



MCO Report



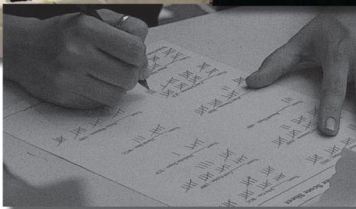
Proudly Representing Michigan Corrections and Forensic Officers for over 40 Years



Central Conference delegates, comprised of the President, Vice-President, and Chief Steward from each chapter, met in Lansing on May 10th for their biannual meeting and to elect a new State Executive Board.

MCO President Tom Tylutki, Vice-President Andy Potter, Recording Secretary Brent Kowitz, and Treasurer Bill Henderson all ran unopposed. We're glad to welcome new Trustees Brian Mahoney from Marquette and Dennis Beecham from MTU, and we thank outgoing Trustees Cecil Pedrin from URF and Bruce Waldron from DRF for their hard work and dedication to MCO during their tenure.

Delegates were briefed on the activities of the union regarding the PSV and RUO fights, as well as the status of the budget deliberations, private prison legislation and MCO's lobbying efforts in that regard. An update was also given on the lawsuit that MCO and the State Employee Union Coalition are pursuing to fight the new law regarding the 4% pension contribution for



defined benefit members as well as the basic elimination of retiree health care for future retirees. The pending implementation of the new OEL procedure was discussed, debated, and questions answered. We know that it will take some adjustment and issues will arise but the early pilots have shown to work well once the kinks are worked out.

The Crisis Fund Committee reported that after a new drive for support at last Central Conference, members have stepped up more than ever leaving the fund at it's highest balance to date. This will enable MCO to give to more members when they are most in need during a time of crisis. These funds are generated solely from donations from officers and supporting organizations and we thank everyone for their contributions towards our own.

Executive Director Mel Grieshaber reviewed the "Protect Michigan" ballot drive that would guarantee collective bargaining rights in the Michigan Constitution. Delegates were briefed on the implications of this constitutional amendment and given petition forms to collect signatures so that it can be brought to the ballot in November.

Non-Profit
Organization
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MCO MEMBERS MOBILIZED!

With the Department's announcement to end continuous PSV patrols and eliminate the RUO Classification on April 1st, MCO members mobilized in actions like never before.

It all started with a picket on the MDOC Headquarters in Lansing on March 14th, and snowballed into 18 pickets at facilities around the state, full or half page ads in 9 major newspapers, billboards in 14 locations, over 7000 radio ads airing in three weeks, and over 24,000 pieces of direct mail sent to those who live near our facilities.

Over 1000 officers, concerned community members, union brothers and sisters from the UAW, building trades, and more joined us on the line. We've reached out to local Townships and City Councils, and worked with legislators to introduce amendments to the budget to reinstate the RUOs and PSVs.



The fight continues, but we have brought together members in unprecedented num-

SAYING GOODBYE...

MCO has recently said goodbye to two staff who worked very hard to support MCO and state corrections officers.



Dustin Drabek, Field Organizer, left MCO April 1st to pursue a job with the Office of Inspector General in Detroit. The move allowed him to be closer to his growing young family and we are happy to hear that his ambition and energy is

being put to good use!

"I would like thank everyone for allowing me to be a part of this organization. My family and I are very grateful for my time at MCO. I was hoping to say goodbye to everyone but I understand that things come up and not everything can work out. I will forever be a MCO/Union supporter and will have nothing but great things to say about this organization. I wish everyone good luck. Thank you!"

Sacha Crowley, Communications Specialist since 2003, left MCO May 25th, to take a position with Sparrow Health Systems in Lansing.



"I can certainly say that I never thought I'd be here nearly 9 years. In fact I had reservations about joining the lot of you in the first place, but time certainly proved me wrong! I am very excited about my new opportunity but will always share with anyone I know what I have learned about corrections and the amazing people who do the work. You truly do a job most would never consider... including me."

WANT MORE INFO?

If you're ever wondering what we've been up to, what headlines we've been making, or need to ask a question? Just search us out online!

MCO has worked to expand our reach and ability to keep you informed through the website, our facebook page, twitter, photos of events on flickr, and videos on Youtube. So if you want to see more photos of the pickets we held around the state just head over to www.mco-seiu.org and click on the link in the top right corner of the page under "Take Action".

The is updated almost daily with headlines that pertain to MCO, corrections, or state employees, and we also share most of these on facebook and twitter for those who follow us.

NOTE: Please be patient as updates may be delayed during our search for a new Communications Specialist.



CLARENCE HAMMOND III CLASS ENTERS ACADEMY

MCO met 120 new officers of the Clarence Hammond III class on their first day at the Academy on April 9, 2012. After eight weeks at the Academy, the class will graduate June 1, 2012 and head out for an additional eight weeks On the Job Training (OJT), with most headed to upper peninsula facilities and Huron Valley Womens.

MCO also held an OJT reception for the officers at MCO Central Office on April 25th, giving them a chance to meet MCO staff and union leadership as well as ask questions once they had spent several weeks in training.

The class is named after Officer Clarence Hammond III, who was gunned down one hour after his shift at the Macomb Correctional Facility earlier this year. MCO has offered a \$5,000 reward for information leading to the arrest and conviction of the person or persons responsible for his death. Officer Hammond left behind two young children. To date his case still remains unsolved.

The current budget also calls for another academy of approximately 200 officers to start in the fall.

CONTRACTS ON THEIR WAY

The new contract has finally finished proofing and printing and has been placed in the mail to every member of MCO. Please give it a couple of weeks to arrive via bulk mail before calling to request a replacement.



Statement of Activities 2nd Quarter 2011

Revenues	Amount
Membership Dues	\$1,132,836
Non-Member Fees	32,026
Interest	11,823
From Affiliates	2,880
Total Revenues	\$1,179,565
Expenses	
Advertising, news releases and related expenses	8,870
Arbitration	1,800
Books	155
Collective Bargaining	7,443
Computer	10,930
Consulting Services	12,043
Continuing Education	5,079
Contributions	14,500
Depreciation	17,809
Election	113
Insurance	65,562
Leased Equipment	8,131
Legal and Accounting	14,403
MCO Report	5,204
Meetings and Conferences	83,532
Office and Administrative	5,846
Organizational Unity Materials	10,772
Pension Contribution	27,075
Postage	2,613
Repairs and Maintenance	22,061
Salaries	191,214
Scholarship	15,000
Social activities	1,019
Taxes - Payroll	14,460
Taxes - Per Capita	421,339
Telephone	11,597
Utilities	8,815
Total Expenses	\$987,385
Change in Unrestricted Net Assets	\$192,180

Statement of Activities 3rd Quarter 2011

Revenues	Amount
Membership Dues	\$949,234
Non-Member Fees	21,896
Interest	11,890
From Affiliates	3,840
Total Revenues	\$986,860
Expenses	
Advertising, news releases and related expenses	8,750
Arbitration	8,158
Books	117
Collective Bargaining	35,200
Computer	16,043
Continuing Education	733
Contributions	9,070
Depreciation	17,959
Election	1,601
Insurance	61,383
Leased Equipment	6,216
Legal and Accounting	4,678
MCO Report	3,600
Meetings and Conferences	45,502
Office and Administrative	11,304
Organizational Unity Materials	10,288
Pension Contribution	35,651
Postage	3,181
Repairs and Maintenance	16,336
Salaries	224,264
Social activities	23,843
Taxes - Payroll	16,745
Taxes - Per Capita	308,396
Taxes - Property	33,528
Telephone	9,157
Utilities	9,795
Total Expenses	\$921,498
Change in Unrestricted Net Assets	\$65,362

Exchange Transfer List



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 contact us as well if you need to remove your name from the list.** The Exchange Transfer List can now also be found online at www.mco-seiu.org.

Name	Current Facility	Desired Facility
Matt Vouaux, E-9	Central MI/ (989) 681-6668	Saginaw
Bryan West, E-9	Gus Harrison/ (517) 265-3900	Macomb/Thumb
Keith Denman, E-9	Egeler/ (517) 780-5600	St. Louis area/Carson City
Cindy Garcia-Flores, E-9	Pugsley/ (231) 263-5253	Saginaw
Michael I. Roberts, E-9	MR/ (616) 527-2500	West Shoreline
Shannon Little	Central MI/ (989) 681-6668	Saginaw
Brandon McBride, E-9	Gus Harrison/ (517) 265-3900	Woodland/Ryan/Macomb
Zerlean Martin, E-9	Macomb/ (586) 749-4900	Ryan
Lonnie St. Andrew, E-9	Saginaw/ (989) 695-9880	Thumb
Christopher Shah	Thumb/ (810) 667-2045	Macomb
Michael Johnson, E-10	Oaks/ (231) 723-8272	Pugsley
Kevin Mayfield, E-10	Thumb/ (810) 667-2045	Macomb
Andrew Noble, E-9	Chippewa/ (906) 495-2275	Marquette
Ryan Roan, E-9	Newberry/ (906) 293-6200	Chippewa/Kinross
Jeffery Krummel, E-9	Woodland/ (734) 449-4422	Thumb
Patrick Miseta, E-9	FOA/ (269) 673-0360	MTU/Pugsley
Dwayne Woods, E-9	Cooper Street/ (517) 780-6175	Macomb/Ryan/Thumb
Derrick Johnson, E-9	Parnall/ (517) 780-6004	Ryan/Woodland/Macomb/Valley
Roger VanPopering, E-9	Carson City/ (989) 584-3941	Saginaw/Central MI
Michael Wirth, E-10	Cooper St./ (517) 780-6175	Saginaw
Greg Delezenne, E-9	Gus Harrison/ (517) 265-3900	Egeler
Wendy Woods, E-9	Carson City/ (989) 584-3941	Brooks, Muskegon, West Shoreline
Jessica Richardson, E-9	SAI/ (734) 475-3394	SRF/DRF/WHV/TCF/St. Louis Area
Derick Campbell, E-9	Newberry/ (906) 293-6200	Kinross
Paul Barnes, E-10	Pugsley/ (231) 263-5253	Jackson Area
Jessica Acha, E-9	Carson City/ (989) 584-3941	Pugsley
Dustin Richard, E-10	Central MI/ (989) 681-6668	Saginaw
Mike Bini, E-10	Central MI/ (989) 681-6668	Pugsley
Kirk Vogel	Oaks/ (231) 723-8272	Saginaw
Kip O'Neill	Lakeland/ (517) 278-6942	Pugsley
Terry Boatright	Thumb/ (810) 667-2045	Tuscola ReEntry
Roy Betterly, E-9	Alger/ (906) 387-5000	Pugsley, Central MI or St. Louis
Bradley McKitterick, E-9	Gus Harrison/ (517) 265-3900	JCS/JCF/SMT/RGC
Shannon Thomas, E-9	Central MI/ (989) 681-6668	Saginaw
Christine Hemry, CRR	Gus Harrison/ (517) 265-3900	Jackson Area
Kerry Krakhofer	Macomb/ (586) 749-4900	Baraga
Angela Dalton, E-9	Huron Valley / (734) 572-9900	Macomb
Malcolm Cook, E-9	Macomb/ (586) 749-4900	Ryan, Egeler or Cotton
April Magnan, E-9	Thumb/ (810) 667-2045	Macomb
Ciara Burk, E-9	Huron Valley / (734) 572-9900	Carson City/St. Louis/Jackson/Ionia
Jody Sandhagen, E-9	Alger/ (906) 387-5000	Chippewa/Kinross
Andrew Overton, E-10	MR/ (616) 527-2500	Jackson/St. Louis Area or IBC

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.

MCO STATE EXECUTIVE BOARD

Andy Potter, *Vice President*
Bill Henderson, *Financial Secretary*
Brent Kowitz, *Recording Secretary*
John Ost, *Trustee*

Tom Tylutki, *President*

Cary Johnson, *Trustee*
Ed Clements, *Trustee*
Dennis Beecham, *Trustee*
Brian Mahoney, *Trustee*



MCO CHAPTER PRESIDENTS

Larry Henley, *Alger*
Ed Clements, *Baraga Maximum*
Lori Schliter, *Bellamy Creek*
Anthony Hurst, *Brooks Correctional*
Troy Specklin, *Carson City*
Cecil Pedrin, *Chippewa*
Jeff Fields, *FOA/Corrections Centers*
Frank Malenski, *Cotton Facility*
Paul Jones, *Egler*
Rebecca Fetters, *Forensic Center*
Russell Doyle, *Gas Harrison*
Dennis Beecham, *Grandlow Michigan Training Unit*
Brenda Walton, *Huron Valley Womens*
Anne Michelin-Smith, *Ionia*
Shawn-Erik Brown, *Jackson Cooper Street*
James Stageman, *Klarus*
Kamal Cariuty Jr., *Lakeland*

Marlon Thomas, *Macomb*
Todd Ninnis, *Marquette*
Robert Champlin Jr., *Central Michigan*
Kristopher Kangas, *Newberry*
Christopher Schmidt, *Oaks Correctional*
Ronald Niemi, *Ojibway Correctional*
Joe Hemenway, *Parnall Correctional*
Marcus Polychuk, *Pogogy Correctional*
Kacy Datema, *Michigan Reformatory*
Al West, *Ryan Correctional*
Devlyn Kuehl, *Saginaw Correctional*
Monoletoc McDonald, *SAL Program*
Ray Sholtz, *St. Louis*
Jamie Willyerd, *Thumb Correctional*
Kim Sheffer, *West Shoreline*
David Siler, *Woodland Correctional*

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*

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

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.

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

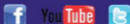
MCO does not accept paid advertising in the *MCO Report*. No one is authorized to solicit advertising for the *MCO Report* in the name of MCO or SEIU Local 526M.

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 e-mail, please inform MCO immediately at 1-800-451-4878 (phone), 1-800-327-5266 (fax), or complete the online form on our web site.

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

Editor - Sacha Crowley



"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

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 Stephanie Short, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to stephanie@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

PRESIDENTIAL PONDERINGS

by



This spring there has been a flurry of activity going on in the legislature and at the Department... most adversely affecting officers. I want to reassure you MCO is in the trenches fighting the forces attacking us in each and every venue available.

With the Department's move to eliminate the RUO Classification, MCO filed a contract grievance, a Civil Service grievance, and an Unfair Labor Practice charge. Dates for the Civil Service hearing are currently being set up for some time this summer. The Attorney General's office will be representing the MDOC in the matter.

The elimination of a full time PSV has been a long hard battle and one from which we refuse to walk away. With less than a month's notice by the Department before implementation, MCO and its leadership launched a massive campaign to rally support and engage the public in our fight to keep their communities safe. Within days, billboards were designed, radio ads scripted, and ads placed in 9 newspapers around the state. We ran 14 billboards, nearly 7000 radio ads and held 18 informational pickets with over 1,000 people participating. In addition, we sent direct mail to anyone living within a 2 mile radius of the facilities where we were picketing alerting them to this danger in their community and asking them to not only join us on the line, but also call the Governor and Director in support of full-time PSVs. In all, over 24,000 letters were sent, and we were joined on the picket line by many community members, local government officials and other labor organizations who stood up to support us.

In recent weeks, we have pushed the PSV battle further by connecting with City Councils and local Township boards asking them to adopt resolutions for presentation to their current lawmakers to press for funding full time PSV positions and to oppose the private prison bills. Representative Lindberg (D-109 District), did introduce an amendment to the budget to provide additional funds to keep the PSV and RUO in tact however it failed 16-9. I encourage all MCO members and their families to see how their Representative voted on this critical issue for correction officers here in Michigan and hold them accountable.

MCO prevailed in the lawsuit over the 3% health care contribution and now we embark on a battle for the 4% pension lawsuit - joined by all other unionized state employees. At this time a June 20, 2012 date has been scheduled for a court hearing.

The prison privatization bills (HB 5174 & 5177) that would reopen the private prison in Baldwin continue to be debated in the legislature, nearly coming up for a vote on several occasions. Right now we have been successful in convincing the entire Democratic caucus, plus eight Republicans to take a position against the bills. We appreciate all their support especially given the extreme pressure they are receiving from the Republican majority. It's a proven fact that private prisons don't save money, are less safe to the communities, have higher turnover and lower paid/lesser trained officers. MCO has had a letter writing campaign going since December, participated in officer to officer call centers, and also established a patch through number (1-877-279-1443) that anyone can call and get put directly through to their legislator. Our hats are off to the officers and their families that we've called upon in targeted districts to call their Representatives in opposition to private prisons. We need to continue to keep the pressure on and everyone should be reaching out asking their legislators to vote "NO" on any version of a bill that allows for prison privatization in Michigan.

MCO, in conjunction with our international union SEIU, funded an intense 6 week program, New Solutions, where retired and active officers went door to door in targeted areas to talk with officers about the prison privatization bills and encouraging them to participate in the fight. Local coffee talks were then scheduled with area lawmakers giving our officers a chance to talk one on one with them about what we do and the dangers privatization brings to the prison system. I would like to extend our thanks to retiree's Bonnie Johnson, Bob Sikkenga, and Denny Craycraft as well as current officers Terry Bridges and Robin Sanders who participated in this program. Their hard work helped to educate officers, communities, and legislators and gave us the platform to build a mobilized and engaged membership.


Congratulations are also in order to Co-Correctional Officers of the Year Bob McGaffigan and David Sharpe. You represent us well.

A new State Executive Board was elected at Central and must immediately hit the ground running with several lawsuits in midstream, all the issues currently on the front burner and bargaining right around the corner. I would like to thank outgoing trustees Cecil Pedrin and Bruce Waldron for their hard work and dedication to MCO.

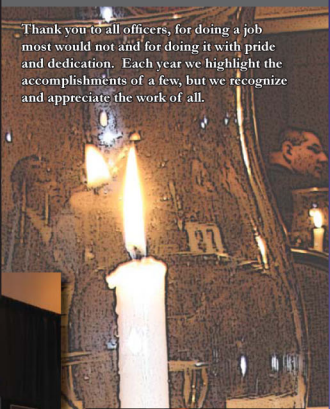
In closing, these are no doubt the toughest times I've seen in my 28 years. We need to join together, get involved, and show unity of purpose. A strong united voice carries us farther on issues like Privatization and our fight to find SAFE new solutions to the prison budget crisis. The November 2012 elections are right around the corner. I encourage you to educate yourself as to where the candidates stand on issues in corrections and don't fall into an emotional roller coaster of change like 2 years ago. That change surely hasn't been positive for the middle class, unions, public employees and especially correctional officers. Hopefully we understand now more than ever elections have consequences!

2011 MICHIGAN CORRECTIONAL OFFICER OF THE YEAR BANQUET


Thank you to all officers, for doing a job most would not and for doing it with pride and dedication. Each year we highlight the accomplishments of a few, but we recognize and appreciate the work of all.



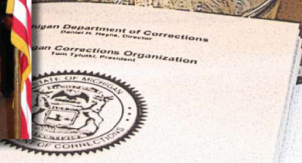
2011 Co-Correctional Officer of the Year, Officer Robert McGaffigan, Brooks Facility



2011 Co-Correctional Officer of the Year, Investigator David Sharp, Absconder Recovery Unit



MCO President Tom Tylutki presented the Governor's proclamation announcing Correctional Officer Week, May 6-12, 2012, in Michigan.



Michigan Department of Corrections
Daniel H. Hegna, Director
Michigan Corrections Organization
Tom Tylutki, President



Corrections Officer of the Year Awards Ceremony



RETIREMENTS

John Abbatoy
Hyginus Akuczue
Jeffery Alcorn
Melvin Alford
Michael Allan
Kenneth Allen
Marvin Allen
Timothy Andersen
Thomas Bain
John Baldwin
Gary Banfill
Jacquelyne Barlow
Gayle Barrons
Jeffrey Barton
Mitzi Begley
Richard Bierman
Kenneth Bir
Terence Blues
Johnny Bradford
Gregory Brayman
Michael Breslin
Barbara Brinkman
Bernard Brown
Michael Brown
Diana Brunson
Michael Burke
James Burt
Charles Cain
Ronald Califf
Lee Cancler
Harry Canning
Thomas Carroll
Marty Carter
Dirk Chapin
David Clarke
Jacqueline Cloud
Darious Collins
Kevin Collins
William Collins
Gregory Crouch
Shirley Culp-Jarrell
Rainelle Cunningham
Jerry Daniel
George Danko
Kevin David
David Davis
Michael Densmore
Alan Dixon
Daniel Doney
James Draper
Stephen Earns
Robert Eberhardt
Lynn Ellenwood
Randy Ettinger
Eyvette Foster
Steven Fountain
Thomas Gaglio
James Garcia
Robert Gaul
Charmee Gibson
Mark Gilger
Robert Gillespie
Lenora Gleton
Carolana Gordon
Stace Graham
Jerry Gray
Calvin Green
Gerald Gregg
Robert Griffus
Richard Hagler
William Halter
Calvin Harju
Wanda Harris
Richard Harry
Frederick Hartman
Mark Helm
Keith Hemmila
Wayne Hensley
Bruce Higgins
Thomas Hoffman
Martin Hopkins
Ray Horvath
Carmen Hughes
Douglas Hughes
Robert Hunt
Lyle Huntoon
Richard Hutchinson
James Ireland
Carolyn Jackson
Lujuan Jackson
Rhonda Jackson
Andrew Johnson
Robert Johnson
Daniel Kavanagh
Karen Kavanagh
Debra Kelley
John Kelley
John Kempainen
Brent Kennedy
Geatold King
Marcia Klier-Redmond
Jeff Klinessmith
John Koeppe
Steven Kofflin
Alveno Kondyles
Timothy Kraft
George Labron
Larry Landon
Cathy Larrison
Mary Lee
Alan Leonard
John Litrenta
Terry Mann
Leroy Marinich
Diane Martin
Ronald Matten
Patrick McComb
Veola McCowan
Richard McGill
Daniel McGraw
Terry McKendry
David McMillan
Larry McMillan
Stanley McNeil
Christopher Merimee
Ricky Metzmaker
Maple Millen
John Minta
Paul Moody
Cathy Morrison
Stephen Morrison
Theoplis Motley
Mark Mulka
Marva Myles
Bruce Nicholls
Stan Nippa
Lincoln Nunez
Michael Pallasch
Vernithia Parker
Kevin Pickard
Thomas Pietrangelo
Melodee Plath
Patricia Propst-Ripper
James Richardson
Constance Roberts
Michael Roberts
Richard Robinson
Franklin Rose
John Russell
Rodney Sage
Valerie Sarata
Brandon Sartorelli
Timothy Schafer
Steven Scheitz
Roy Schneider
Scott Schroeder
Ann Scott
Jon Seppanen
Delmar Shagen
Jeffery Shotwell
Sharon Siedenstrang
Patricia Smith
Timothy Smith
Carol Sobiengray
Robert Solka
James Spycher
Frederick Stadlander
Tony Stephenson
William Stephenson
David Straub
Dennis Strohkirch
Charles Tate
Paula Taylor
Derrick Teague
Robert Terpstra
Kevin Theisen
Douglas Thelen
Robert Tingley
Thomas Todd
Kelly Tolliver
Daryl Troost
Ricky Trudell
Brian Tweedale
Deborah Unold
Herbert Vaillancourt
Danny Waite
James Walczak
David Walker
Gwendolyn Walls
R Ward
Max Watts
David Weber
Marc Wickham
Richard Wilkinson
Aderian Williams
Richard Winkler
Barry Woods
Steven Yarina
Philip Zavisla
Keith Zerbst



MCO Report



Proudly Representing Michigan Corrections and Forensic Officers for over 40 Years

READY, SET, VOTE!

MCO 2012 BALLOT PROPOSAL RECOMMENDATIONS:

Proposal 1: Referendum on Emergency Financial Manager Law

PA 4 of 2011, commonly referred to as the “Emergency Financial Manager Law” was one of Rick Snyder’s first actions as Governor. The law granted non-elected, gubernatorial appointees the power to take over troubled cities and schools and gave them sweeping rights to invalidate contracts, reorganize government and over-rule locally elected officials. The referendum seeks to rectify this injustice.

A “Yes” vote will affirm the law.

A “No” vote will repeal it.

MCO Recommendation: VOTE NO

Proposal 2: Protect Working Families (Collective Bargaining)

This proposal would establish a constitutional right to collective bargaining and give protection against the anti-union/anti-worker laws currently being pursued in the legislature. With “right to work” on the horizon this proposal is the only way to protect our families, wages, hours and other conditions of employment.

A “Yes” vote will add the proposal to the Michigan Constitution.

A “No” vote will reject the proposal.

MCO Recommendation: VOTE YES

Proposal 3: 25% Renewable Energy Sources by 2025

This proposal will require energy companies to produce 25% of their electricity from renewable sources such as wind, solar or hydroelectric by 2025. Advocates predict this will generate up to 10.3 billion in new investments by rebuilding Michigan’s manufacturing sector and creating an estimated 94,000 jobs. Proposal 3 includes incentives to use Michigan equipment and Michigan workers.

A “Yes” vote will adopt the 25% by 2025 into the State Constitution.

A “No” vote will reject the new standard.

MCO Has No Position At This Time

CAST YOUR VOTE WISELY!

In November, a lot of important choices are on the ballot. MCO would like to remind members to vote completely down the ballot.

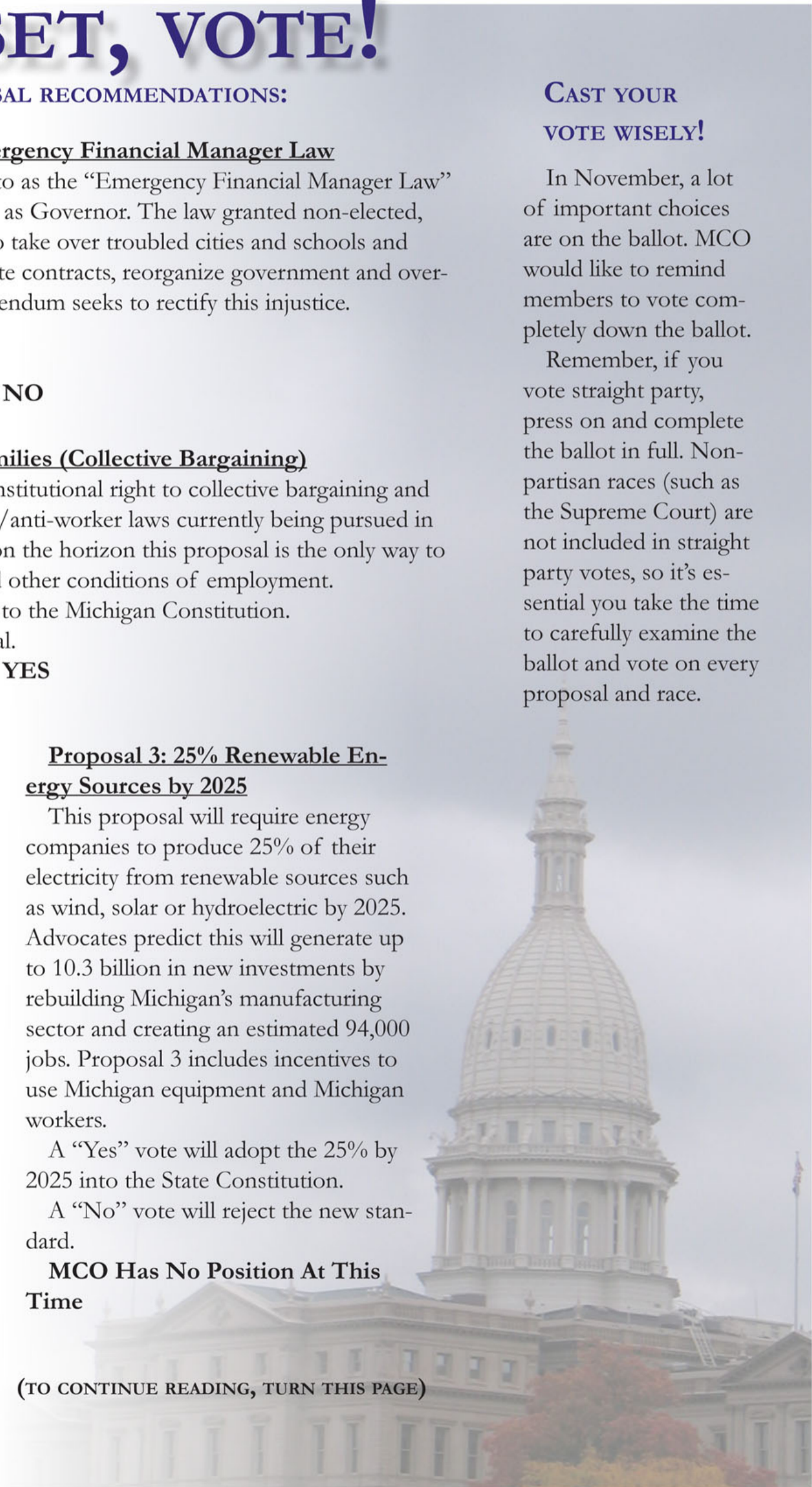
Remember, if you vote straight party, press on and complete the ballot in full. Non-partisan races (such as the Supreme Court) are not included in straight party votes, so it’s essential you take the time to carefully examine the ballot and vote on every proposal and race.

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(TO CONTINUE READING, TURN THIS PAGE)



Proposal 4: “Keep Home Care a Safe Choice”

Proposal 4 establishes a registry to link home care recipients with pre-screened home care providers in their area. Home care providers on the registry will be required to undergo criminal background checks and will have access to training so they can better care for seniors and persons with disabilities. Proposal 4 will allow seniors and persons with disabilities the choice to remain in their own homes instead of being forced into expensive nursing homes or other institutions. Proposal 4 can save taxpayer dollars, as home care is much less expensive to taxpayers than nursing homes.

A “Yes” vote will allow in-home care workers to bargain collectively.

A “No” vote will maintain current law barring home health care workers from collective bargaining rights.

MCO Recommendation: VOTE YES

Proposal 5: A Proposal to Amend the State Constitution and “Require a Supermajority for Tax Changes”

On its face this sounds good. Wrong! This proposal would prohibit the legislature from increasing taxes by requiring a two-thirds vote in both the House and Senate, or statewide approval by voters, to increase taxes. Why is this bad? Not having the ability to raise taxes means little chance of lowering them because there is no guarantee of getting a supermajority in times of need. Imagine minority rule! This would also handcuff the state’s ability to fund important services or deal with future economic downturns in a balanced manner.

A “Yes” vote would amend the Michigan Constitution to require a 2/3 supermajority to raise taxes.

A “No” vote would reject the proposal and maintain the current standard.

MCO Recommendation: Vote NO

Proposal 6: “The Bridge Debate”

This proposal, funded almost exclusively by the owners of the Ambassador Bridge, would mandate a statewide vote of any new border crossing. This would greatly increase the cost and complexity of building a new bridge or tunnel between Michigan and Canada.

A “Yes” vote would require support in a statewide vote to build a new international bridge.

A “No” vote would leave the state legislature to decide when international bridges should be built.

MCO Has No Position At This Time

**DON’T FORGET TO VOTE FOR
MICHIGAN SUPREME
COURT JUDGES!**

For Supreme Court MCO recommends:

Wayne County Circuit Judge Connie Kelley

Oakland County District Judge Shelia Johnson

University of Michigan law professor Bridget McCormack

BILL WOULD ALLOW RETIREES TO WORK WHILE DRAWING PENSION — IT'S NOT WORTH THE RISK!

In a move opposed by MCO, the Michigan House and Senate have introduced bills that would allow certain retired correctional officers to return to part-time employment and avoid double dipping laws.

Under HB 5881 and SB 1053 retirees

would be allowed to return to state employment for up to 1,040 hours a year and continue to draw a pension and benefits.

According to the Department, this would save up to \$10 million in overtime costs, however, no studies or data cor-

roborating the claim have been shared with the legislature or the union.

MCO's questions about re-hires qualifications, skills and physical ability have gone unanswered. The use of part time officers is a concern for staff safety and the security of prison operations.

WATCH YOUR KYI FOR MORE ON THESE BILLS!

PRIVATIZATION BILLS QUIET

This year MCO and hundreds of member activists stood up against private prisons and successfully fought back legislation to re-open the privately run GEO prison in Baldwin.

While this victory was notable, we would like to remind everyone that the legislation, HB 5174 and 5177, is still active and therefore still dangerous. Please keep your eyes and ears open about any possible movement and notify MCO immediately with any information.

MCO MAKES ENDORSEMENTS

MCO has endorsed a member and a retired member running for elected office.



Bonnie Johnson

Johnson is a life-long resident of Jackson County.

Ron Trachet is an Officer at MTU and current Montcalm Township Fire Board Chairman. He is a Republican. Trachet is running for Montcalm Township Supervisor.

Bonnie Johnson (D) is a candidate for the 65th House district. Johnson was an officer at the former Jackson Central Correctional Facility. She will fight to protect workers' right to organize.



Ron Trachet and MCO Vice President Andy Potter.

PRESIDENTIAL PONDERINGS

by



Although it has been some time since we last spoke via MCO Report, I have crossed paths with several members over the last months, first during MCO's public awareness campaign on the elimination of 24-hour Perimeter Security Vehicles. They're our last line of defense. More than 1,000 officers, their families and friends, and concerned citizens participated in informational pickets statewide. I would like to thank everyone who participated and encourage those who didn't to try to make it to future events. It's also good to see members at community-building events, like the Annual Children's Day Picnic in August near Detroit. Thanks for making the picnic a fun day for children and families.

Speaking of the Detroit area, our officers there are being hit again. The repurposing of Ryan Correctional Facility has caused a major disruption for several officers who went through the same process approximately a year ago when Mound closed. Also, the officers at Tuscola Reentry Center are facing the closure of their facility once again. MCO has negotiated bump regions and will be working endlessly to get all officers placed. We understand these are stressful times for our members and their families in the bump areas.

Meanwhile on the west side of the state, Muskegon Correctional Facility reopened Oct. 1 and officers there are trying out the 12-hour shifts. Approximately 130 officers volunteered for the pilot program. The MCO State Executive Board endorsed the pilot but only on the condition that no member be forced into the program, which will run for two years.

Approximately 200 new officers joined the ranks Sept. 17. The Dennis Straub class will fill staffing gaps at prisons around the state. Welcome, new MCO members.

Rookie or veteran, West side or East, it's very important that all MCO members keep up on their legislators' actions and vote in the November election. In this political climate, there are so many reasons to educate yourself – the threat of prison privatization is still looming here in Michigan, and your right to collective bargaining is under attack. Continue to contact legislators and make your stance heard. Let your legislators know you live in their district and you are monitoring their votes, especially on bills concerning corrections and collective bargaining.

(Find out who your representatives are by visiting <http://www.legislature.mi.gov> and clicking "Contact Your Representative" and "Contact your Senator" at the bottom of the page. Also from that page you can enter a bill number and see how your legislators voted. Take special note of votes on 2011 House Bills 4701 and 4702, which revamped retirement for the worse. To find your polling place, visit <https://webapps.sos.state.mi.us/mivote>. In case you're wondering, it's too late to register for the November election. You can also find these links on the MCO website, mco-seiu.org.)

If you haven't already, check out the ballot proposals guide in this report. Read your local newspaper to find out when and where you can meet candidates and hear debates. The people you elect to state office and the proposals you choose to add or omit from the state Constitution have a direct impact on MCO's ability to go to bat for you. Help MCO help you – educate yourself, educate your family and friends, and VOTE NOV. 6.

There's some good news on the facility security front. Tasers have been an overwhelming success in minimizing injuries to officers and prisoners alike. MCO has been advocating Taser use for about 15 years. Soon all officers will also carry gas as part of a statewide pilot program. The use of gas at Marquette Branch Prison and Baraga Correctional Facility has been a success.

Finally, a big kudos to the officers at Alger and Brooks who have recently caught visitors trying to smuggle drugs into their facilities. Any contraband entering a facility puts everyone within the perimeter in danger. We all need to tighten up and stop these dangerous acts that jeopardize facility safety.

Watch your partner's back, be safe, and stay united.



MUSKEGON REOPENS

Muskegon Correctional Facility reopened this month, and many officers at the facility have said they're glad to be back.

The 131 officers there are voluntarily participating in a 12-hour shift pilot program set to last two years. (MCO agreed to the pilot as long as only volunteers worked the longer shifts).

The officers were identified through transfer and recall in accordance with a Letter of Understanding.



Officers get ready for inmates to arrive at the recently reopened Muskegon Correctional Facility.

CHIPPEWA PICKET A SUCCESS

Chippewa officers held a picket Aug. 22 in Sault Ste. Marie to raise awareness of safety concerns. About 85 people stopped by.

At Chippewa, only one gun tower remains operational, and only for eight hours a day. Perimeter Security Vehicles have been eliminated. MCO officials and members believe these cuts endanger prisons and communities.



Corrections officers at the August picket in Sault Ste. Marie.

WELCOME, NEW MCO MEMBERS!



Left: MCO Labor Rep Jeff Foldie addresses the Dennis Straub Class in September.

Far Left: Officer Riccardo Harrison with his certificate after the Carol Howes Class graduation.



Nearly 50 men and women were honored at a graduation ceremony in August at Ionia Correctional Facility, and about 200 more recruits started training at the Michigan State Police Training Academy in Lansing in September.

The recruits will go to facilities around the state. The class that graduated in August was named in honor of Carol Howes, who retired from the Department of Corrections in May after more than 40 years of service. Most recently, she was Warden of Lakeland Correctional Facility.

The class that started in September is the Dennis Straub class. Straub was once MDOC's deputy director. He has also been a warden at Cotton and an administrator at Egeler. He got his start in corrections as a counselor.

MCO addressed the class and impressed upon them the importance of collective bargaining.

Statement of Activities 1st Quarter 2012

Revenues	Amount
Membership Dues	\$1,057,528
Non-Member Fees	\$27,288
Interest	\$7,089
From Affiliates	\$3,840
Total Revenues	\$1,095,745
Expenses	
Arbitration	\$1,357
Books	\$304
Collective Bargaining	\$2,446
Computer	\$6,547
Continuing Education	\$4,941
Depreciation	\$17,472
Insurance	\$51,448
Leased Equipment	\$5,917
Legal and Accounting	\$12,917
Media Promotion	\$113,458
Meetings and Conferences	\$54,462
Office and Administrative	\$10,280
Organizational Unity Materials	\$6,192
Pension Contribution	\$29,233
Picket	\$2,574
Political Activities	\$320
Postage	\$7,754
Repairs and Maintenance	\$11,311
Salaries	\$184,871
Social activities	\$12,100
Taxes - Payroll	\$17,735
Taxes - Per Capita	\$296,124
Telephone	\$10,795
Utilities	\$8,621
Total Expenses	\$879,549
Change in Unrestricted Net Assets	\$216,196

Statement of Activities 2nd Quarter 2012

Revenues	Amount
Membership Dues	\$885,994
Non-Member Fees	\$25,854
Interest	\$6,493
From Affiliates	\$2,880
Total Revenues	\$921,221
Expenses	
Arbitration	\$2,125
Books	\$1,907
Collective Bargaining	\$95,302
Computer	\$9,669
Continuing Education	\$4,412
Contributions	\$34,500
Depreciation	\$17,571
Insurance	\$51,700
Leased Equipment	\$6,563
Legal and Accounting	\$11,837
Media Promotion	\$6,000
Meetings and Conferences	\$76,461
Office and Administrative	\$13,546
Organizational Unity Materials	\$10,573
Pension Contribution	\$31,929
Picket	\$40,771
Political Activities	\$248
Postage	\$2,223
Repairs and Maintenance	\$10,311
Salaries	\$218,365
Social activities	\$5,586
Taxes - Payroll	\$17,681
Taxes - Per Capita	\$290,055
Telephone	\$11,394
Utilities	\$10,083
Total Expenses	\$995,812
Change in Unrestricted Net Assets	-\$74,591

Exchange Transfer List



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: Anita Pere, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to anita@mco-seiu.org. **Please contact us as well if you need to remove your name from the list.** The Exchange Transfer List can now also be found online at www.mco-seiu.org.

Name	Current Facility	Desired Facility
Matt Vouaux, E-9	Central MI/ (989) 681-6668	Saginaw
Bryan West, E-9	Gus Harrison/ (517) 265-3900	Macomb/Thumb
Keith Denman, E-9	Egeler/ (517) 780-5600	St. Louis/Carson City/Ionia
Cindy Garcia-Flores, E-9	Pugsley/ (231) 263-5253	Saginaw
Michael I. Roberts, E-9	MR/ (616) 527-2500	West Shoreline
Shannon Little	Central MI/ (989) 681-6668	Saginaw
Brandon McBride, E-9	Gus Harrison/ (517) 265-3900	Woodland/Ryan/Macomb
Zerlean Martin, E-9	Macomb/ (586) 749-4900	Ryan
Lonnie St. Andrew, E-9	Saginaw/ (989) 695-9880	Thumb
Christopher Shah	Thumb/ (810) 667-2045	Macomb
Michael Johnson, E-10	Oaks/ (231) 723-8272	Pugsley
Kevin Mayfield, E-10	Thumb/ (810) 667-2045	Macomb
Ryan Roan, E-9	Newberry/ (906) 293-6200	Chippewa/Kinross
Jeffery Krummel, E-9	Woodland/ (734) 449-3320	Thumb
Patrick Miseta, E-9	FOA/ (269) 673-0360	MTU/Pugsley
Dwayne Woods, E-9	Cooper Street/ (517) 780-6175	Macomb/Ryan/Thumb
Derrick Johnson, E-9	Parnall/ (517) 780-6004	Ryan/Woodland/Macomb/WHV
Roger VanPopering, E-9	Carson City/ (989) 584-3941	Saginaw/Central MI
Michael Wirth, E-10	Cooper St./ (517) 780-6175	Thumb
Greg Delezenne, E-9	Gus Harrison/ (517) 265-3900	Egeler
Wendy Woods, E-9	Carson City/ (989) 584-3941	Brooks/Muskegon/West Shoreline
Jessica Richardson, E-9	SAI/ (734) 475-3394	SRF/DRF/WHV/TCF/St. Louis Area
Derick Campbell, E-9	Newberry/ (906) 293-6200	Kinross
Paul Barnes, E-10	Pugsley/ (231) 263-5253	Jackson Area
Jessica Acha, E-9	Carson City/ (989) 584-3941	Pugsley
Dustin Richard, E-10	Central MI/ (989) 681-6668	Saginaw
Mike Bini, E-10	Central MI/ (989) 681-6668	Pugsley
Kirk Vogel	Oaks/ (231) 723-8272	Saginaw
Kip O'Neill	Lakeland/ (517) 278-6942	Pugsley
Roy Betterly, E-9	Alger/ (906) 387-5000	Kinross/Chippewa
Bradley McKitterick, E-9	Gus Harrison/ (517) 265-3900	JCS/JCF/SMT/RGC
Shannon Thomas, E-9	Central MI/ (989) 681-6668	Saginaw
Kerry Krakhofer	Macomb/ (586) 749-4900	Baraga
Angela Dalton, E-9	Huron Valley / (734) 572-9900	Macomb
Malcolm Cook, E-9	Macomb/ (586) 749-4900	Ryan, Egeler or Cotton
April Magnan, E-9	Thumb/ (810) 667-2045	Macomb
Alex Herbert, E-9	Ionia/(616)527-6331	Muskegon area
J. Holtz, E-9	Muskegon/(231)773-3201	Central MI/St. Louis/Carson City
Thomas Drake, E-9	Newberry/(906)293-6200	Pugsley
Ciara Burk, E-9	Huron Valley / (734) 572-9900	Carson City/St. Louis/Jackson/Ionia
Jody Sandhagen, E-9	Alger/ (906) 387-5000	Chippewa/Kinross
Andrew Overton, E-10	MR/ (616) 527-2500	Jackson/St. Louis Area or IBC
Michael Rosier, E-9	Parnall/ (517) 780-6004	Ryan
Kristie Ream, E-9	Huron Valley/ (734) 572-9900	Thumb/Saginaw
Christine Hemry, CRR	Gus Harrison/(517)265-3900	Jackson Area
Realestine Rogers, E-9	Parnall/(517)780-6004	Forensic Center/WHV
Richard Payne	Macomb/(586)749-4900	Muskegon
Wing Lam, E-9	Thumb/(810)667-2045	Macomb

RETIREMENTS

<i>Kurt Ackerson</i>	<i>Mark Gebhardt</i>	<i>Brian McWhirter</i>
<i>Georgia Alexander</i>	<i>Randle Gelispie</i>	<i>William Mickelson</i>
<i>Lois Atcher</i>	<i>Sharon Glance</i>	<i>Michael Moore</i>
<i>Robert Austin</i>	<i>Robert Goodrick</i>	<i>Shawn Mull</i>
<i>William Bailey</i>	<i>Jack Gordon</i>	<i>Stephen Nelson</i>
<i>Jeffrey Baird</i>	<i>Suzanne Grigsby</i>	<i>Terry Patton</i>
<i>Pamela Ballard</i>	<i>Jerry Grove</i>	<i>Thomas Richardson</i>
<i>Robert Bauer</i>	<i>Dale Hanses</i>	<i>Bryan Romans</i>
<i>Shelia Bright</i>	<i>Laurie Harrison</i>	<i>Michael Rubley</i>
<i>Michael Bourdow</i>	<i>John Hill</i>	<i>Milton Ruthig</i>
<i>Henry Brousseau</i>	<i>James Hines</i>	<i>William Schreiber</i>
<i>Harry Burdett</i>	<i>Scott Hodge</i>	<i>Larry Scott</i>
<i>Ronald Burton</i>	<i>Marilyn Horrison</i>	<i>Kurtice Schultz</i>
<i>Gregg Bush</i>	<i>Clare Jackson</i>	<i>Dan Serfas</i>
<i>Mark Butler</i>	<i>Robert Jackson</i>	<i>Steven Severance</i>
<i>Darnell Campbell</i>	<i>Keith Ishmael</i>	<i>Keith Shedd</i>
<i>Owen Carter</i>	<i>Terry Kauffman</i>	<i>Patricia Simpson-Gokee</i>
<i>Brian Charbonneau</i>	<i>Alex Keener</i>	<i>Vaughn Smith</i>
<i>Michelle Chartrand</i>	<i>David Kirchhoff</i>	<i>Brian Sukup</i>
<i>Charles Chmielewski</i>	<i>Kenneth Kissar</i>	<i>Bonnie Tackett</i>
<i>William Chye</i>	<i>Robbin Lafler</i>	<i>Sandra Taylor-Douchet</i>
<i>Jacqueline Clark</i>	<i>James Lamb</i>	<i>Gary Thomas</i>
<i>Mark Crist</i>	<i>Richard Langin</i>	<i>Franklin Thompson</i>
<i>Kirk Culik</i>	<i>Mark LaPine</i>	<i>George Town</i>
<i>Roger Diggs</i>	<i>Raymond LaPrairie</i>	<i>Barbara Tripp</i>
<i>William Debruyne</i>	<i>Rebecca Ledesma</i>	<i>Larry Vaive</i>
<i>Willard Doucet</i>	<i>Donald Lewis</i>	<i>Debra Watson</i>
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<i>Harvey Dutcher</i>	<i>Richard Maki</i>	<i>John White</i>
<i>Forrest Eaton</i>	<i>Mark Massie</i>	<i>Phyllis White</i>
<i>Tim English</i>	<i>Valerie McCallister-</i>	<i>Daniel Wickerink</i>
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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.



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

"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

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 Stephanie Short, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to stephanie@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