that they are receiving proper preventative care and requiring fewer, costlier, ER visits.
2. prevent medical crisis from causing financial ruin.
3. provide jobs...the healthcare industry is about the only growing job market in the country. An expanded and reformed system can capitalize on the fact that health care will generate 3 million new jobs between 2006 and 2016... and those are jobs that cannot be outsourced overseas.

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that
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SEIU CORRECTIONS COUNCIL HOLDS FIRST MEETING

Last fall the SEIU Public Division Leadership Board approved the formation of a SEIU Corrections Council - joining together the corrections officers represented by SEIU throughout the country.

The Council held its first meeting in late January, and our very own Mel Grieshaber was appointed to serve as Committee Chair.

The Committee will focus on issues of relevance to correctional line staff and work together to advance the profession.



DESPITE TAX INCREASE AND BUDGET CUTS... SHORTFALL PERSISTS

The Consensus Revenue Estimate Conference met on Friday, January 9th, revealing a continued decline in revenue collections for the current fiscal year...to the tune of \$917.2M less than was estimated last May.

The general fund, which supports Corrections, shows a \$157.7M deficit for the current fiscal year and that is after a surplus of \$457.9M was carried over from FY '08. This, combined with a \$38.3M deficit in the School Aid Fund means that the state will likely need to make another \$200M in cuts to balance the FY '08-'09 budget.

The Senate Fiscal Agency has issued a memo in light of these findings that projects a deficit in the general fund for the FY '09-'10 of nearly \$1.4 billion.

MCO will be monitoring this issue closely regarding the impact it may have on the MDOC and our officers.

Governor Granholm will deliver her State of the State on February 3rd. Granholm is expected to developed a FY '09-'10 budget proposal shortly thereafter.



clockwise - Camp Lehman Vice President Rod Denley (retired effective Feb. 1st), Gus Harrison Chief Steward Joe Coats, and MCO Labor Relations Representative Jeff Foldie review grievances before Grievance Committee, January 20, 2009.

MCO WOULD LIKE TO EXTEND OUR BEST WISHES TO ROD DENLEY ON HIS NEW LIFE IN RETIREMENT AFTER 30+ YEARS WITH THE DEPARTMENT. HE HAS BEEN A LONG-STANDING UNION OFFICIAL - DILIGENTLY REPRESENTING HIS MEMBERS. ROD WAS A CHAMPION OF THE MCO CRISIS FUND, PERSONALLY CONTRIBUTING THOUSANDS OF DOLLARS WHILE RAISING MANY, MANY MORE.

THANK YOU FOR YOUR SERVICE ROD!

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Todd Jennings, E-10	Alger	Marquette	(906)387-5000
Dale Dille, E-9	Carson City	St. Louis/Pine River/Mid-Michigan	(989) 584-3941
Kevin Brown, E-9	Macomb	Thumb/ Marquette	(586) 749-4900
Thomas Delandon, E-9	Saginaw	Thumb	(989) 695-9880
Charles Kelly, E-9	Saginaw	Thumb	(989) 695-9880
Sha'Rhonda Myles, E-8	Scott	Ryan/Mound/Macomb	(734) 459-7400
Jeremy Randall, E-8	Pugsley	SPR/STF/SLF/SMF/SRF	(231) 263-5253
Orlinda Mallett-Godwin, E-9	Scott	Ryan	(734) 459-7400
Jessica Brissette, E-8	Huron Valley Womens	Saginaw/Standish	(734) 572-8786
Virgena Hayes, E-8	Carson City	Brooks	(989) 584-3941
Courtney Delong, E-8	Huron Valley Womens	ICF/DRF/OTF/MR/ITF	(734) 572-8786
Charisa Williams	Camp White Lake	Mound/Huron Valley Womens	(248) 625-6688
Lyndsey Cavill, E-10	Huron Valley Womens	Adrian/Coldwater areas	(734) 572-8786
Sherry Alexander, E-9	Deerfield	DRF/SLF/OTF/SPR/IBC/MR/MTU	(616) 527-6320
Steven Swart, E-9	Huron Valley Womens	Parr Highway	(734) 572-8786
Emil Khalil, E-8	Marquette	Macomb/Mound	(906) 226-6531
Michele Albritten, E-9	Scott	Mound, Ryan, Macomb	(734) 459-7400
Rachel Snyder, E-9	Mid-Michigan	Saginaw	(989) 681-4361
Edward English, E-9	Kinross	Saginaw/Standish	(906) 495-2282



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MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

MCO CHAPTER PRESIDENTS

Larry Henley, *Alger Maximum*
John Clements, *Baraga Maximum*
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Rod Denley, *Camps Vice President, Region II*
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Troy Speckin, *Deerfield*
Jeff Ries, *Egeler*
Brent Kowitz, *Florence Crane*
Mark Rowe, *Forensic Center*
Randy Burrow, *Gus Harrison*
Dennis Beecham, *Handlon Michigan Training Unit*
Al Pennell, *Hianatha*
David Siler, *Huron Valley Mens*
Greg Crouch, *Huron Valley Womens*
Craig Shreve, *Ionia Maximum*
Ricky Ries, *Jackson Cooper Street*
Gary Kott, *Kinross*

Kamal Cariuty, Jr., *Lakeland*
Ponda Esu, *Macomb*
Rocky Isaacson, *Marquette*
Arthur Harter, *Mid-Michigan*
Adam Douglas, *Mound Correctional*
Michael Sweet, *Muskegon*
Louis Linck, *Newberry*
Christopher Schmidt, *Oaks Correctional*
Ronald Niemi, *Ojibway Correctional*
Mary Cooke, *Parnall Correctional*
Randy Burrow, *Parr Highway*
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Richard Bierman, *Pugsley Correctional*
Michael Wohlscheid, *Michigan Reformatory*
Al West, *Ryan Correctional*
Michael Guerin, *Saginaw Correctional*
Jason Lane, *S&I Program*
Brenda Walton, *Scott Facility*
Robert Davis, *Standish Maximum*
Lou Duma, *St. Louis*
Jake Campbell, *Straits*
David Vaughn, *Thumb Correctional*
Kim Sheffer, *West Shoreline*

The MCO REPORT is an award-winning publication of the Michigan Corrections Organization, Service Employees International Union Local 526M. The editor reserves the right to refuse any incoming articles that are detrimental to MCO, SEIU Local 526M and its policies and the policies of the SEIU. All articles or letters must be submitted by the first of the month prior to the next issue

MCO does not accept paid advertising in the *MCO Report*. No one is authorized to solicit advertising for the *MCO Report* in the name of MCO or SEIU Local 526M.

To send e-mail to an MCO staff member, type his or her first name followed by: @mco-seiu.org.

If you have changed your address, phone number, or email, please inform MCO immediately at 1-800-451-4878 (phone), 1-800-327-5266 (fax), or complete the online form on our website.

Visit us on the web at:
www.mco-seiu.org

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Tangee Laza, *Labor Relations Representative*
Karen Mazzolini, *Labor Relations Representative*
Cherelyn Dunlap, *Labor Relations Representative*
Jeff Foldie, *Labor Relations Representative*
Dustin Drabek, *Field Organizer*
Chad Jordan, *Field Organizer*

Cindy Sanderson, *Administrative Assistant*
Sacha Crowley, *Communication Specialist*
Cindy Kogut, *Bookkeeper*
Lori Iding, *Grievance Coordinator*
Stephanie Short, *Receptionist/Secretary*
Jeremy Tripp, *Asst. for Governmental & Community Affairs*

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT

2009

MICHIGAN CORRECTIONAL OFFICER OF THE YEAR



OFFICER DONNA HOUTZ
LAKELAND
CORRECTIONAL
FACILITY



INSIDE THIS ISSUE

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PRESIDENTIAL PONDERINGS...

We have been very busy here at MCO trying to handle all of the balls that are currently up in the air.



In the last few weeks, the closing of Camp Branch and corresponding transfer of officers out of the Coldwater negotiated region has been completed. Approximately 30 officers opted to leave the region voluntarily the end result of which meant that initially 16 officers were slated for layoff. MCO worked intensely after the notices and the number of layoffs were reduced to 13 - of whom some were offered limited term assignments in Adrian and some permanent placement at WHV.

The picture was much brighter in Ionia where the Deerfield Correctional facility is in the process of closing. Roughly 76 officers voluntarily left the Ionia negotiated bumping region and no bumps or layoffs will occur. The remaining officers at Deerfield went to Bellamy Creek, I-Max and the Michigan Reformatory.

The re-organization of HVM is next on the horizon. MCO cannot accurately give you solid dates as construction issues at both HVM and the Maxey Training Center loom. The community surrounding Maxey continues to have hearings regarding the proposed movement of Level IV's into their area, however the final determination is expected any day. We will keep you posted in future communications as we get more information.

MCO has been informed and is in the process of working out a mechanism

UNION NEWS

for officers to transfer into the Maxey facility where CMUO's will perform the housing responsibilities and CMA's will perform the custody responsibilities.

As you know, the FY 2009-2010 budget has been introduced. The MDOC will see a 3% spending reduction and an additional 4,000 beds coming off-line. The Department has informed MCO that the reduced beds will be implemented by October 1st of this year. We have been very outspoken, appearing in many newspapers, warning the Governor and Legislature about the ramifications of this quick action. We continue to educate the public that we must all "proceed with caution." A mass exodus such as this will no doubt equate to many dangerous prisoners being released.

Also included in the budget is the consolidation of Gus Harrison and Parr Highway, Chippewa and Straits, and the Carson City Regional and Boyer Road Correctional Facilities. MCO will be meeting with the Department with the intentions of minimizing the impact on the membership as a whole.

In closing, we are all aware of how difficult it is out there. This is the worst I've seen in Michigan in my 25 years as a MCO member. While the anxiety of future closings, consolidations, tobacco issues, staffing and safety challenges loom over us all... responding to rumors and overreacting to sarcasm (even me!) helps nobody. I assure you... we here at MCO Central office are working endlessly to assure the safety, well being, and livelihood of members statewide. Together we will succeed and become stronger for us and those officers that follow.

2009 MCOY

Donna Houtz

Lakeland

Prior to becoming an Acting ARUS in July of 2008, Officer Houtz started in 1990 as a CO at Central Complex in Jackson, moved on to Adrian Temp and then as an RUO at Adrian Regional and Lakeland.

Donna worked to improve the state-wide purchasing system and authored related forms for use with the Visitor Tracking system. She also played a key role in the opening of the Residential Treatment Program at Gus Harrison and Adrian.

Officer Houtz co-authored an orientation packet for new prisoner arrivals for use in the housing units at Lakeland... something that goes above and beyond policy requirements but aids in a smoother transition for new prisoner arrivals at the facility.

In her community, Donna has served as the announcer at the Coldwater High School Girls Varsity softball games and tournaments and is an assistant with the American Youth Soccer Organization's five and under team.



"Her outstanding planning and organization skills, as well as her professionalism, consistently make her the "go to" person for every supervisor she has worked for"



UNION VIEWS

...AND THE FINALISTS

Kirk D. DeWitt

St. Louis

Officer DeWitt started with the MDOC over 20 years ago at the Riverside Correctional Facility. He has since served at Cotton and Mid-Michigan before landing at St. Louis in 2000.

Kirk serves as a shift and facility trainer for P.A. 415 and most ERT training. In addition he is one of only 300 "Master Pressure Point Control Tactics" trainers in the world and uses his time to train correctional and law enforcement personnel from around the country...a skill that has come in useful on the job when prisoners resist staff.

DeWitt is an avid sports enthusiast and uses his time off to help the kids in his community - running little league and pony league and coaching several teams himself. He also sets up Special Olympics of Michigan softball tournaments and has served as a bowling partner for several years.



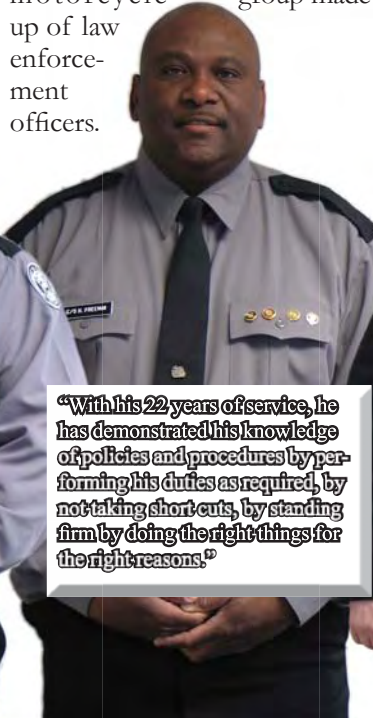
"Kirk is constantly called upon by the facility to train and share his knowledge. He is always assisting those with less time and experience and ensuring he passes his knowledge on to others."

Howard Freeman

Macomb

Officer Freeman spent 10 years as a Supervisor on the Public Works Crew prior to 2007 when his assignment was terminated and he was reassigned back inside the joint. He has been an officer with the MDOC since 1987, working at Cotton and the Detroit Corrections Center before coming to Macomb in 1999.

Freeman served in the U.S. Army from 1980 to 1992 when he was honorably discharged. He volunteers in his community with the Tour to Cure Diabetes, Make a Wish Foundation, Walk to Cure Breast Cancer, Ride for Kids Pediatric Brain Tumor Foundation and Camps for Handicap Children. He also serves as Sergeant at Arms for the Motor City Law Dogs, a motorcycle group made up of law enforcement officers.



"With his 22 years of service, he has demonstrated his knowledge of policies and procedures by performing his duties as required, by not taking short-cuts, by standing firm by doing the right things for the right reasons."

Charles Levens

FOA Outstate

CSR Levens started with the Department as an FSA at Huron Valley in 1994, however he quickly moved to Standish Max where he worked as a CO, RUO and ERT leader until 2000. After several years as a Sergeant, he returned to the bargaining unit as a CSR in 2004.

Levens is a member of the US Army Reserves, where he participates at the national and local level with Project Safe Neighborhood, and Arson Watch, along with recently serving as Senior Drill Sergeant for incoming recruits.

CSR Levens is a dedicated worker and always looking for new ways to get his job done. He played a crucial role in locating a recent high profile absconder among others. In addition, his quick actions saved the life of another absconder who slit his throat upon being caught.



"Charles has been instrumental in the Department's efforts in going after absconders and escapes in a positive manner. As a result, he is contributing to the communities to make them a safer place to live."

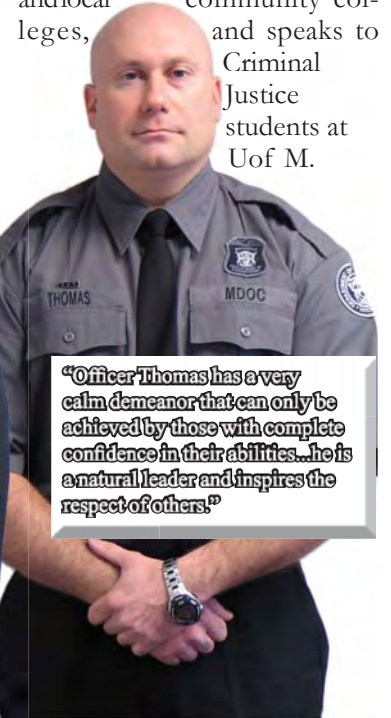
Phillip Thomas

Huron Valley Mens

Officer Thomas started at Huron Valley Mens in 1996 and has served in various capacities there ever since.

His extensive experience with the Marines, serving with the Security Guard Battalion in London and Monrovia parlayed into the way he performs his job for the MDOC and ERT where he is a Weapons Instructor and Search and Recovery Trainer.

Outside of the MDOC he is a "green" pioneer, creating a home recycling program that reduces waste, fertilizes the garden, and much more. He has taken his enthusiasm for environmentalism into the facility by suggesting how the MDOC could be more earth friendly while saving energy and money. He teaches self-defense through church and local community colleges, and speaks to Criminal Justice students at Uof M.



"Officer Thomas has a very calm demeanor that can only be achieved by those with complete confidence in their abilities...he is a natural leader and inspires the respect of others."



SPECIAL OLYMPICS MICHIGAN WINTER GAMES



Cpl. Eric Morgan of SAI with an Olympian at the Winter Games in Mt. Pleasant



Cpl. Eric Morgan, C/O Carla White and Cpt. Carl White displaying medals before the awards ceremony.

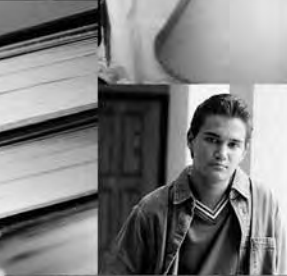
Officer Bidelman Oaks	Officer Carla White Egeler	Officer Marriane Hunnsinger Handlon MITU
Cpt. Carl White Florence Crane	Laura Keiser, Dental Asst. Egeler	Cpl. Eric Morgan SAI bootcamp





MCO
MICHIGAN CORRECTIONS ORGANIZATION
SEIU 526M

2009
SCHOLARSHIP

The logo for the Michigan Corrections Organization (MCO) is centered. It features a white outline of the state of Michigan. Inside the outline, the letters "MCO" are at the top, "MICHIGAN CORRECTIONS ORGANIZATION" is written around the bottom, and "SEIU 526M" is in a shield-like shape in the center. Below the logo, the text "2009 SCHOLARSHIP" is displayed in a serif font.

MCO \$750

Scholarship Program

MCO is proud to offer the MCO Scholarship Program. This program will offer 20 \$750 grants per year to children of MCO members who are entering college.

Eligibility

- Child, stepchild, adopted child of an MCO member in good standing. Membership must be for three continuous years as of January 1, 2009.
- Graduate from a high school or G.E.D. program by August 2009 and be enrolled as a college freshman by the fall semester of 2009, or
- Be returning to an accredited college or university as a sophomore, junior or senior as of the fall semester 2009; or attending an accredited community college as of the fall semester 2009.

Application Instructions

- Complete sections 1, 2, 3, 5, 6 and 7 (incomplete applications will be disqualified)
- Have a school official fill out section 4.
- Submit a typewritten 500-word essay describing your general knowledge of MCO and its importance to the members. Also include a brief paragraph on your career goals.

Send this application to:

2009 MCO Scholarship
421 W. Kalamazoo Street
Lansing, Michigan 48933

**Applications must be
postmarked by
June 1, 2009**



MCO 2009

Scholarship Application



SECTION 1. Applicant Information

Please print or type clearly

1. Name

Last First Middle Initial

2. Address

Street

City State Zip Code

3. Home Phone Number () _____ - _____

4. Birthdate ____/____/____

5. Results of SAT: Verbal _____ Math _____ Results of ACT _____

PLEASE NOTE: Applicants must provide test scores from the SAT or ACT in the space above and attach a copy of these results to this application.

Scholarship assistance from MCO will be made according to academic achievement and without regard to sex, race, religion, age or disability of any applicant.

FOR OFFICIAL USE ONLY

Committee member: _____ Region: _____

Date reviewed: _____ Score: _____

sc:opeiulocal459affcio

SECTION 4. Scholastic Record

This portion of the application should be completed by a school official

(i.e., principal, teacher, advisor, etc.)

Name of School

Address

City State Zip Code

Rank in class and Grade Point Average (GPA):

This student is _____ in a class of _____ and has a GPA of _____.

Make sure the following documents are attached to this page and please sign below:

- Copy of applicant's SAT or ACT results
- Transcript
- Letter of recommendation

School Official's Signature Date

Title

SECTION 5. Work Experience

Indicate any work experience you have had. Please include the following information:

Name/Address of Employer; Occupation; FT or PT; Dates Employed

SECTION 6. Area of Study

Please list the area you plan to study and explain why you have chosen this field:

SECTION 7. Finalization

Please review and sign this application

Signature of Applicant

Date

NOTE: Some of the criteria for selecting applications will include: financial need, academic achievement, community involvement, and the content of the essay.

**ALL APPLICATIONS MUST BE
POSTMARKED BY
June 1, 2009**

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



**SPECIAL OLYMPICS OF MICHIGAN
JACKSON/CLARK LAKE POLAR
PLUNGE
FEBRUARY 14, 2009**

A group of 78 "plungers" spent Valentine's Day taking a dip for a good cause...raising \$15,800 to date for the Special Olympics of Michigan.

MDOC officers and staff play a key role in raising money every year through plunges held statewide and the Law Enforcement Torch Run events.

This year the MCO Central Office is building a team.. so watch for us at the March plunge!



Officer Ryan Deforest
RGC (Darth Maul)



Cpl. Eric Morgan
SAI

Officer Eric Lindberg
SMT

RUO Lou Custard
SMT





OFFICERS PRESENTED LIFE SAVING AWARD

Officers Anthony Reader and B. Besson were presented with the Michigan Department of Corrections Life Saving Award for their actions which resulted in saving a prisoner's life.

On April 21, 2008, a prisoner at the Deerfield Correctional Facility suffered a major heart attack. The officers stepped in and performed CPR without hesitation, continuing to do so tirelessly for an extended period of time until the prisoner was breathing on his own. Their quick actions and precise execution of the RN's instructions gave this prisoner an opportunity to receive more advanced care at the hospital.

“Your conduct during this emergency exemplifies the professionalism that every Corrections employee strives to achieve.”

Thanks guys for stepping up and proudly representing yourselves and your fellow corrections officers statewide.



CO Reader CO Besson

NOTICE REGARDING UNION SECURITY AGREEMENTS AND AGENCY FEES

As a general matter, employees covered by a collective bargaining agreement containing a union security clause are required, as a condition of employment, to pay an agency fee. While the wording of these clauses is not perfectly uniform, none requires more than the payment of this agency fee to retain employment.

Under the Michigan Corrections Organization's agency fee procedure, employees who are not members of the Union, pursuant to a union security clause, will pay an agency fee that is based on certain kinds of Union expenditures.

Briefly stated, MCO's agency fee procedure works as follows:

1. The agency fee payable by non-members will be based on MCO's expenditures for those activities or projects normally or reasonably undertaken by the Union to represent the employees in the bargaining unit with respect to their terms and conditions of employment.

Among these "chargeable" expenditures are those going for negotiations with the employer and employing departments, enforcing collective bargaining agreements, informal meetings with representatives of the employer or employing departments, discussion of work-related issues with employees, handling employees' work-related problems through the grievance procedure, administrative agencies or informal meetings, and union administration. In the past, approximately 85% of the Local Union's (MCO) expenditures have gone for such activities. Reflected in this percentage is the chargeable portion of the affiliation fees (per capita) paid to SEIU International Union. The percentage of the International Union's expenditures on "chargeable" activities has been generally 75-80%.

Among the expenditures treated as "non-chargeable," which non-members will not be required to support, are those going for community service, public relations activities, support of political candidates, cost of affiliation with organizations (and unions) other than SEIU International Union, recruitment of members to the Union and members only benefits. In the past, approximately 15% of MCO's expenditures have gone for such "non-chargeable" activities. The percentage of SEIU International Union's expenditures on "non-chargeable" activities has been generally between 20-25%.

2. Non-members will be given a full explanation of the basis for the fee charged to them. The explanation will include a more detailed list of the categories of expenditures deemed "chargeable" and those deemed "non-chargeable," and the independent certified public accountants' report showing the Union's expenditures on which the fee is based.

Audited financial information relating to the chargeable, non-chargeable expenses of SEIU International Union will be provided at the same time. Non-members will have the option of challenging the Union's calculation of the fee before an arbitrator, pursuant to the American Arbitration Association (AAA) Rules of Impartial Determination of Union Fees. Details on the method of making such a challenge and the rights accorded to those who do so are found in MCO's Agency Fee Procedure, a copy of which will be provided to non-members along with the explanation of the fee calculation.

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Todd Jennings, E-10	Alger	Marquette	(906)387-5000
Dale Dille, E-9	Carson City	St. Louis/Pine River/Mid-Michigan	(989) 584-3941
Kevin Brown, E-9	Macomb	Thumb/ Marquette	(586) 749-4900
Thomas Delandon, E-9	Saginaw	Thumb	(989) 695-9880
Charles Kelly, E-9	Saginaw	Thumb	(989) 695-9880
Sha'Rhonda Myles, E-8	Scott	Ryan/Mound/Macomb	(734) 459-7400
Jeremy Randall, E-8	Pugsley	SPR/STF/SLF/SMF/SRF	(231) 263-5253
Orlinda Mallett-Godwin, E-9	Scott	Ryan	(734) 459-7400
Jessica Brissette, E-8	Huron Valley Womens	Saginaw/Standish	(734) 572-8786
Virgena Hayes, E-9	Carson City	Brooks/MCF	(989) 584-3941
Courtney Delong, E-8	Huron Valley Womens	ICF/DRF/OTF/MR/ITF	(734) 572-8786
Charisa Williams	Camp White Lake	Mound/Huron Valley Womens	(248) 625-6688
Lyndsey Cavill, E-10	Huron Valley Womens	Adrian/Coldwater areas	(734) 572-8786
Sherry Alexander, E-9	Deerfield	DRF/SLF/OTF/SPR/IBC/MR/MTU	(616) 527-6320
Steven Swart, E-9	Huron Valley Womens	Parr Highway	(734) 572-8786
Emil Khalil, E-8	Marquette	Macomb/Mound	(906) 226-6531
Michele Albritten, E-9	Scott	Mound, Ryan, Macomb	(734) 459-7400
Rachel Snyder, E-9	Mid-Michigan	Saginaw	(989) 681-4361
Edward English, E-9	Kinross	Saginaw/Standish	(906) 495-2282
Pamela Ballard, E-10	Camp Lehman	Pugsley	(989) 348-8101
Stacy Austin, E-9	Huron Valley Womens	Ionia/Jackson, DRF/OTF/SLF/SPR/STF	(734) 572-8786
Shari Shaw, E-8	Scott	Mound, Ryan, Macomb	(734) 459-7400
Fred Raby, E-9	Camp Lehman	Oaks	(989) 348-8101
Floren Ansong, E-8	Marquette	Ryan, Mound, HVM, Macomb	(906) 226-6531
Matt Vouaux, E-9	Camp Lehman	SMF/SRF	(989) 348-8101
Heather Weslock, E-9	Carson City	STF/SLF/SPR	(989) 584-3941
Thomas Drake, E-8	Pugsley	Camp Lehman	(231) 263-5253
Michelle Schlappi, E-9	Carson City	St. Louis	(989) 584-3941
Arthur Hart, E-10	Huron Valley Mens	Thumb	(734) 572-9892
Benjamin Wolfgang, E-9	Michigan Reformatory	St. Louis Area	(616) 527-2500
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV	(231) 773-1122
Andrew Treiber, E-9	Pugsley	Baldwin TRV	(231) 263-5253
Ted Wittler, E-9	Hiawatha	Marquette	(906) 495-5661
Anthony Evans, E-9	Straits	Brooks/MTF/West Shoreline	(906) 495-5674
Randy Wheelock, E-10	St. Louis	Pugsley	(989) 681-6444
Aleika Buckner, E-9	Scott	Mound/Ryan	(734) 459-7400
Claudio Basilisco, E-10	Macomb	Ryan	(586) 749-4900
Joseph Stevenson, E-9	Thumb	Camp Tuscola/Saginaw	(810) 667-2045

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

Address Service Requested

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



MCO STATE EXECUTIVE BOARD

Tom Tylutki, *President*

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Bill Henderson, *Financial Secretary*

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Adam Douglas, *Trustee*

Cary Johnson, *Trustee*

John Ost, *Trustee*

Ray Sholtz, *Trustee*

Brent Kowitz, *Trustee*

Phil Fleury, *Trustee*

MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

MCO CHAPTER PRESIDENTS

Larry Henley, *Alger Maximum*

John Clements, *Baraga Maximum*

Harold Warr, *Bellamy Creek*

David Kavanagh, *Boyer Road*

Wade Wakefield, *Brooks Correctional*

Doug Bonno, *Camps Vice President, Region I*

David Osborne, *Camps Vice President, Region II*

Curtis Thatcher, *Camps Vice President, Region III*

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Byron Osborn, *Chippewa*

Jeff Fields, *Corrections Centers*

Keven Myers, *Cotton Facility*

Troy Speckin, *Deerfield*

Jeff Ries, *Egeler*

Brent Kowitz, *Florence Crane*

Mark Rowe, *Forensic Center*

Randy Burrow, *Gus Harrison*

Dennis Beecham, *Handlon Michigan Training Unit*

Al Pennell, *Hianatha*

David Siler, *Huron Valley Mens*

Greg Crouch, *Huron Valley Womens*

Craig Shreve, *Ionia Maximum*

Ricky Ries, *Jackson Cooper Street*

Gary Kott, *Kinross*

Kamal Cariuty, Jr., *Lakeland*

Ponda Esu, *Macomb*

Rocky Isaacson, *Marquette*

Arthur Harter, *Mid-Michigan*

Adam Douglas, *Mound Correctional*

Michael Sweet, *Muskegon*

Louis Linck, *Newberry*

Christopher Schmidt, *Oaks Correctional*

Ronald Niemi, *Ojibway Correctional*

Mary Cooke, *Parnall Correctional*

Randy Burrow, *Parr Highway*

Bernard McClain, Jr., *Pine River*

Richard Bierman, *Pugsley Correctional*

Michael Wohlscheid, *Michigan Reformatory*

Al West, *Ryan Correctional*

Michael Guerin, *Saginaw Correctional*

Jason Lane, *S&I Program*

Brenda Walton, *Scott Facility*

Robert Davis, *Standish Maximum*

Lou Duma, *St. Louis*

Jake Campbell, *Straits*

David Vaughn, *Thumb Correctional*

Kim Sheffer, *West Shoreline*

The MCO REPORT is an award-winning publication of the Michigan Corrections Organization, Service Employees International Union Local 526M. The editor reserves the right to refuse any incoming articles that are detrimental to MCO, SEIU Local 526M and its policies and the policies of the SEIU. All articles or letters must be submitted by the first of the month prior to the next issue

MCO does not accept paid advertising in the *MCO Report*. No one is authorized to solicit advertising for the *MCO Report* in the name of MCO or SEIU Local 526M.

To send e-mail to an MCO staff member, type his or her first name followed by: @mco-seiu.org.

If you have changed your address, phone number, or email, please inform MCO immediately at 1-800-451-4878 (phone), 1-800-327-5266 (fax), or complete the online form on our website.

Visit us on the web at:
www.mco-seiu.org

MCO CENTRAL STAFF

Mel Grieshaber, *Executive Director*

Tangee Laza, *Labor Relations Representative*

Karen Mazzolini, *Labor Relations Representative*

Cherelyn Dunlap, *Labor Relations Representative*

Jeff Foldie, *Labor Relations Representative*

Dustin Drabek, *Field Organizer*

Chad Jordan, *Field Organizer*

Cindy Sanderson, *Administrative Assistant*

Sacha Crowley, *Communication Specialist*

Cindy Kogut, *Bookkeeper*

Lori Iding, *Grievance Coordinator*

Stephanie Short, *Receptionist/Secretary*

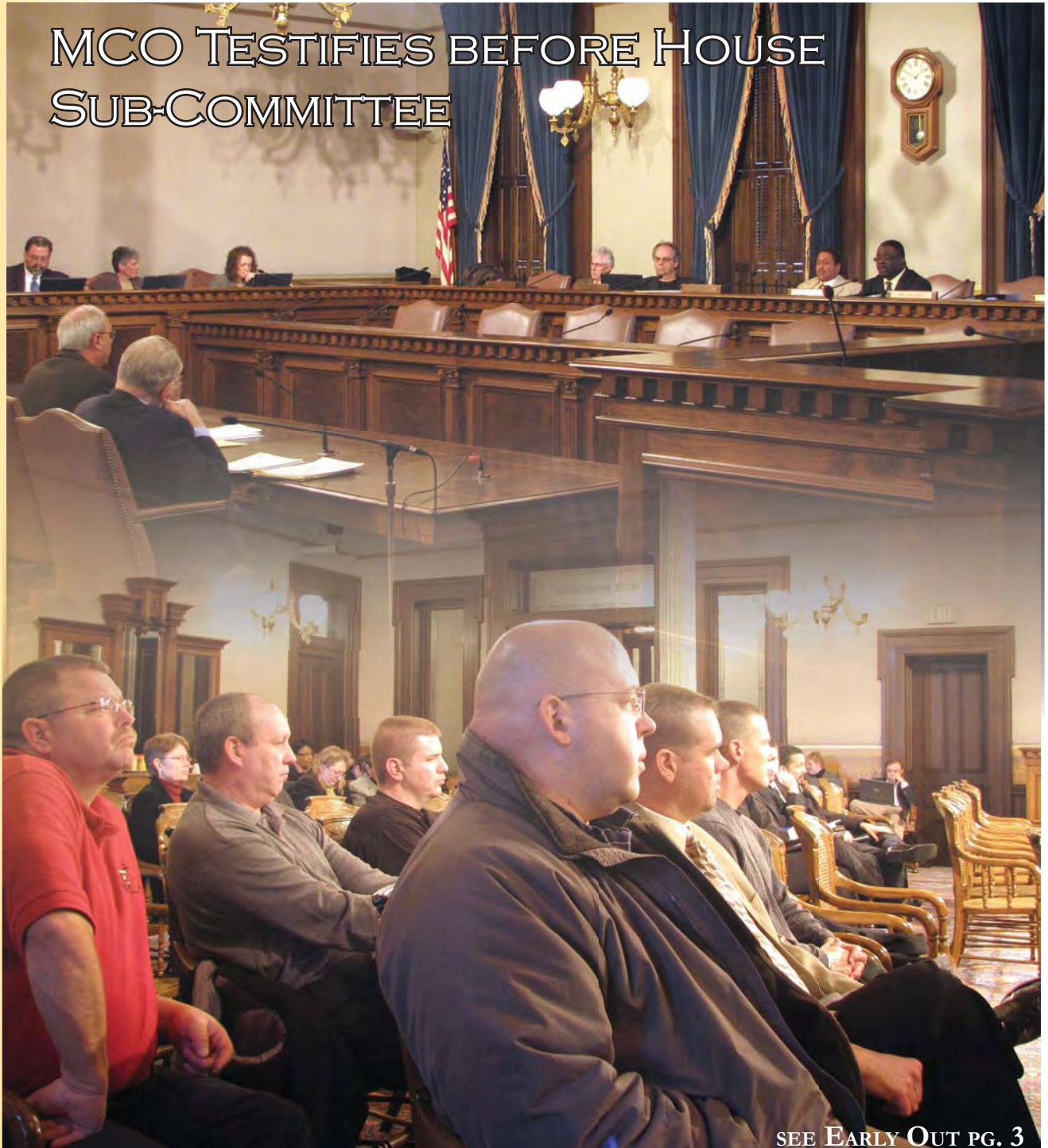
Jeremy Tripp, *Asst. for Governmental & Community Affairs*

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT



MCO TESTIFIES BEFORE HOUSE SUB-COMMITTEE

SEE EARLY OUT PG. 3

LOCAL 526M



SEIU

Stronger Together

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PRESIDENTIAL PONDERINGS...



It's been yet another very busy and hectic month. Camp Branch and Deerfield are now officially closed and I hope that the officers affected are getting settled into their new facilities.

MCO received notice of an ambitious schedule for the reorganization of HVM. The process has begun for volunteers to be appointed to the CMUO and CMA class. Approximately 91 officers (59 CMA's and 32 CMUO's) will be needed to open the Maxey Facility. Current plans call for 100 inmates to be transferred there in early April. MCO worked very hard to guarantee the transfer rights to Maxey of officers within the bump regions from the HVM re-org and the closing of Scott. The appointment from CO/RUO to CMA/CMUO was not a guarantee - however in the end officers were allowed to transfer by seniority order based on the operational needs of the Department.

MCO is also addressing the many concerns surrounding the move of RTS prisoners to the former Camp Valley for some period of time as a result of the HVM re-org.

The MCO Executive Board sat in on a presentation by Michigan Budget Director Bob Emmerson. Nothing new was learned. It's no secret to anyone in Michigan that the many manufacturing jobs lost equates to many dollars lost in state revenues. As of this writing no news on how the state plans to achieve the \$50M in the 2009-2010 budget.

We are pleased that our field orga-

UNION NEWS

nizers Chad Jordan and Dustin Drabek hit the ground running. They have now finished surveying members across all three shifts at the MTU facility in Ionia. They gathered basic information on things like Communications, Members' input on direction of the union, identifying members who are willing to work on union initiatives and/or meet with their legislators, and more. A special thanks goes out to Dennis Beacham, his local board, and all who volunteered to make this a success. This process will now proceed on to other facilities around the state in an effort to build a better and stronger MCO.

Just a reminder to all MCO members that MCO Scholarship applications are now available on the MCO web site. A hard copy was included in your March MCO Report as well. We are awarding 20 scholarships of \$750 each and the deadline for submission is June 1, 2009.

I would like to take this time to congratulate the 2009 MCOY of the Year Donna Houtz from the Lakeland Correctional Facility, the four finalists and each CO of the Year from every institution. ***You truly are a role model and make all 9,000 of us look good!***

In closing, my work with the various closings and reorganizations has had me anchored in the office as of late however I anticipate resuming my work in the field shortly. I encourage all members to frequent the MCO web site as there is much activity to keep abreast of and members will be called upon on some issues shortly to make sure our voices are heard.

IN MEMORIAM



Officer Donald VanArsdall, 43, of the St. Louis Correctional Facility passed away on February 21, 2009, surrounded by his friends and family.

Officer VanArsdall hired into the MDOC in 1989, and leaves behind his wife Shannon and four children - Jessica, Don Jr., Nicholas and Karolyne. Memorials can be made to: Pancreatic Cancer Action Network 2141 Rosecrans Ave. Suite 7000, El Segundo, CA 90245.

Officer Jeffrey Becker, 46, of the Oaks Correctional Facility passed away on March 1, 2009, at his home in Cadillac. Officer Becker hired into the MDOC in 1993. He was assaulted by a prisoner in an incident nearly 3 years ago and has been off of work ever since. He leaves behind his wife, Karen, a 20 year officer of the Oaks as well, and children Dennis, Jeremy and Bethiah.

Officer Daniel "Danny" Baross, 31, of the Ojibway Correctional Facility died unexpectedly on February 10, 2009, at his home in Ironwood. Officer Baross hired into the MDOC in January of 2007, joining his brother James, who was an officer at Ojibway and now works at Huron Valley Mens. Danny leaves behind his wife Carla and three sons, Robert, Zachary and Tyler.

Sharon Ann Lickman, 62, a retired RN for the MDOC and wife of retired Officer Bill Lickman passed away on February 15, 2009. Sharon worked at both the Riverside and St. Louis Correctional facilities where she met her husband, officer William Lickman in 1996.

PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS



UNDERSTANDING THE EMPLOYEE FREE CHOICE ACT

The Employee Free Choice Act (EFCA) is federal legislation that strengthens workers rights to join a union in their workplace. Fundamentally, the Employee Free Choice Act will give workers a fair and direct path to form unions through majority card sign-up or current NLRB election procedures. Employees will be given the right to secure a contract with their employer in a reasonable period of time, and toughen penalties against employers who violate their workers' rights.

What does the Employee Free Choice Act Accomplish?

- Helps America's working families improve their standard of living. Workers in unions earn 30 percent higher wages and are 59 percent more likely to have employer-provided health insurance.
- Restores a broken system that gives CEO's and Corporations unfair power. Currently, employers can require workers to have private one-on-one meetings, attend closed door discussions and force them to have long, drawn out elections when attempting to unionize. Big business utilizes these special meetings and the election timetable as a means to intimidate workers, even threatening them with job loss. In the end, as many as 40% of union elections are abandoned because of employer scare tactics
- Restores promise of the American Dream. While productivity is up nearly 20 percent since 2000, workers have not received a raise. The average American household carries thousands in credit card debt, maintains a negative savings and in the past year nearly 1 million people have lost their home to foreclosure.

What is the opposition saying about the Employee Free Choice Act?

- Both union and non-union workers oppose EFCA. False. Throughout the month of March hundreds of members from all the major labor unions demonstrated on Capitol Hill in support of the Employee Free Choice Act. In addition, over 60 million American workers have expressed interest in belonging to a union and would support passage of this act.
 - EFCA would abolish workers' right to a secret ballot election. False. In accordance with the language of the bill, the Employee Free Choice act does not abolish the NLRB election process. It simply gives workers the option of choosing that process or majority card sign up.
 - EFCA will expose workers to intimidation by unions. False. Studies showing cases of "union intimidation" have remained miniscule in terms of numbers since 2005. In comparison, The House Committee on Education and Labor reported that in 2005 more than 30,000 workers were receiving back pay from employers that had illegally persecuted them for union activity.
- It's time we create an economy that works for everyone and that process begins with passage of the Employee Free Choice Act.

EARLY OUT FOR CORRECTIONS OFFICERS PURSUED (COVER STORY)

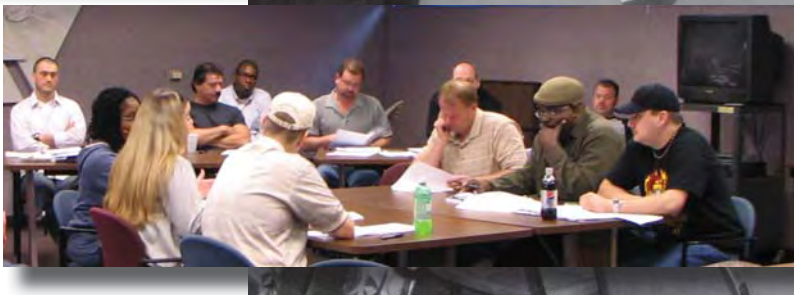
On Thursday, March 12th, MCO's Executive Director Mel Grieshaber testified before the House Appropriations Subcommittee on Investigations, Intergovernmental Affairs and Oversight on the possibility of a Corrections Officer Early Out Retirement option. The FY 2009-2010 budget calls for the release of nearly 4,000 inmates with a resulting loss of over 1,000 FTE's in Corrections. Due to recently completed and/or already scheduled closures of four facilities this year, there will not be sufficient vacancies throughout the state to absorb officers from future closures and layoffs that will occur with this budget. MCO's position is that since Corrections Officers were specifically excluded from the state's two previous "Early Outs", it's our turn! If the state could come up with a package with just enough incentive to get 500-600 officers to retire, then layoffs might be avoidable. Many of those that would ultimately be laid off the state just spent hundreds of thousands of dollars training in the last year alone.

Committee Chair George Cushingberry (D-Detroit) asked the House Fiscal Agency to investigate what the impact of a DOC-only early out would mean to the state's pension fund.

Committee Vice Chair, Darwin Booher (R-Evart), however, challenged the union asking if we had proposed taking wage or benefit cuts in order to avoid layoffs. MCO responded by reminding the committee that corrections officers work everyday in a stressful and violent environment where they are exposed to communicable diseases and more without any weapons. "They deserve every penny," stated MCO Executive Director Mel Grieshaber. Further, he argued closings would still occur as the state indicated it is determined to free up another 4,00 beds.

Although actual legislation has not been proposed at this time, MCO is urging members to contact your local elected officials asking them to support early retirement for corrections officers. Watch for further details and information in the coming weeks and months.







STEWARDS TRAIN FOR STEP 3 RESPONSIBILITIES

MCO Chief Stewards gathered for two days of advanced training the first week of March. Training sessions were held March 2-3rd in Newberry for the UP facilities, and then later that week in Lansing for the downstate facilities. The training was designed to expand upon the standard Steward Training and further prepare the officials for the transition to handling certain Step 3 grievances.

Attendees also participated in “hands-on” exercises, taking turns acting as labor or management and working their way through a disciplinary hearing.

In the future MCO is interested in expanding training for officials at a variety of levels on our way to building a better and stronger union.

Several topics were covered including:

- Duty of Fair Representation
- Labor Management and Prohibited Subjects of Bargaining
- Grievance Processing, Tracking and Representation
- Step 3 Representation
- Benefits
- Harassment
- FMLA and more





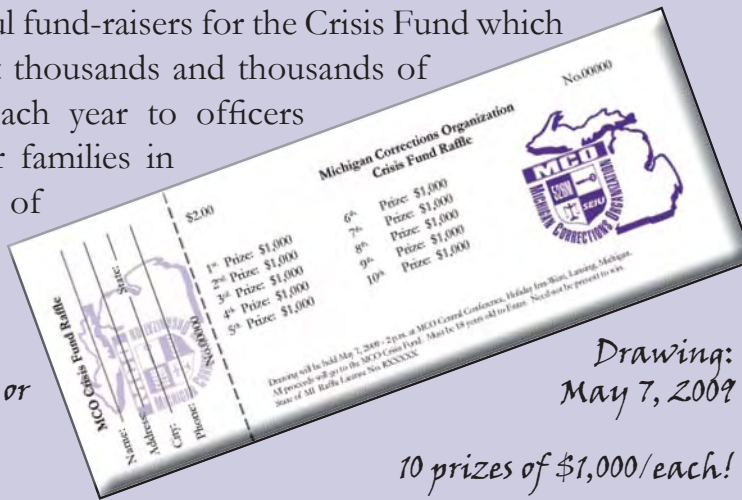
GET YOUR TICKETS!

It's that time again! I know times are tight and most of us are struggling, however could you imagine the death of a loved one, a child with a serious illness, personal injury, or having a house fire with limited or no insurance coverage on top of that? These are just a few of the reasons for the MCO Crisis Fund... and the 2009 Raffle is underway.

Ticket prices have been dropped to just \$2/each or 3/\$5. There will be 10 prizes of \$1,000 each awarded at the drawing at the May Central Committee Meeting on May 7, 2009.

Tickets were sent out (a limited number were printed!) to local chapter leaders in late March. Track those leaders down and purchase your tickets today! This is one of our most successful fund-raisers for the Crisis Fund which gives out thousands and thousands of dollars each year to officers and their families in times of need.

\$2/each or 3/\$5



Michigan Corrections Organization
SEIU Local 526M

Looking to do something fun this summer on a limited budget? Make sure you check out MCO's Member Benefits page on our website at www.mco-seiu.org. We're constantly updating rates for waterparks such as Kalahari and Great Wolf Lodge, as well as Cedar Point and much, much more.

We've also got great deals on car rentals, cell phone discounts, Midas, and more.

Plus, with the MCO Auto Discount program, you can get great deals on makes and models of your choice at dealerships near you.

Concert season will be kicking off soon so watch for free tickets - posted as soon as we get them!

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

RETURN RIGHTS FOR TRANSFERRED OFFICERS

Officers who completed voluntary transfer forms to move out of bumping regions in conjunction with the closures of Camp Branch, Deerfield, Scott and Huron Valley Mens have return rights to the area for a period of one year from the date that they transferred out.

If you are one of these officers and are interested in returning to these areas **when or if** any openings occur, you need to contact Chad Jordan at (517) 485-3310 or via e-mail at chad@mco-seiu.org.

In the event that openings occur, only those officers who have contacted Chad indicating their desire to return will be placed according to seniority. **Officers must contact Chad to be considered for any future openings.**

MCO MEMORIAL BIBLE REQUEST

MCO Member _____

Relationship to Deceased _____

Chapter, Chapter President _____

Deceased's Name _____

Deceased's Date of Death _____

Religious Preference _____

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Kevin Brown, E-9	Macomb	Thumb/ Marquette	(586) 749-4900
Thomas Delandon, E-9	Saginaw	Thumb	(989) 695-9880
Charles Kelly, E-9	Saginaw	Thumb	(989) 695-9880
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Jeremy Randall, E-8	Pugsley	SPR/STF/SLF/SMF/SRF	(231) 263-5253
Orlinda Mallett-Godwin, E-9	Scott	Ryan	(734) 459-7400
Jessica Brissette, E-8	Huron Valley Womens	Saginaw/Standish	(734) 572-8786
Virgena Hayes, E-9	Carson City	Brooks/MCF	(989) 584-3941
Courtney Delong, E-8	Huron Valley Womens	ICF/DRF/OTF/MR/ITF	(734) 572-8786
Charisa Williams	Camp White Lake	Mound/Huron Valley Womens	(248) 625-6688
Lyndsey Cavill, E-10	Huron Valley Womens	Adrian/Coldwater areas	(734) 572-8786
Sherry Alexander, E-9	Deerfield	DRF/SLF/OTF/SPR/IBC/MR/MTU	(616) 527-6320
Steven Swart, E-9	Huron Valley Womens	Parr Highway	(734) 572-8786
Emil Khalil, E-8	Marquette	Macomb/Mound	(906) 226-6531
Michele Albritten, E-9	Scott	Mound, Ryan, Macomb	(734) 459-7400
Rachel Snyder, E-9	Mid-Michigan	Saginaw	(989) 681-4361
Edward English, E-9	Kinross	Saginaw/Standish	(906) 495-2282
Pamela Ballard, E-10	Camp Lehman	Pugsley	(989) 348-8101
Stacy Austin, E-9	Huron Valley Womens	Ionia/Jackson, DRF/OTF/SLF/SPR/STF	(734) 572-8786
Shari Shaw, E-8	Scott	Mound, Ryan, Macomb	(734) 459-7400
Fred Raby, E-9	Camp Lehman	Oaks	(989) 348-8101
Floren Ansong, E-8	Marquette	Ryan, Mound, HVM, Macomb	(906) 226-6531
Matt Vouaux, E-9	Camp Lehman	SMF/SRF	(989) 348-8101
Heather Weslock, E-9	Carson City	STF/SLF/SPR	(989) 584-3941
Thomas Drake, E-8	Pugsley	Camp Lehman	(231) 263-5253
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Arthur Hart, E-10	Huron Valley Mens	Thumb	(734) 572-9892
Benjamin Wolfgang, E-9	Michigan Reformatory	Pugsley/Oaks	(616) 527-2500
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV	(231) 773-1122
Andrew Treiber, E-9	Pugsley	Baldwin TRV	(231) 263-5253
Ted Wittler, E-9	Hiawatha	Marquette	(906) 495-5661
Anthony Evans, E-9	Straits	Brooks/MTF/West Shoreline	(906) 495-5674
Randy Wheelock, E-10	St. Louis	Pugsley	(989) 681-6444
Aleika Buckner, E-9	Scott	Mound/Ryan	(734) 459-7400
Claudio Basilisco, E-10	Macomb	Ryan	(586) 749-4900
Joseph Stevenson, E-9	Thumb	Camp Tuscola/Saginaw	(810) 667-2045
Derek McElrath, E-8	Macomb	Muskegon	(586) 749-4900
Sharon Myles, E-10	Mid-Michigan	Saginaw	(989) 681-4361
Lonnie St. Andrew, E-9	Standish Max	Thumb	(989) 846-7000

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

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Permit No. 533



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Andy Potter, *Vice President*
Bill Henderson, *Financial Secretary*
Jim Johnson, *Recording Secretary*
Adam Douglas, *Trustee*
Cary Johnson, *Trustee*

John Ost, *Trustee*
Ray Sholtz, *Trustee*
Brent Kowitz, *Trustee*
Phil Fleury, *Trustee*

MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

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Larry Henley, *Alger Maximum*
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Harold Warr, *Bellamy Creek*
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Wade Wakefield, *Brooks Correctional*
Doug Bonno, *Camps Vice President, Region I*
David Osborne, *Camps Vice President, Region II*
vacant, *Camps Vice President, Region III*
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Byron Osborn, *Chippewa*
Jeff Fields, *Corrections Centers*
Keven Myers, *Cotton Facility*
Jeff Ries, *Egeler*
Brent Kowitz, *Florence Crane*
Mark Rowe, *Forensic Center*
Randy Burrow, *Gus Harrison*
Dennis Beecham, *Handlon Michigan Training Unit*
Al Pennell, *Hianwatha*
David Siler, *Huron Valley Mens*
Greg Crouch, *Huron Valley Womens*
Craig Shreve, *Ionia Maximum*
Ricky Ries, *Jackson Cooper Street*
Gary Kott, *Kimross*

Kamal Cariuty, Jr., *Lakeland*
Ponda Esu, *Macomb*
Rocky Isaacson, *Marquette*
Arthur Harter, *Mid-Michigan*
Adam Douglas, *Mound Correctional*
Michael Sweet, *Muskegon*
Louis Linck, *Newberry*
Christopher Schmidt, *Oaks Correctional*
Ronald Niemi, *Ojibway Correctional*
Mary Cooke, *Parnall Correctional*
Randy Burrow, *Parr Highway*
Bernard McClain, Jr., *Pine River*
Richard Bierman, *Pingsley Correctional*
Michael Wohlscheid, *Michigan Reformatory*
Al West, *Ryan Correctional*
Michael Guerin, *Saginaw Correctional*
Jason Lane, *S&I Program*
Brenda Walton, *Scott Facility*
Robert Davis, *Standish Maximum*
Lou Duma, *St. Louis*
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David Vaughn, *Thumb Correctional*
Kim Sheffer, *West Shoreline*

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If you have changed your address, phone number, or email, please inform MCO immediately at 1-800-451-4878 (phone), 1-800-327-5266 (fax), or complete the online form on our website.

Visit us on the web at:
www.mco-seiu.org

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Mel Grieshaber, *Executive Director*

Tangee Laza, *Labor Relations Representative*
Karen Mazzolini, *Labor Relations Representative*
Cherelyn Dunlap, *Labor Relations Representative*
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Dustin Drabek, *Field Organizer*
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Sacha Crowley, *Communication Specialist*
Cindy Kogut, *Bookkeeper*
Lori Iding, *Grievance Coordinator*
Stephanie Short, *Receptionist/Secretary*
Jeremy Tripp, *Asst. for Governmental & Community Affairs*

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



MCO REPORT

2009 Facility Correctional Officers of the Year

Gregory Schram - Alger Max Erik Jacobson - Baraga Max
 Jeff Moncada - Bellamy Creek Nathaniel Hoard - Boyer
 Road Robert Hoag - Carson City Donald Brussow - Egeler
 Jeff Therrian - Chippewa Julie Bridgewater - Cooper Street
 Sharon Allen - Deerfield Robert Charles - Brooks Charles
 Levens - FOA Linsey LaMontagne - Florence Crane Daniel
 Olmstead - Cotton Richie Gallatin - Gus Harrison Antho-
 ny Hakola - Hiawatha Philip Thomas - Huron Valley Mens
 Eugene Brown - Huron Valley Womens Paul Wright Jr. -
 Ionia Max Mark Fenlon - Kinross Donna Houtz - Lakeland
 Howard Freeman - Macomb Richard Uren - Marquette
 Branch Eugene Perry - Michigan Reformatory Mauricio
 Martinez - Mid-Michigan Randall Hayosh - Mound Lashae
 Simmons - Muskegon Martin Lehto - Newberry Kevin
 Wethy - Oaks Richard Schram - Ojibway Teresa McKessy -
 Parnall Richard Newsome - Parr Highway James Spitzley -
 Pine River Alan Strange - Pugsley Charles Perry - Handlon
 MTU Lori Sahl - Scott Michael Moye - Ryan Vernon Pratt
 - Saginaw Thomas Boatright - SAI Kirk DeWitt - St. Louis
 Ricky Trudell - Standish Max John Pierce - Straits Mat-
 thew Lancaster - Thumb Charles Davis - West Shoreline

Simply put... **Well Done!**



INSIDE THIS ISSUE

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PRESIDENTIAL PONDERINGS...



Tom Fuchs

The reorganization of Huron Valley Mens and the closure of the Scott Correctional Facility is now complete. Every officer in this region was offered a position.

The Governor issued an Executive Order that for the most part spared our membership...for now. That was done intentionally, however, as we will be suffering the focus of the cuts for the FY '09-'10 budget that starts October 1. The state continues to move forward with plans to release an additional 4,000 inmates, thus leading to the likely closure of several more facilities. While the closures and re-organizations up until now have been able to avoid layoffs due to vacancies around the state, that is not likely to be the case in the future. A decision about which facilities will be closed is expected in late May or early June.

Many who traveled to Lansing for the banquet or Central saw the first step (local billboards) in an expansive PR campaign that the MCO Executive board recently approved. This campaign, costing almost \$1M dollars over the next year, is designed to educate the citizens of Michigan, Legislators, and the Administration, on just what kind of job it is that we do as Corrections Officers here in Michigan...working in hazardous conditions, under threat of assault, disease, stress and more while protecting this state 24/7. Then we go home to help out in our communities and families alike. (see article pg. 6)

UNION NEWS

In line with the PR Campaign, our field Organizers Chad and Dustin, as well as Jeremy, have been active mobilizing members for a variety of initiatives. One of those initiatives is a series of town hall meetings with your local legislators. Recently in Ionia 80 to 100 members showed up and met with Representative Calley to discuss many issues like the budget, waste in corrections, sentencing reform, privatization and more. After the meeting we took Rep. Calley on a tour of the Michigan Reformatory so he could see behind the walls.

Another town hall meeting is taking place in the Kinross area with Rep. Gary McDowell. It is our hope that the turnout will increase each time we meet with legislators out in the district.

Since our last talk I've attended the CO of the Year Banquet where we honored those who do an outstanding job as well as pay tribute to those that have paid the ultimate sacrifice while proudly serving the Michigan Department of Corrections. Further, I've toured Maxey, Egeler, Hiawatha (2nd), Kinross (1st), Chippewa (2nd) Straits (1st), Macomb (1st) and Ryan (1st).

I would like to thank everyone who worked hard selling the Crisis Fund raffle tickets and a special thank you to Rod Denley. Rod retired from Camp Lehman this year, however his continued dedication to the fund led him to purchase 600 tickets. Rod's name was drawn as one of the winners, however he turned around and gave his winnings back to the Crisis Fund.

IN MEMORIAM



Officer Phillip Patrick Gibbs, 30, of the Parnall Correctional Facility, passed away unexpectedly at his home on May 2, 2009.

Gibbs worked as a CO in Jackson for the past 11 years and leaves behind a son, Drew and a brother, Officer John Gibbs of the Carson City Correctional Facility.

A trust has been established for his young son.

Retired Officer William E. Cherrette, 81, passed away on November 24, 2008, in Marquette. Officer Cherrette was a founding member of the Michigan Corrections Organization and his name appears on the original charter.

Cherrette retired in 1980 after working 27 years as a CO at the Marquette Branch Prison. His son, John, is an officer at Marquette, and his grandson, Richard is an officer at the Straits.

Officer Henry Lee Stewart, Jr., 53, of the Ryan Correctional Facility, passed away unexpectedly at his home on March 22, 2009.

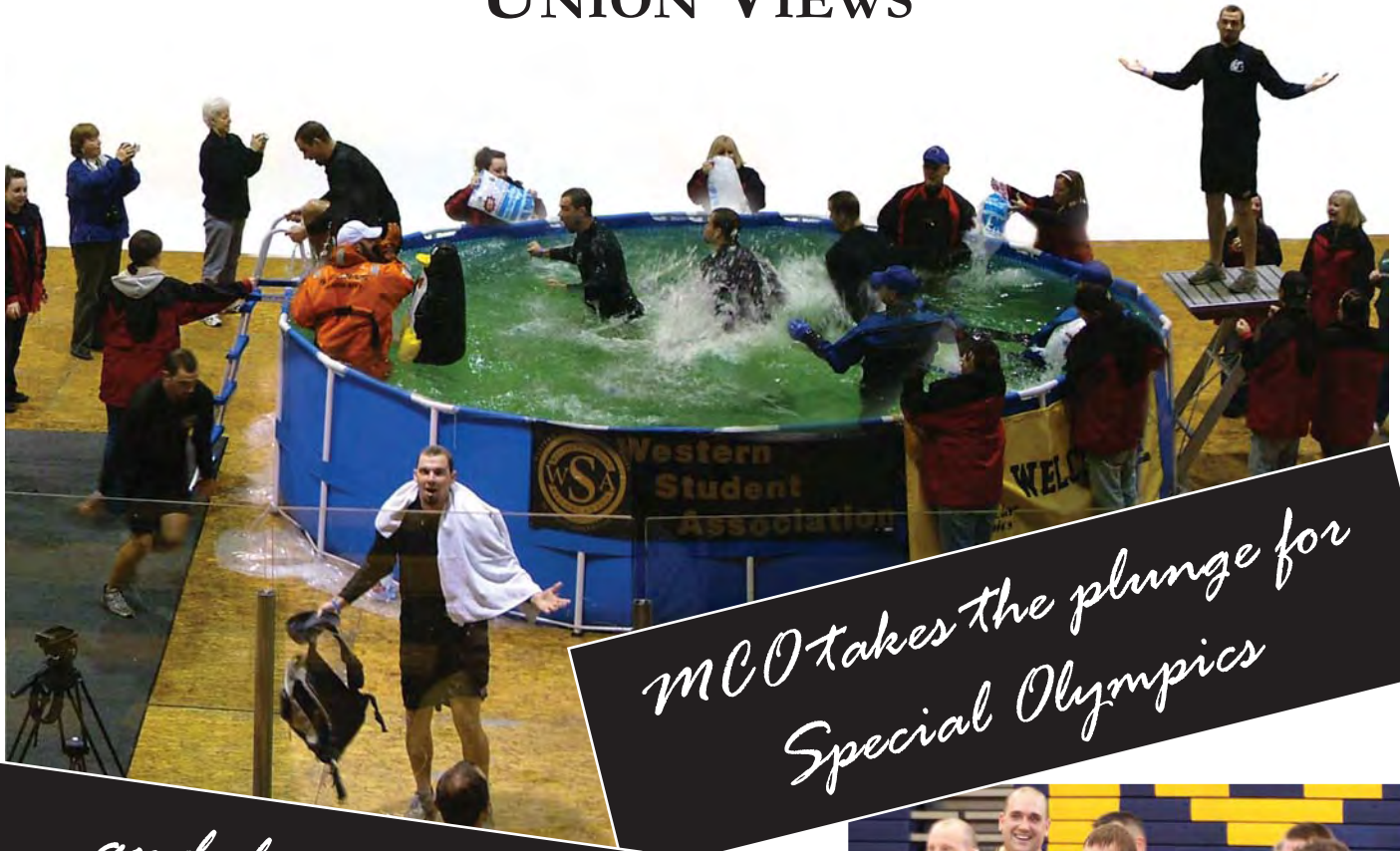
Stewart had just retired from the MDOC having worked at Ryan, Western Wayne and the Huron Valley Mens facilities. He leaves behind his wife Linda (a CTO at Ryan), daughter Shabria, son Kenneth, and two step-sons David and Michael.

Officer Edward W. Dodds, 38, of the Hiawatha Correctional Facility was killed in a one-car roll-over accident while on his way home from work early in the morning on April 20th.

Dodds started with the DOC in March of 2006 and is survived by his wife Amy, and children Jake, Haley and Joel.



UNION VIEWS



MCO takes the plunge for Special Olympics

and dunks for Shop-With-A-Cop!



OAKS TEAM 1

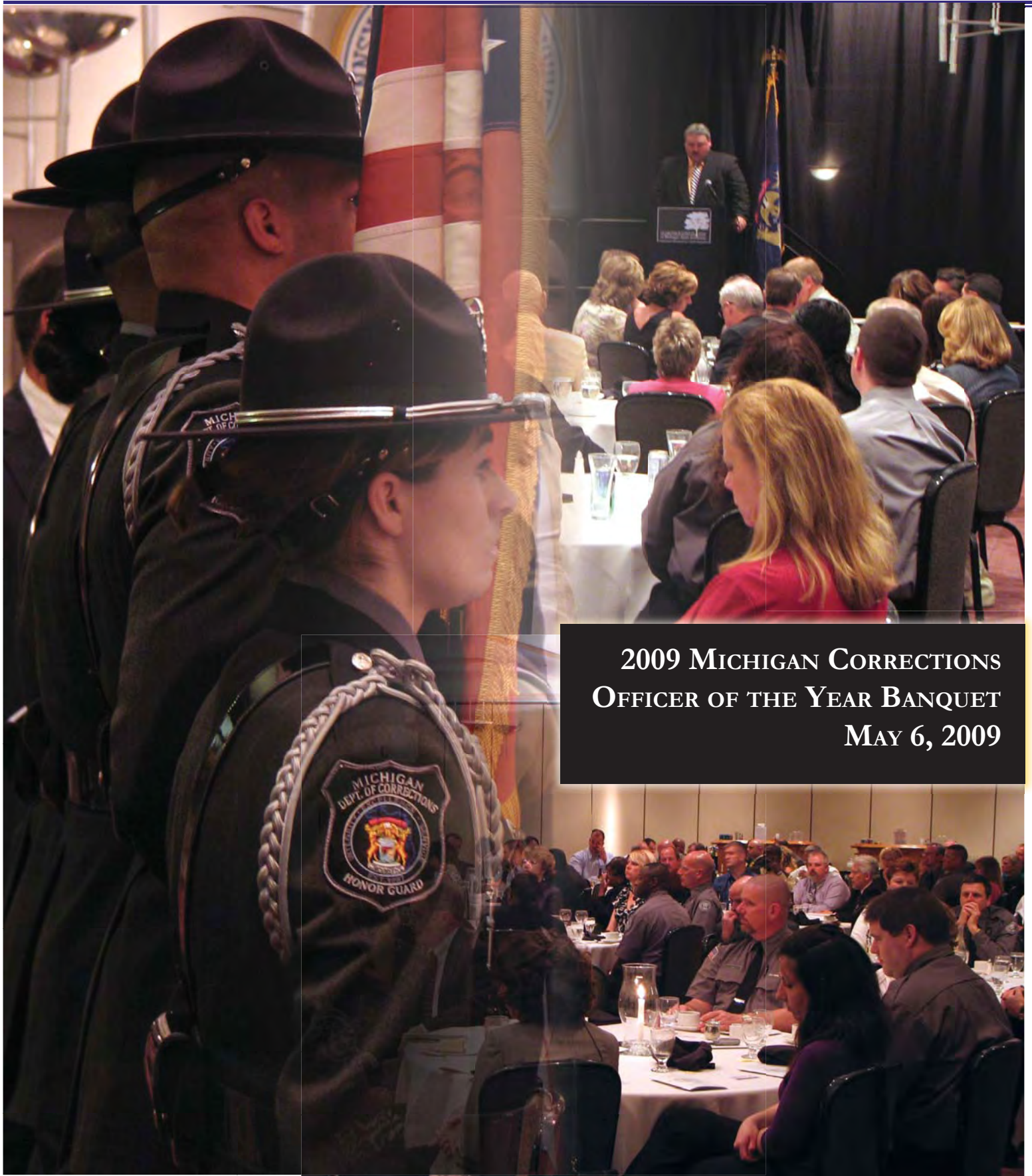


PUGSLEY



OAKS TEAM 2

The Pugsley team won the tournament - beating out two teams from the Oaks, as well as the Army National Guard, Sheriff's Dept., Coat Guard, State Police, and more... and all in the good spirit of raising funds for this year's Shop-With-A-Cop.



**2009 MICHIGAN CORRECTIONS
OFFICER OF THE YEAR BANQUET
MAY 6, 2009**



TOWN HALL WITH REP. BRIAN CALLEY

Between 70 and 100 officers filled the Ionia theatre on Tuesday, April 14th for a town hall styled meeting with State Representative Brian Calley (R-87th District). Officers and Calley exchanged questions for nearly an hour and a half with topics ranging from his stance on a CO Early Out, the GOP proposal to cut 5% of state employees' pay, prison privatization, and more.

Following the meeting Representative Calley was taken on a tour of the Michigan Reformatory with MCO Executive Director Mel Grieshaber, President Tom Tylutki, Vice President Andy Potter and led by Chapter President Mike Wohlscheid. Calley had toured the vacant facility last year with MCO prior to its re-opening.

While Calley is a Republican, he noted that he tends to fall somewhere in-between on many issues and stands completely against the Republican suggestion that all state employees take a 5% pay cut and more.

Some of the comments made by Representative Calley:



“Number one, the concept or the notion that Michigan should institute private prisons I think is absolutely absurd. The function of taking away someone’s freedom is inherently a function of government something that CANNOT be turned over to a private company, period. It is not a negotiable subject to me, it is not something that I’m even willing to consider.

Secondly, I don’t deny to the Governor that there are places and ways to save in Corrections, I would start at the top instead of starting with the people that actually do the work.

And third, this so called House Republican plan to ask across the board every state employee to take a 5% pay cut. That is not a concept or resolution that I support. The legislature doesn’t have the ability to open and change your contracts. The governor can make changes within that contract - whatever the contract allows her to do - without legislation. And, she can always go back to the OSE and say she wants to negotiate and open the contract for concessions. But that is all part of a process that involves you and involves your union.”



WATCH OUT!

We're hitting the streets, the airwaves, the web, and anything else we can with the launch of a PR program designed to educate the public, legislators, and administration and to build strength for corrections officers who perform "Michigan's Toughest Job."

The PR plan is tied into a new way of thinking here at MCO and a new way of serving you, the member. The recent hiring of two new Field Organizers is one example. These new staff members (Dustin and Chad) have recently begun the process of going out into the field surveying the membership. One of their goals, among others, is to gather information that will help guide

how MCO moves forward with the PR plan and to find new ways to utilize member strengths and abilities to build a stronger union. If they haven't been to your facility yet, they will soon. Take a minute, say "Hi" and answer their quick survey (it's just four questions!) This simple act will go a long way in our goal of becoming a better connected, more informed, and stronger union... which we need now more than ever as we face the toughest budget challenges in Michigan's history.

Timed to coincide with National Correctional Officers Week, the PR

program launched on May 5th with billboards (shown below) surrounding Lansing to catch the eyes of those traveling in for Central, the MCOY banquet, Warden's Meetings and more. Further, we used the voices of real CO's and recorded a new 60 second radio ad that

and leaders in Lansing. It is a subscription service which is read primarily online. Our "ad" will be featured prominently on the web page and will serve as a link to our web site.

MCO has also moved into social

Michigan's Toughest Job



Support Michigan Corrections Officers

will begin airing shortly on radio stations in most listening areas. The billboard program will expand statewide in the coming weeks and will alternate board designs and locations throughout the year based on travel patterns and seasonal changes.

A more pro-active approach will be taken in relation to traditional media as well. Through the connections of the PR firm we hope to sit down with newspaper Editorial Boards, conduct letter writing campaigns, and more. Further we will be a "sponsor" of MIRS...a leading publication read daily by legislators

media such as facebook and twitter. For those of you familiar with facebook, you can become a fan by searching for "Michigan Corrections Organization." And on twitter you can follow us through "mcoreports."

For those of you not familiar with some of these new online social media tools, just give us a call and we can walk you through the process... and we'll have some additional information and "how-to's" up on our website soon.

With the use of facebook and twitter MCO can now send out news articles that pertain to MCO and Corrections

PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS



almost immediately to the membership, we can post events such as the Town Hall meetings we're taking across the state, and we can update photos of events in real time. It also provides a means for CO's to find each other and create a better sense of unity despite our scattered geographic locations.

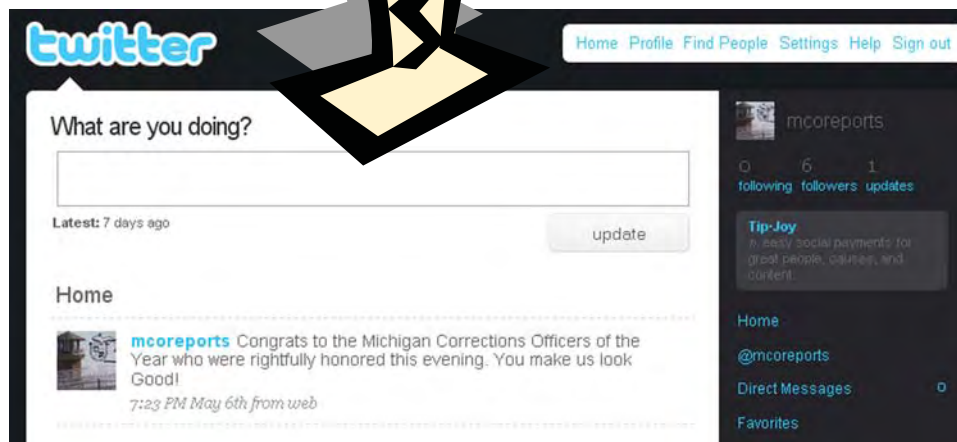
In just over a week - with little or no publicity- we have over 200 fans on facebook. We are very excited about what this could evolve into and the tool it can be for our membership.



Twitter is similar, however it is limited to simple posts of just 140 characters... thus it is a prime tool for exchanging links to news stories, and quick updates to events.

As always, we will continue to build the website,

incorporating all these new information streams into one powerful resource. It is our goal to help every member be more informed about the union and the issues that are affecting Corrections today... whether they get their information from a magazine, the web, e-mail, or their cell phone.





CENTRAL COMMITTEE

“ALWAYS ON DUTY”

Delegates from across the state gathered at the Sheraton in Lansing on May 7th to handle the biannual business of the union. This year the event kicked off with a frank and open discussion with MDOC Director Patricia Caruso on the status of Corrections in relation to the budget crisis. It has been many years since a sitting director has addressed the MCO Central Committee, however it proved to be a very helpful and informative exchange. While we may not always agree, the Director does support the line staff and adamantly believes that CO’s should treat their job as a career, and get paid accordingly. She reiterated her belief that private prisons and others that pay low wages and benefits are not a safe way to run a prison, and that those employees will not treat the job with the respect and dedication that it deserves.



MDOC Director, Patricia Caruso addressing Central Delegates May 7, 2009.



The meeting then moved into regular business, with

reports and discussions regarding issues faced by the union membership. A presentation was given showing some of the new directions MCO is taking to build a stronger and better union, including new definitions of certain staff positions, efforts to more fully engage members, a more aggressive program connecting with lawmakers, and outreach to the community to gain support for correctional and forensic officers.

A review of the new PR pieces being rolled out in the coming months was given to the delegates, and they were treated to a demo of the new radio ad which will air statewide.

The Crisis Fund Raffle was held with Rod Denley (Camp Lehman), Adam Bernhardt (Chippewa), Mike Leo, Terry Bridges (SAI), John Clements (Baraga), Mike Zak (Saginaw), Shelly Gainer (wife of Oaks’ Mitch Gainer), Julie Cabana (Muskegon), Chris Sanches (Parnall) and Brenda Taylor (CFP area) all took home \$1,000 each. In addition, a silent auction was held raising an additional \$500 for the Crisis Fund.



MCO State Executive Board members (l to r) Phil Fleury, Adam Douglas, Bill Henderson, Andy Potter, Brent Kowitz, Tom Tylutki (at podium), Jim Johnson, John Ost, and Ray Sholtz.

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AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



STATEMENT OF ACTIVITIES
(4TH QUARTER 2008)

Revenues	Amount
Membership Dues	\$1,314,059
Non-Member Fees	36,985
Interest	26,354
From Affiliates	5,760
Loss on disposition of fixed assets	-5,418
Total Revenues	1,377,740

Expenses	
Arbitration	10,863
Books, dues and subscriptions	2,714
Collective bargaining	41,016
Computer	4,888
Continuing education	7,255
Contributions	19,654
Depreciation	23,603
Elections	-31
Insurance	65,959
Leased Equipment	6,558
Legal and Accounting	34,168
MCO Report	17,038
Meetings and Conferences	83,543
Office and Administrative	15,358
Organizational Unity Materials	62,891
Pension Contribution	27,541
Political Activities	2,200
Postage	8,605
Repairs and Maintenance	22,286
Salaries	251,010
Social activities	2,230
Taxes - Payroll	14,813
Taxes - Per Capita	366,425
Taxes - Property	6,156
Telephone	12,706
Utilities	12,912

Total Expenses	1,122,361
Change in Unrestricted Net Assets	\$255,379

STATEMENT OF ACTIVITIES
(1ST QUARTER 2009)

Revenues	Amount
Membership Dues	\$1,110,235
Non-Member Fees	31,168
Interest	21,361
From Affiliates	2,880
Expense refunds	-173
Total Revenues	1,165,471

Expenses	
Advertising, news releases and related expenses	2,060
Arbitration	4,027
Books, dues and subscriptions	56
Computer	7,463
Continuing education	14,650
Contributions	135,079
Depreciation	19,977
Insurance	37,102
Leased Equipment	5,182
Legal and Accounting	20,868
MCO Report	13,463
Meetings and Conferences	46,245
Office and Administrative	9,920
Organizational Unity Materials	-531
Pension Contribution	34,745
Political Activities	995
Postage	1,548
Repairs and Maintenance	7,971
Salaries	189,895
Social activities	545
Taxes - Payroll	24,387
Taxes - Per Capita	362,440
Telephone	14,139
Utilities	6,413

Total Expenses	958,639
Change in Unrestricted Net Assets	\$206,832



Deadlines...

ACT NOW!

Contact your legislators today and ask them to support a Corrections Early Out. Corrections Officers were excluded from the previous two Early Out's and quite frankly, it's our turn! Plus, with closures in process and several more on the near horizon, this would merely serve to avoid some layoffs that are sure to come. You can find your legislators and quick links to contact them on our website under the "Action Center" tab.

IT'S THAT TIME AGAIN!

SENIORITY BASED TRANSFERS

Seniority Based Transfers, administered by the DOC, are available to employees who met the conditions as laid out in Article 15, Part D, Section A, #2, of your contract. The window period to apply is May 1st - May 31st, for a transfer that will occur between July 1st and December 31st of this year.

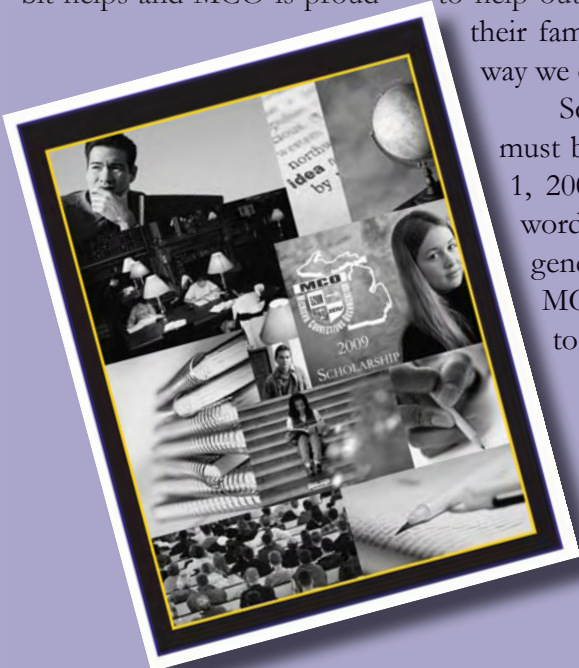
The list expires after the conclusion of each window period so if you placed your name on the list the last time and did not get a transfer, you will need to sign up again for consideration.

DON'T MISS OUT!

Each year MCO awards 20 scholarships of \$750 each to eligible children of MCO members who are pursuing a college education. Scholarship Applications were included in your March issue of the MCO Report and can also be found online on our website at www.mco-seiu.org.

Please take the time to apply! In these tough times every little bit helps and MCO is proud to help out our own officers and their families in each and every way we can.

Scholarship applications must be postmarked by June 1, 2009, and include a 500 word essay describing your general knowledge of MCO and its importance to the membership.



MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

MCO Member _____

Relationship to Deceased _____

Chapter, Chapter President _____

Deceased's Name _____

Deceased's Date of Death _____

Religious Preference _____

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EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Todd Jennings, E-10	Alger	Marquette	(906)387-5000
Kevin Brown, E-9	Macomb	Thumb/ Marquette	(586) 749-4900
Thomas Delandon, E-9	Saginaw	Thumb	(989) 695-9880
Charles Kelly, E-9	Saginaw	Thumb	(989) 695-9880
Sha'Rhonda Myles, E-8	Scott	Ryan/Mound/Macomb	(734) 459-7400
Jeremy Randall, E-8	Pugsley	SPR/STF/SLF/SMF/SRF	(231) 263-5253
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Jessica Brissette, E-8	Huron Valley Womens	Saginaw/Standish	(734) 572-8786
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Michele Albritten, E-9	Scott	Mound, Ryan, Macomb	(734) 459-7400
Rachel Snyder, E-9	Mid-Michigan	Saginaw	(989) 681-4361
Edward English, E-9	Kinross	Saginaw/Standish	(906) 495-2282
Pamela Ballard, E-10	Camp Lehman	Pugsley	(989) 348-8101
Stacy Austin, E-9	Huron Valley Womens	Ionia/Jackson, DRF/OTF/SLF/SPR/STF	(734) 572-8786
Shari Shaw, E-8	Scott	Mound, Ryan, Macomb	(734) 459-7400
Fred Raby, E-9	Camp Lehman	Pugsley	(989) 348-8101
Floren Ansong, E-8	Marquette	Ryan, Mound, HVM, Macomb	(906) 226-6531
Matt Vouaux, E-9	Camp Lehman	SMF/SRF	(989) 348-8101
Heather Weslock, E-9	Carson City	STF/SLF/SPR	(989) 584-3941
Thomas Drake, E-8	Pugsley	Camp Lehman	(231) 263-5253
Michelle Schlappi, E-9	Carson City	St. Louis	(989) 584-3941
Arthur Hart, E-10	Huron Valley Mens	Thumb	(734) 572-9892
Benjamin Wolfgang, E-9	Michigan Reformatory	Pugsley/Oaks/ Camp Lehman	(616) 527-2500
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV	(231) 773-1122
Andrew Treiber, E-9	Pugsley	Baldwin TRV	(231) 263-5253
Ted Wittler, E-9	Hiawatha	Marquette	(906) 495-5661
Anthony Evans, E-9	Straits	Brooks/MTF/West Shoreline	(906) 495-5674
Randy Wheelock, E-10	St. Louis	Pugsley	(989) 681-6444
Aleika Buckner, E-9	Scott	Mound/Ryan	(734) 459-7400
Claudio Basilisco, E-10	Macomb	Ryan	(586) 749-4900
Joseph Stevenson, E-9	Thumb	Camp Tuscola/Saginaw	(810) 667-2045
Derek McElrath, E-8	Macomb	Muskegon	(586) 749-4900
Sharon Myles, E-10	Mid-Michigan	Saginaw	(989) 681-4361
Lonnie St. Andrew, E-9	Standish Max	Thumb	(989) 846-7000
Ricki Irwin, E-8	Michigan Reformatory	Carson City area/St. Louis	(616) 527-2500
Charlie Harris, E-9	Carson City	Thumb/Saginaw	(989) 584-3941
Roxanne Weatherly	Scott	Ryan/Mound	(734) 459-7400
Robert Artman, E-9	Ryan	Macomb	(313) 368-3200
Shanieka Mosley, E-9	Camp White Lake	Brooks/MCF	(248) 625-6688
Jillian Mayer, E-9	Chippewa	Camp Lehman	(906) 495-2275
Michael Wirth, E-9	Cooper Street	Saginaw	(517) 780-6175
Sherry Alexander, E-9	St. Louis	DRF/OTF/IBC/MR/MTU	(989) 681-6444
Lawrence Edwards, E-9	Ryan	Macomb	(313) 368-3200
Jeffrey Chesny, E-9	Oaks	Standish/Saginaw	(231) 723-8272
Katherine Moses, E-9	Cooper Street	St. Louis/Carson City/Ionia	(517) 780-6175
Michael Charbonneau, E-9	Pine River	Saginaw	(989) 681-6668
Rob Silance, E-9	West Shoreline	Pugsley/Baldwin TRV	(231) 773-1122
Kris Bolan, E-10	Cotton	Adrian	(517) 780-5000
Jason Gonzales, E-9	Ryan	Maxey	(313) 368-3200
Victor New Sr., E-9	Huron Valley Womens	Mound/Ryan	(734) 572-8786
Lee Fisher,	Mound	Huron Valley Complex/ Camp Whitelake/SAI	(313) 368-8300
Michelle Mattox, E-10	Huron Valley Womens	Mound/Ryan	(734) 572-8786
Mark May, E-9	Mound	Huron Valley Womens	(313) 368-8300

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Adam Douglas, *Mound Correctional*

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Editor - Sacha Crowley



MCO REPORT

Tylutki spoke of the bigger picture.

"(The union's) concerned about all the citizens of Michigan," he said to applause, saying the state's announced intention to parole up to 4,000 prisoners in the next few months could endanger the public. "We all know in this room who we deal with every day," Tylutki said.

Muskegon Chronicle

"Every citizen in the state of Michigan should be in an uproar."

Corrections officers have seniority-based "bumping rights" in the region where they work. Grieshaber said union and state officials will meet Tuesday to decide bumping procedures.

"It's just amazing to me," Grieshaber said of the state's announcement. "I think the citizens of Michigan had better lock their doors. Hold on to your seats, folks."

Muskegon Chronicle

Tylutki said he thinks it's a strange coincidence that amid tight-budget times, "all of a sudden, all these inmates we've housed for all these years are now safe to be released."

"Something's wrong with that picture," he said.

Wood TV8

Mel Grieshaber is Executive Director of the Michigan Corrections Organization, "We have been notified that the Muskegon Correctional Facility is going to close. I think it is a big problem. Not only will officers lose many jobs, but it will effect the whole area and the whole community."

WZZM CH13

Mel Grieshaber, executive director of the Michigan Corrections Organization, said he was "shocked" the administration opted to close eight prisons.

"We had heard three or four," he said. "This is a dollar-driven corrections policy, not good public policy. Just opening the gates and letting out 4,000 prisoners -- that image is something. People should lock their doors."

Detroit News

SAULT STE. MARIE— "It's impossible to know who is safe and who isn't," admitted President Tom Tylutki of the Michigan Corrections Organization coming on the heels of Friday's meeting at the Kinross Township Hall. "That was the question of the day."

Sault Evening News

In 2008, when the Department of Corrections saw \$50M in cuts, the MCO put out a statement saying "The greatest alarm for all involved is a reduction in staff to a prison system already strained by a short-staffing and rife with violence." Friday, Grieshaber reiterated this point while also commenting on the expanding ratio of correction officers to inmates.

"It's going to be more dangerous in there, we've already been doing more with less everyday," Grieshaber said. "They will be saving money by closing these facilities, but who knows what kind of cost this will mean to the communities."

WPBN TV7&4

LOCAL 526M



SEIU

Stronger Together

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PRESIDENTIAL PONDERINGS...



Recently we've been hit with the news of the closures of Standish, Hiawatha, Muskegon and Camps Ottawa, Cusino, White Lake, Lehman and Kitwen. While layoffs are unavoidable, we are working endlessly to try to find as many officers a home as possible.

We've met with Deputy Director Straub and DOC Labor Relations pleading our case that additional officers are needed at various worksites. Over 350 officers put in for voluntary transfers out of region. Approximately 170 are being granted and another 15 will get returned (to mostly the Ionia area) under their negotiated rights from a previous closure.

HB 5197 has been introduced by Gary McDowell which would allow an Early Retirement of Correction/Forensic Officers. The bill is a 70 pt. plan (combination of age plus years of service equal to 70 to qualify). We were left out the previous two Early Outs, and quite frankly, *it's now our turn!* While this bill faces an uphill challenge, the harder we, our families, neighbors and friends work on this...the more likely we are to succeed.

I would like to publicly thank Director Caruso for addressing Central Committee and answering questions for the 125 Delegates in attendance. Also, for her support of a "professional" corrections system, in lieu of low wage private guards who in her opinion are no way to run a safe Corrections Department. Director Caruso also indicated that in the

UNION NEWS

loom of layoffs, she hopes she and her team are successful in luring another state to house its prisoners here in Michigan, in our facilities, with our officers.

We had another successful town hall meeting - this time in Kinross with Representative Gary McDowell. Many issues were discussed...privatization, MDOC budget, wasted money in area's of MSI, state leasing of vehicles, staffing issues and more. In all there were a total of 80 to 90 officers in attendance.

MCO Central, rank and file members, and communities where prison closings have been announced have been busy educating the citizens on the dangerous reality of these decisions.

In Standish the community held a Town Hall at The Resurrection of the Lord Catholic Church on June 12th, and picketed outside the facility on June 22, 24, & 26th. In Muskegon a picket has been organized by the local chapters and is scheduled for July 7, 2009, at the prison. And the officers and in Kinross have organized a picket for July 17th.

Since our last talk I've attended Labor Management at Pugsley, Town Hall Meeting with Gary McDowell in Kinross, met with officers at Standish on June 5th when the Department announced its plan to close the facility and Camp Lehman later that day. I have also visited Camp White Lake, met with over 300 officers in Muskegon at the Bowling Alley, went back to Standish for a membership meeting, Kinross closure meetings at the Township Hall where I met with 250+ officers, Saginaw for a membership meeting and the 1st Labor Management meeting at Maxey.

IN MEMORIAM



Officer Steven Houck, 45, of the Carson City Correctional Facility, passed away June 19, 2009, after a year and a half battle with cancer. Officer Houck was the 2007 Michigan Corrections Officer of the Year.

Steven worked for the MDOC for nearly 20 years, all at Carson City. Off the job he also served as Varsity Football and Power Lifting coach.

Officer Houck leaves behind his wife Amy, and their 5 sons- Tom, Caleb, Chris, Ryan and Evan, ranging in ages from 22 to 7.

Officer Patrick Hale, 44, passed away at home on May 29, 2009.

Hale served in the Army Reserves for 8 years and recently retired with 18 years from the MDOC in Adrian and most recently Jackson.

He leaves behind a wife Julie, son Patrick, and daughter Kelcie.

Officer Thomas Koegler, 43, was killed on June 20th, after he lost control of his motorcycle.

Officer Koegler was currently serving as a staff sergeant with the Michigan National Guard and had also served with the Army in Desert Storm (90-91) and Operation Iraqi Freedom (2006-2007).

He joined the rank and file in 2005, serving as a CO at the Muskegon Correctional Facility.

He leaves behind a daughter Jacquelyn and son Jeremy.



UNION VIEWS

MCO ON THE RECORD...

With the recent announcements by the MDOC to close 8 facilities, eliminate line-up and lower the classification of the Alger Max facility, MCO has been actively working to educate the media and the public about the danger this poses. In TV, print, and radio, MCO's message is clear... this is a dangerous path to take and while it may save money, it could "cost" the citizens of this state their sense of security. MCO supports communities around the state who are planning informational pickets which will further this message to a greater audience while the Corrections Budget continues to move through the legislature.



Mel GRIESHABER, executive director of the Michigan Corrections Organization, called today's announcement "incredible" considering the closures will be happening in 10 to 12 weeks.

The DOC is high on its MRPI. For those offenders who complete the program, their chance of re-offending drops 30 percent. But Grieshaber said he wants someone to prove that number to them because he sees a scenario where a budget-driven policy decision like this creates a situation where folks "are waiting for a lot of bad things to happen."

"My message to the public is 'lock your doors,'" Grieshaber said. "We support the programs and we participate in these programs, but this is budget driven and we know that that is not necessarily good correctional or public policy." **MIRS**



Mel Grieshaber, executive director of the Michigan Corrections Organization, a labor union for corrections officers, said too many inmates are being let out too quickly.

"The public better lock their doors," he said.

Traverse City Record Eagle

Prisoners who have served their minimum sentence, and have been determined by their parole board to be safe for release, will be paroled. The remaining inmates will be transferred to other facilities.

Corrections union Executive Director Mel Grieshaber and some law enforcement officials, including the Muskegon County undersheriff, are still worried about the types of prisoners that would be released.

WOOD TV8 Muskegon

Pennell argued that state officials are concealing the fact that many of the inmates being released were convicted of violent crimes.

Lansing State Journal

"We have had such a large (release) of inmates that it's scary," Pennell wrote. "Especially when I know they were in prison for criminal sexual conduct, murder, arson and many other heinous crimes."

But he said his group is also pushing for an early retirement plan for corrections officers, who were not covered under the prior early out plans, to absorb some of the positions being lost in the closures. He said the eight facilities have about 800 officers.

Gongwer

"We don't have 800 vacancies in this state, so it's anticipated there'll probably be layoffs," he said.



A COMMUNITY FIGHTS BACK



INGHAM COUNTY
FAIR
UNION FAMILY
DAY
THURSDAY,
AUGUST 6, 2009

Special pricing for Union members when tickets and ride bands are purchased in advance...

All Day Ride Bands
\$10/each
(\$18 at the door)

Entry Tickets
\$2/each
(\$5 at the door)

Children 2 and under are free.

Call the Greater Lansing Labor Council at 485-5169 before August 3, 2009 to get your advance tickets.



HEALTH AND SAFETY COMMITTEE MEETING



EARLY OUT RETIREMENT BILL INTRODUCED!

Representative Gary McDowell (D-107th District) introduced HB 5197 on June 30th which if passed would offer a 70pt. Early Out Retirement for Covered Employees in the Defined Benefit plan.



Representative McDowell met with MCO officials and officers in a series of Town Hall meetings in late May. In all, between 80-90 officers met with him to discuss issues related to corrections, the budget, consolidation plans, and more.

70 pt. plan (combination of age plus years of service equal to at least 70 to qualify)

2% Enhancement until age 62

**Drops to 1.75% at age 62
(instead of the current 1.5%)**

We need to hit the ground running! Start writing, calling, and e-mailing your legislators today and ask for their support! There is no guarantee this will get a hearing so we need to make ourselves heard.

MCO has launched an e-mail advocacy alert, so simply go to our website at www.mco-seiu.org and click on the "Action Center" tab. There you will get all the information you need and can contact your legislators and spread the word all with the click of one button!



SEIU - MCO SPECIAL DAYS

MCO has secured three days in August when SEIU/MCO members can get in to Cedar Point for just \$27.50 each! This is a savings of \$16.50 per person! And Seniors or children under 48" tall are just \$16.99/each.

**Save the dates!
August 21 - 22 & 23**

Watch MCO's website for a printable voucher that you will be able to redeem at the ticket box for the discounted rates. And the more people that go, the better deal we get next year so spread the word!

Bill Laroy (Baraga facility) and Steve Warra built and donated this picnic table to the Copper Country Humane Society. The table was raffled off during the annual Summer Bash on July 18th... they hoped to raise over \$1,000!





EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc., current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sachacrowley@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. Please contact us as well if you need to remove your name from the list.

Table with 4 columns: NAME, CURRENT FACILITY, DESIRED FACILITY, FACILITY PHONE. Lists names and contact information for various individuals, such as Todd Jennings, Kevin Brown, Thomas Delandon, etc.

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Roxanne Weatherly	Scott	Ryan/Mound	(734) 459-7400
Robert Artman, E-9	Ryan	Macomb	(313) 368-3200
Shanieka Mosley, E-9	Camp White Lake	Brooks/MCF	(248) 625-6688
Jillian Mayer, E-9	Chippewa	Camp Lehman	(906) 495-2275
Michael Wirth, E-9	Cooper Street	Saginaw	(517) 780-6175
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Mark May, E-9	Mound	Huron Valley Womens	(313) 368-8300
Ethelyn Kennedy, E-10	Huron Valley Womens	Macomb/Mound/Ryan	(734) 572-8786
Ashley Gillean, E-8	Macomb	Adrian	(586) 749-4900
Lyle Banks, E-9	Macomb	Mound/Ryan	(586) 749-4900
Patricia Hewitt, E-10	Camp White Lake	Cooper Street/Egeler/Parnall	(248) 625-6688
Angela Dalton, E-10	Huron Valley Womens	Macomb/Ryan/Mound	(734) 572-8786
Koronnis Davis, E-9	Cooper Street	Ionia/Bellamy Creek	(517) 780-6175
Jeffrey Kingsley, E-9	Macomb	Mound/Ryan	(586) 749-4900
Malcolm Davis, E-9	Mound	Huron Valley Womens/Maxey	(313) 368-8300
Greg Delezenne, E-10	SAI	Adrian/RGC	(734) 475-1368
Derick Rogers, E-9	Bellamy Creek	Cotton/RGC/Parnall/Cooper St.	(616) 527-2510

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

_____ MCO Member

_____ Deceased's Name

_____ Relationship to Deceased

_____ Deceased's Date of Death

_____ Chapter, Chapter President

_____ Religious Preference

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