



E-COUNCIL DISCUSSES RTW; STATEWIDE CAMPAIGN ANNOUNCED

Right-to-Work (for Less) legislation was the top agenda item at Thursday's Executive Council meeting.

Chapter presidents listened to a presentation and then discussed the new law. It is apparent the state is trying to completely undermine the strength of unions.

MCO Executive Director Mel Grieshaber explained the Civil Service Commission's history and how MCO's position at the table was strengthened when it won bargaining rights more than 30 years ago.

MCO also revealed a campaign

plan to communicate RTW's effects and implications with members. Over the next 10 weeks, MCO will schedule informational meetings across the state. Members can ask questions and share their concerns about RTW at the meetings. Meeting times and locations will be announced soon. Members can also look forward to receiving literature explaining RTW in detail.

Remember, the passage of Right to Work (for Less) is an outright attack on workers and an attempt to take away our voice. These



kinds of laws can divide members, but if we don't stick

together, the employer is empowered. All members are urged to attend a meeting in their area to learn more about Right to Work.

ALGER FIGHT SENDS 22 TO SEG; LMF OFFICERS INJURED DURING STRIP SEARCH

Two Brooks officers were injured Jan. 2 when a prisoner became combative during a strip search.

The inmate kicked and punched officers. One officer suffered a broken hand. He was treated at a hospital and returned to work on light duty a few days later.

The convict was strip searched after staff saw a visitor pass him marijuana in the visiting room.

—
More than 20 Alger inmates went to segregation after refusing to leave the day room Wednesday.

Officers ordered them to return to their cells because help was needed on the yard. But the prisoners wouldn't budge, saying their day room time wouldn't be cut short. Backups were called, and the inmates eventually left the day room.

Twenty-two were sent to segregation for trying to incite a riot.

Officers were needed on the yard to conduct strip searches. Two inmates got into a fist fight on the yard and heroin was found in the area.

IN MEMORANDUM - A few members of the MCO family recently passed away. Please join us in praying for peace for their family and friends.

- Officer Samuel Felton passed away unexpectedly Dec. 29. Felton worked at the Detroit Reentry Center.

- Officer Scott McGee died Dec. 29 in a car wreck while en route to

work at Parnall.

- MCO retiree Gary Roberts passed away Jan. 4. Roberts worked at Women's Huron Valley Correctional Facility. Roberts retired early in 2012.

PRIVATIZATION UPDATE

Gov. Rick Snyder signed the prison privatization bill late Wednesday. The bill allows for the vacant Baldwin prison or any closed prison to be operated by a private company. *We'll keep you posted.*

Also, the deadline for SAI privatization bids has passed. The department received no submissions. SAI appears to be safe from privatization for now.



OJIBWAY INMATE DIES AFTER BEING ATTACKED BY TWO PRISONERS

An OCF inmate died from complications of a brutal fight that happened Jan. 11.

Two prisoners punched, stomped and kicked the inmate who later died.

The assault happened in a card room in Fox Unit. The entire

fight lasted nine seconds, proving how quickly dangerous situations can develop in prisons.

The injured prisoner was taken by helicopter to Marquette General Hospital, where he died.

Michigan State Police are investigating.

Ojibway is a Level 1 facility. The inmates accused in the assault where convicted of armed robbery, and assault with intent to commit murder.

The accused inmates are now being held at Baraga.

WORKERS STAGE ACTION DURING GOV.'S SPEECH

Hundreds gathered outside the Capitol Wednesday evening during Gov. Rick Snyder's State of the State address to send the message Michiganders haven't forgotten his controversial Right-to-Work decision.

Snyder made no mention of RTW during the speech. He referred to last year's tone in the legislature as "divisive."

The governor is trying to change the conversation to road improvement, which

took up a good portion of his speech. He also spoke about education reforms and veterans' services.

Labor activists and others chant and wave signs underneath windows that lead to the House floor, where the governor was giving his State of the State speech.

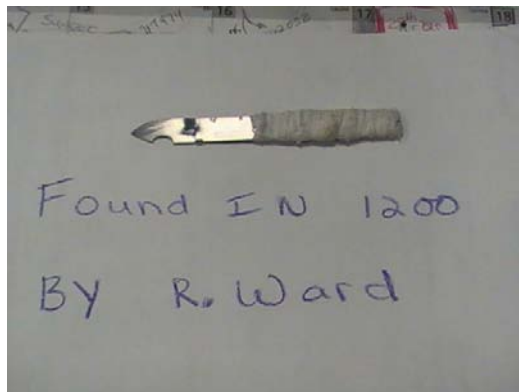


Here's a glimpse of what's been happening at a few facilities:

Saginaw • 1.9.13 • one inmate Tased during three-inmate fight

oner found with small shank and needle

Carson City • 1.12.13 • Prisoner found with tattoo needles • Prisoner found with dangerous contraband (Sandpaper, screw-driver and piece of metal)



Shank found this week at DRF.

Alger • 1.12.13 • two inmates were Tased during a fight

Carson City • 1.14.13 • pris-

NCF APPROVES 12s

Members at Newberry and Baraga voted this week on whether their facility should have 12-hour shifts.

The measure passed at Newberry with a majority of votes. Baraga members voted against 12-hour shifts.



CENTRAL MICHIGAN INMATE ATTACKED

An inmate was put on life support after enduring a brutal beating at STF Sunday.

A few inmates walked to the J unit to attack the victim. They went to the victim's cell and assaulted him, apparently stomping on his head.

The officers working in the J unit weren't regulars. It stands to

reason an RUO would have recognized the attackers were out of place.

State police are investigating the incident.

This is the second intense beating at one of Michigan's Level 1 facilities in less than two weeks.

An Ojibway inmate died days after a beating Jan. 11.

WCC OFFICER SUFFERS SERIOUS EYE INJURY

A Woodland inmate poked an officer's eye so hard the CO needed 10 stitches to repair the lining of his eye socket.

The inmate, who was under the supervision of a prisoner observer aide, picked up a chair and threw it at the officer. The inmate then lied on the floor and smiled at the camera. He refused the officer's orders to turn around to be cuffed and started kicking. Then the prisoner jabbed his finger into the officer's eye.

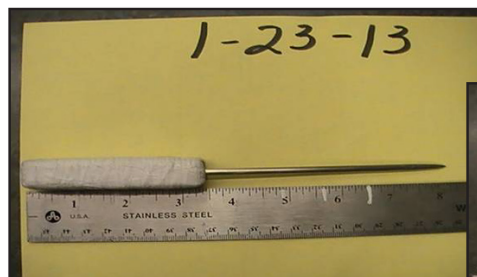
The scuffle happened Monday

and the officer had surgery Tuesday. His vision should return after the injury has healed.

If a CO had been watching this prisoner, the inmate probably would have been cuffed sooner and not had the chance to assault an officer. Aides are supposed to step back, not respond, when an inmate becomes violent, and that's what happened in this situation.

President Tom Tylutki spoke with the hurt CO and relayed well wishes and prayers from officers around the state.

THREE SHANKS FOUND WEDNESDAY AT DRF



Left: This shank was found in the E-unit bathroom during an emergency mobilization.



Right: Shanks found in the D-unit bathroom.

4 PERCENT SUIT UPDATE

The Michigan Court of Appeals has agreed to expedite proceedings on the 4 percent lawsuit.

The state must submit a legal brief by Feb. 13 and the unions must file a response by March 6. Oral arguments will be scheduled after the briefs are filed.

The unions have been victorious in lower courts and MCO is optimistic unions will prevail at this level, too.

However, it is expected whichever side loses will appeal the case to the Michigan Supreme Court. With the recent resignation of one of the justices, Gov. Snyder will be making an appointment which will give the Court a 5-2 Republican majority. Check your KYI for more updates on the 4 percent lawsuit.

BUSY DAY AT URF

Here's an update from URF. These events happened Jan. 19.
9:05 - fight between two Level 4 inmates

11:30 - Tasers deployed on two Level 4 inmates fighting in chow hall. Officer assaulted and suffers minor abrasion on head.

16:50 - Tasers deployed on two Level 4 prisoners fighting

17:15 - Tasers deployed on three Level 4 inmates fighting.



ECF INMATE USES RAZOR TO SLASH OFFICER TUESDAY NIGHT

An Oaks officer suffered serious gashes on his cheek and ear when an inmate slashed him several times.

The attack happened Tuesday evening. The inmate started talking, so the officer went to his cell and opened the door to hear

the prisoner out. The convict punched the officer several times, but it wasn't until the CO had restrained the prisoner that he realized he was bleeding profusely. He had three lacerations on his ear and one on his cheek.

The officer was rushed to

a hospital emergency room in Manistee and then to a hospital in Traverse City. He received dozens of stitches.

The officer will be off duty for several weeks until he is healed.

MCO wishes him a speedy recovery.

TWO DEVELOPMENTS THIS WEEK ON RTW

Gov. Rick Snyder has asked the Michigan Supreme Court to issue an advisory opinion as to whether state classified employees are subject to Right-to-Work laws he signed last month.

The Coalition of State Employee Unions, which MCO belongs to, believes he shouldn't have made the request. The state Constitution and court precedent make it clear the Civil Service

Commission has authority over public employees.

Also this week, the ACLU and certain unions updated a lawsuit alleging public officials violated the Open Meetings Act by locking protestors out of the Capitol while Right to Work was debated.

The lawsuit filed last month was changed this week to ask the court to prevent the laws from going into effect March 27.

RTW meetings start next week

MCO Right to Work education meetings start next week.

Members and fee payers are invited to attend meetings at the Oaks Correctional Facility training room Friday, Feb. 8. Meetings at Saginaw Correctional Facility will follow Tuesday, Feb. 12. At both facilities, meetings will be held for all three shifts, either before or after each shift.

These are the first meetings. MCO will announce more meeting dates as they approach.

18 INMATES SENT TO SEG IN THREE DAYS AT ALGER

Recent activity at LMF:

1.25.13, 12:15, two inmates went to seg for fighting, Level IV.

1.25.13, 18:05, two inmates went to seg for fighting, Level IV. Warning shot fired from post 5.

1.25.13, 19:22, two inmates went to seg for fighting, Level II. ECD deployed on both inmates.

1.26.13, 06:28, four inmates went to segregation for fighting, Level IV. ECD was deployed on two inmates.

1.27.13, 09:04, six inmates went to seg for fighting, Level IV. ECD was deployed on 2 inmates.

1.27.13, 19:45, two inmates went to seg for fighting, Level IV. ECD was deployed on 1 inmate.

RUO FIGHT CONTINUES

The Civil Service Commission classification division will soon wrap up on-site audits concerning the RUO elimination.

Once the audits are complete, the CSC will release a report and decision on whether the classification should have been cut. The parties will then have the opportunity to appeal the decision.

Check future KYIs for updates.



DEPARTMENT SEEKS PRIVATE BIDS TO OPERATE A PRISON

The Department of Corrections has issued an RFP for the operation of the vacant prison in Standish or a privately-owned prison. Interested companies can choose to bid on either facility.

Each facility is set up for 960 Level IV inmates, according to the RFP. The privatization of 960 beds could result in the closure of one prison.

The RFP does not identify the privately-owned prison in Baldwin that was operated by GEO years ago. However, that facility is the only privately-owned prison in the state.

The contract would run from July 9, 2013 through July 8, 2018.

According to state law, private prison companies must prove a 10 percent savings to get a facility contract.

The private company that takes over one of these prisons must have MDOC permission before hiring a former MDOC employee.

The RFP mentions the Department's efforts to privatize food services for prisons. The Department is uncertain if a contract will be awarded, so RFP bidders must submit one bid that includes food services and one bid without food services, according to the RFP.

Remember, the legislature passed a bill allowing privatization during the lame duck session.

And just Tuesday, the Republican chair of the House Appropriations Subcommittee for Corrections thanked Director Heyns at a hearing for running the Department like a business. MCO thinks prisons should be run like prisons.

You can find on the MCO website a list of how your legislators voted on the privatization bill and other legislation affecting corrections officers.

MCO is still adamantly opposed to prison privatization.

We'll keep you posted.

GOVERNOR UNVEILS BUDGET PLANS FOR FY '13-'14

Today Gov. Rick Snyder gave his budget recommendation for the next fiscal year. He spoke about education reforms, increasing health care spending for low earners, and improving infrastructure.

As for the Department of Corrections, the Governor proposed to appropriate about \$2 billion for the

next fiscal year, which starts Oct. 1, 2013. That number includes \$9 million for hiring about 790 new officers.

The Governor also wants to give more money to Michigan State Police to add officers.

The legislature must approve the budget before it's official.

RTW meeting schedule

Members and fee payers are invited to attend these upcoming RTW meetings:

- Feb. 8, ECF training room
- Feb. 11, Ionia Theatre
- Feb. 12, SRF training room
- Feb. 14, TCF, Multipurpose room

Meetings start before or after each shift. See your chapter leaders for exact times. MCO will announce more meeting dates as they approach.

OJT reception a success



More than 50 Terry Sherman class recruits came to MCO Central Tuesday for the OJT reception. They graduate March 1. Good luck, recruits!

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SEIU, OTHER UNIONS FILE SEVERAL RTW LAWSUITS *Meanwhile, MCO's RTW education campaign is in full swing*

Several challenges to Michigan's new Right to Work laws are now winding their way through the courts.

SEIU, Michigan AFL-CIO, Teamsters and other unions filed a joint lawsuit Monday in federal court in Detroit, claiming the laws violate the U.S. Constitution.

Another lawsuit was filed Feb. 7 in Ingham County Circuit Court, but was dismissed days later. A judge said challenges to state laws must be filed with the Court of Appeals.

And the suit requesting the laws not go into effect next month still has life. The ACLU, MEA, a few democratic lawmakers and other plaintiffs say public officials violated the Open Meetings Act when they locked the Capitol Dec. 6 while legislators took up Right to Work.

Remember, Gov. Snyder asked the Michigan Supreme Court in late January to examine the laws and give an opinion on whether Right to Work applies to state classified employees.

So what is MCO doing?

• MCO has created a Right to Work education page, where you can find explanatory articles to help you understand RTW laws. Find it on our homepage, mco-seiu.org. We'll update this page frequently with articles, video clips and other items.

• Take the We Are MCO pledge today! By signing, you're standing up to anti-worker politicians who try to silence our voice and destroy our rights on the job. By signing, you're saying you'll stick with your union for the good of working people throughout Michigan.

RTW meeting schedule

Members and fee payers are invited to attend these upcoming RTW meetings:

• Feb. 22, One Ministries (formerly Elks Lodge) in Jackson. Meeting is for Parnall.

Meetings start before or after each shift. See your chapter leaders for exact times. MCO will announce more meeting dates as they approach.

You can find the We Are MCO pledge form in the upper right corner of our website.



• Sign up to get text message alerts about RTW and other topics from MCO. Text the word "MCO" to "787753" to start.

We haven't sent out any texts just yet, but we will soon.

Winter deals online now!

Have you checked out our member discounts lately?

Find deals on sports events, hotels, car services and more at <http://www.mco-seiu.org/uniontools/discounts>. Check back frequently – we're adding new offers all the time.

Here are a few specials you'll find on the website now:

• Save 30% off the best available rate at Great Wolf Lodge in Traverse City. Offer valid Sunday-Thursday now through March 28. Reservations must

be booked by Feb. 28.

• Red Wings Law Enforcement Appreciation Night is Saturday, Feb. 23. \$10 from each ticket goes to the National Law Enforcement Officers Memorial Fund. Tickets start at \$45.

• At Kalahari Resort in Sandusky, Ohio, a family of four gets waterpark admission, a pizza, soft drinks and one night's lodging for just \$149. The offer is good certain days in February and March.

• Also, we will periodically post ticket specials for Red Wings games and Fox Theatre shows.

REPRESENTATIVE REVIVES GUN MEASURE

Rep. Joel Johnson (R-Clare) has introduced a bill to allow current and retired corrections officers to carry concealed weapons in gun-free zones.

House Bill 4133 hasn't come up for a vote or hearing yet.

You may recall a similar bill was introduced last year but was vetoed after being wrapped into a broader bill.

Johnson has MCO's full support on this bill.

We'll keep you posted on the progress of this proposed legislation. In the meantime, you can contact your lawmakers to show your support.

Read the winter MCO Report now at mco-seiu.org/publications/

mco-report. You should receive a copy in the mail soon if you have not received it already.





MCO, OTHER SEIU LOCALS, FILE RTW LAWSUITS *Meanwhile, MCO's RTW education campaign is in full swing*

Several challenges to Michigan's new Right to Work laws are now winding their way through the courts.

MCO is a party in a lawsuit filed last week with the state Court of Appeals. MCO and other plaintiffs say the Right to Work law for state classified workers violates the Michigan Constitution. The suit asks that negotiated "fair share" agreements remain in effect.

Also, SEIU and other unions filed a suit last week in federal court in Detroit, claiming the law affecting the private sector violates the U.S. Constitution.

Another lawsuit was filed Feb. 7 in Ingham County Circuit Court, but was dismissed days later. A judge said challenges to state laws must be filed with the state Court of Appeals.

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legislators took up Right to Work.

Remember, Gov. Snyder asked the Michigan Supreme Court in late January to examine the laws and give an opinion on whether Right to Work applies to state classified employees.

So what is MCO doing?

- MCO is continuing its RTW education meetings around the state to answer members' and fee payers' questions. Watch your bulletin board and KYIs for details.

- MCO has created a Right to Work education page, where you can find explanatory articles to help you understand RTW laws. Find it on our homepage, mco-seiu.org. We'll update this page frequently with articles, video clips and other items.

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RTW meeting schedule

Members and fee payers are invited to attend these upcoming RTW meetings:

- Feb. 22, One Ministries (formerly Elks Lodge) in Jackson. Meeting is for Parnall.
- Feb. 25, same location. Meeting is for Cooper Street.
- Feb. 26, same location. Meeting is for Cotton and Egeler.

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- Red Wings Law Enforcement Appreciation Night is Saturday, Feb. 23. \$10 from each ticket goes to the National Law Enforcement Officers Memorial Fund. Tickets start at \$45.

- MCO members can get discounted tickets for Red Wings games March 5, 7, 10, and 20. Other dates this season could be announced.



27-YEAR DEPARTMENT EMPLOYEE NAMED OFFICER OF THE YEAR CANDIDATES HAVE WIDE-RANGING EXPERIENCE, EXTENSIVE VOLUNTEER WORK

Ron McComb, an officer at the Handlon Training Unit, has been chosen as the 2013 Officer of the Year.



Officer Ron McComb

In his 27 years of service to the Department of Corrections, McComb has received no fewer than 10 Life Saving Awards. His volunteer work ranges from an appointed position on the State Supreme Court Foster Care Board to youth sports coach and certified griev-

ance counselor for Ele's Place.

McComb got his start in corrections after a neighbor suggested it. While he was in the academy, he made a list of goals. One of them was to be Officer of the Year.

The Michigan Corrections Training Council picks the Officer of the Year from a list of five finalists. All candidates are nominated by someone at their facility, and then five finalists are selected.

Finalists this year are:

- **Eric Grabowski, SRF**
- **John Hassen, WCC**

- **Leonard Brown, RMI**
 - **Tara Kelley, MPF**
- Congratulations to Officer McComb and the finalists!**



Officer of the Year candidates, from left: John Hassen, WCC; Tara Kelley, MPF; Eric Grabowski, SRF; Ron McComb, MTU; Leonard Brown, RMI.

TRAINING COUNCIL ADDRESSES ACADEMY CHANGES

The Michigan Corrections Training Council met last week to discuss changes for new recruit academies.

House Bill 5422, passed in the lame duck session last year, gives unspecified colleges the authority to operate training academies. It would also require recruits to pay for the academy, in-

stead of the Department paying them for their time in training. The Department claims this will save millions. These changes are scheduled to take effect April 1, but despite the Council's efforts, that deadline probably will not be met.

The Council did not take any action at its meeting last week. Council members are looking to gather more information before making decisions on how to implement changes called for in the new law.

MCO Vice President Andy Potter, who represents officers on the coun-

cil, fears future training in the colleges' hands could be inconsistent. He's pushing to maintain the highest standards of training.

MCO opposed these shifts in training. The changes could equate to lower training standards and many potential recruits may not be able to afford the initial costs of training.



Michigan Corrections Training Council

Read the winter MCO Report now at mco-seiu.org/publications/mco-report. If you have not received a copy in the mail, please call MCO Central and we will mail you one.



RTW meeting schedule

Members and fee payers are invited to attend these RTW meetings:

- Feb. 28, Comfort Inn in Muskegon. Meeting is for MTF/LRF.
- Feb. 28, MCF Training Trailer. Meeting is for MCF.
- March 8, Comfort Inn in Coldwa-

ter. Meeting is for LCF.

Meetings start before or after each shift. Go to mco-seiu.org/events or see your chapter leaders for exact times.

More meetings will be announced as they approach.



DEVELOPMENTS ON RUO DISPUTE, 4 PERCENT LAWSUIT

RUO
The Civil Service Commission has finished interviews in the RUO dispute. The C.S. Classification Office is now analyzing information gathered in interviews with former RUOs around the state. The classification office has informed MCO that it does not know when a final report and decision will be made.

4 percent

The State and the Michigan Coalition of State Employee Unions have filed briefs in the 4 percent lawsuit with the Court of Appeals. The court could now make a ruling or schedule oral arguments.

The court has granted the State and unions' request to expedite the process for a quick resolution. *We'll keep you posted.*

FEDERAL PRISON INMATE KILLS CORRECTIONS OFFICER

A corrections officer at a federal prison in Pennsylvania died in the line of duty last week.

Eric Williams, who worked at the U.S. Penitentiary at Canaan, Penn., was attacked by an inmate armed with a homemade weapon. Williams was reportedly working alone in a housing unit with more than 100 inmates. He was stabbed about 100 times, according to one report.

Williams, 34, had been on the job since Sept. 2011.

He would not have had

chemical agents or a Taser to ward off the attack, according to reports. His union is pushing for increased staffing in housing units and pepper spray for all officers. Unfortunately, budget-driven corrections is popular at the federal level, too. Hiring at the Bureau of Prisons did not keep pace with a nearly 10 percent

increase in inmates from 2006-2011, according to a government report.

A public funeral was Saturday in Nanticoke, Penn., Williams' hometown. Corrections officers from around the country and U.S. Attorney General Eric Holder attended.

Details about the stabbing and the attacker have not been released.

The FBI is investigating.



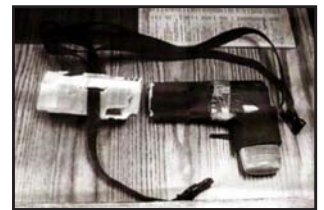
Photo courtesy of AFGE Local 3003

FAKE GUN FOUND AT DRF

A DRF inmate was found with a fake gun Feb. 26.

The convict is locked up for assault with intent to commit murder, assaulting an employee or escaping jail, armed robbery and weapons offenses. Yet, he was a Level 1 inmate for a time. Now he is a Level 2.

Watch your back!



RTW meeting schedule

Members and fee payers are encouraged to attend these RTW meetings:

- March 8, Comfort Inn in Coldwater. Meeting is for LCF.
- March 11, Pine River Township Hall. Meeting is for STF.
- March 15, SLF Training Room. Meeting is for SLF.

Meetings start before or after each shift. Go to mco-seiu.org/events or see your chapter leaders for exact times.

More meetings will be announced as they approach.

MORE THAN 120 NEW RECRUITS JOIN THE RANKS AT PRISONS AROUND THE STATE

Terry Sherman training class recruits were honored at a graduation ceremony Friday in Lansing.

The department is hiring several hundred new officers this year to replace retirees. Another

training class begins April 1.



Recruits take the corrections officers' oath.

Sherman retired in 2005 after 35 years with the department. He filled several roles at prisons around the state before he became warden at Ojibway Cor-

rectional Facility. At the ceremony, he encouraged recruits to take pride in their career.

MDOC Director Daniel Heyns called corrections officers the "bravest" and "most productive" of all civil servants during his comments at the graduation.

Lt. Gov. Brian Calley also gave remarks.

Congratulations, recruits!



BELLAMY CREEK INMATE DIES AFTER BEATING

An IBC inmate died days after his bunkmate bound and beat him.

The attack happened March 7 and the inmate died March 9 at an area hospital.

The assailant was on detention at another facility, but when he trans-

ferred to IBC, his detention was dropped. There are several recent cases of detention being waived at Bellamy Creek.

Few details on the assault have been released. Michigan State Police are investigating.

BUSY FIVE DAYS AT CHIPPEWA CORRECTIONAL

Here's a summary of recent activity at URF:

3.6.13 - 11:22 - fight in chow hall. two Level II prisoners moved to segregation

3.7.13 -10:40 - prisoner assault. Level I prisoners.

3.7.13 - 12:00 assault on H/S staff by a Level 1 prisoner.

3.7.13 - 14:46 - towers closed. Fight in big yard two Level II prisoners moved to segregation.

3.8.13 -12:00 - two Level II prisoners sent to segregation for creating a disturbance in unit.

3.9.13 - 07:23 - fight between two prisoners on the Level IV walk.

3.10.13 - 07:50 - fight call in Round unit. Seven Level IV prisoners fighting in day room. ECD deployed.

3.10.13 - 12:40 - fight in chow hall between two Level IV prisoners. ECD deployed.

WOODLAND OFFICERS INJURED IN SCUFFLE

Woodland officers suffered minor injuries when an inmate turned violent while cleaning his cell in the intake unit March 4.

The prisoner broke a broom handle and attempted to stab

an officer with it. Other CMOs quickly intervened.

One officer suffered a broken toe in the altercation and others sustained minor scrapes and bruises.

RTW meetings and news

Members and fee payers are encouraged to attend these RTW meetings:

- March 18, MRF Training Room.
- March 20, Detroit Reentry Training Room.
- March 21, WHV Training Room.
- March 25, ARF Training Room.

Meetings start before or after each shift. Go to mco-seiu.org/events or see your chapter leaders for exact times.

More meetings will be announced as they approach.

We've been asking members, "Why are you sticking with MCO?" Here's what a few of them said:

• "I'm sticking with my union, because I want to keep what I have. Without representation, it is all taken away—whatever the Governor wants."

- James Bird, LRF

• "I'm sticking with my union, because I will not turn my back on my union brothers and sisters!"

- Steve Lehto, OCF

Dinner will help member's family with cancer treatment costs

A spaghetti dinner, auction and bake sale March 23 will help the family of an FOA member.

The event will be at the Sherman Township Hall, 3854 E. Main St. in Fountain. Pro-

ceeds will assist Joe and Ami Jo Voorheis with medical expenses for their son, Adam Rader, who has cancer.

Joe Voorheis works at Lake County Reentry.



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ATTEMPT TO DELIVER CONTRABAND AT KCF FAILS

Kinross officers' vigilance prevented four containers of cell phones, tobacco and drugs from getting into the prison.

On the morning of St. Patrick's Day, a woman showed up at the perimeter fence with a plastic bag containing three canisters. A camera caught her actions, and a PSV went out to her location. When the PSV pulled up, she was talking to an inmate on a cell phone.

Another canister was in her vehicle.

Thanks to officers' efforts, the contraband didn't make it over the fence. **To the COs involved in this bust – good job!**

The canisters contained:

- 3.3 pounds of tobacco
- 4 grams marijuana
- rolling papers
- 22 cell phones
- 4 cell phone batteries
- cell phone chargers, ear pieces and other accessories
- assorted wires and wire adapters

TWO MPF PRISONERS HURT WHEN STAFFING LOW

Two Pugsley inmates have been injured in serious assaults.

On March 15, a prisoner was stabbed while he was sleeping. He suffered four facial fractures and needed 24 stitches.

Then on March 17, a convict in the courtyard area was hit over the head.

The injury required 10 staples.

At the time of the March 15 incident, only one custody officer was in the unit. The other officer was teaching MPRI. The rover position was closed when both assaults happened. Management frequently chooses to close the rover position.

COLORADO DOC DIRECTOR KILLED; SUSPECT DIES

The director of the Colorado Department of Corrections was shot and killed Tuesday evening, and a suspect has died following a shoot out with Texas cops.

Tom Clements, 58, was shot when he answered his home doorbell. Witnesses reported seeing a boxy car near the house at the time of the shooting.

Evan Ebel, the deceased suspect in Clements' death, was found in northwest Texas. Law enforcement attempted to pull him over for a

traffic violation, but the driver allegedly shot at officers' cruisers as he sped on. The car crashed, the driver got out of the car and exchanged fire with officers.



Tom Clements

Police shot Ebel and he later died.

A public memorial service for Clements will be Monday in Colorado Springs.

RTW meetings and news

Members and fee payers are encouraged to attend these RTW meetings:

- March 25, ARF, Training Room.
- March 27, DRF, American Legion Post 380 (Carson City)
- March 28, Forensic Center, auditorium.

Meetings start before or after each shift. Go to mco-seiu.org/events or see your chapter leaders for exact times.

More meetings will be announced as they approach.

We've been asking members, "Why are you sticking with MCO?" Here's what a few of them said:

- "I'm sticking with my union, because the union protects my rights, ensures fair pay and benefits, and keeps politicians from abusing workers."
- Shawn Brunett, ICF
- "I'm sticking with my union, because family sticks together."
- Kevin McGahey, URF

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RIGHT TO WORK BECOMES OFFICIAL STATE LAW

Right to Work (for Less) became state law Thursday, and once again, union supporters attended various

rallies and wore red to show their disdain.

In Lansing, about 50 people participated in a silent protest on the Capitol steps. Many held signs and covered their mouths with duct tape. Their silence symbolized the silencing of their voices at work.

Remember, Right to Work does not interfere with contracts currently in effect. The MCO contract lasts through Dec. 31, 2013.



RTW meeting schedule

Members and fee payers are encouraged to attend these RTW meetings:

- April 2, SAI, facility administration building basement. Meetings at 1 p.m., 2 p.m., 9 p.m.
- April 4, WCC, auditorium. Meetings at 1 p.m., 2 p.m., 9 p.m.
- April 8, MPF, training room. Meetings at 1 p.m., 2 p.m., 9 p.m.

More meetings will be announced as they approach.

We've been asking members, "Why are you sticking with MCO?" Here's what one of them said:

- "I'm sticking with my union, because I know and understand the strength of unions and believe in workers standing together."

- Anthony Collier, SRF

MTU OFFICER CATCHES SHANKS BEING PASSED

Corrections Officer Cooper spotted two inmates passing these shanks Wednesday while on their way to the rec yard at MTU. Good job!

Remember, you can send

shank photos to anita@mco-seiu.org and report critical incidents at mco-seiu.org.



JCF: INMATE STARTS FIRE; MOBILE PHONES FOUND

A seg inmate at Cotton set linens and paper on fire Monday, requiring the evacuation of about a dozen seg inmates.

The convict stripped the wood off a pencil and then stuck the lead into a socket to start the fire. The upper floor of L unit was evacuated. No one was injured.

Officers say the entire process went smoothly. All in a day's work for those who have Michigan's

Toughest Job.

Also, a first-shift officer at Cotton recently caught a non-custody employee trying to sneak in a cell phone during a random shake down.

When her desk was searched later, cell phones, chargers and cigarettes were found inside.

Good job on shakedowns, officers.

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DRUGS INTERCEPTED AT MPF; JCF ERT MOBILIZED

A former Pugsley inmate who knows there are no regular PSV patrols has been dropping off drugs in a prison dumpster.

He and two others were caught Tuesday trying to leave marijuana and tobacco for inmates. They were arrested.

Michigan State Police got a tip about the activity, according to reports.

Cotton ERT found eight shanks

and other contraband during a shakedown Tuesday.

They scoured the I and J units, which house a total of about 180 Level IV inmates.

ERT officers were called after an inmate alleged prisoners were making a firearm.

Fortunately, no gun parts or other evidence to confirm the report was found.

The ERT officers deserve a pat on the back for a job well done!

NEW RECRUITS STARTED TRAINING THIS WEEK

The Thomas Phillips class convened Monday at the Michigan State Police training post. There are about 150 men and women in the class.

When MCO addressed the class Wednesday, union officials introduced a new brochure to help recruits understand the union's

structure and membership benefits. MCO also explained the new Right to Work laws and how they could affect officers and the union's ability to bargain.

This class is one of the last groups to receive paid training and guaranteed placement at a facility upon graduation.

JUDGE ALLOWS RIGHT TO WORK SUIT TO PROCEED

An Ingham County judge denied the Attorney General's request to throw out a lawsuit arguing the Open Meetings Act was violated when Right to Work protestors were locked out of the Capitol.

Michigan State Police, citing safety concerns, locked the Capitol Dec. 6 while the controversial Right to Work legislation was being introduced inside.

Media reports also claim Republican legislators instructed their staff-

ers to take up seats in the House gallery so protestors couldn't watch the proceedings. The ACLU, labor unions and Democratic lawmakers filed the suit.

The Attorney General's office argued the Open Meetings Act wasn't violated because some people were inside and others could watch on TV.

Judge William Collette's refusal to throw out the case is encouraging, but the case is far from over. Stay tuned.

RTW Meeting schedule

Members and fee payers are encouraged to attend these RTW meetings:

- April 8, MPF, facility training room. Meetings at 1 p.m., 2 p.m., 9 p.m.
- April 10, AMF, facility training room. Meetings at 2 p.m., 3:05 p.m., 10 p.m.
- April 11, OCF, facility training room. Meetings at 1 p.m., 2:05 p.m., 9 p.m.
- April 12, MBP, facility training room. Meetings at 1 p.m., 2:05 p.m., 9 p.m.
- April 13, LMF, facility training room. Meetings at 1 p.m., 2:05 p.m., 9 p.m.

For more meeting times, visit mco-seiu.org/events.

Did you see the "I'm Sticking with MCO" video? Members tell us why they need a union and why they're committed to MCO.

Check it out at mco-seiu.org!

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BULLETIN

APRIL 12, 2013

40 CO JOBS COMING TO DETROIT MOUND TO REOPEN AS STATE-OPERATED CITY LOCK-UP

MCO has just received confirmation Mound Correctional Facility will be reopened as the Detroit city lock-up this summer, and its operation will be contracted to the MDOC.

Detroit Mayor Dave Bing announced the Intergovernmental Agreement between Detroit and the State of Michigan today. The arrangement will allow Detroit cops who work in jails to switch to patrols, and **create jobs for about 40 state corrections officers!**

This is fantastic news. Many MCO members living in the Detroit area were bumped far from home when Mound closed, and again later when Tuscola closed and Ryan was repurposed.

Recall rights and other details will be ironed out in the coming weeks. MCO President Tom Tylutki has requested a meeting with MDOC Deputy Director Tom Finco to discuss particulars. Please be patient. We will share information with you as soon as we have it.

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BELLAMY CREEK OFFICERS THWART ESCAPE ATTEMPT

IBC officers' quick response stopped an inmate from escaping April 6.

The prisoner apparently found a place to hide on the big yard and didn't return to the protection seg unit with other inmates. Later, an

officer spotted him from across the yard. The convict was climbing the inner fence. He ignored orders to let go of the fence, and he was Tased. Now he's in disciplinary segregation.

Thankfully, no one was injured and no inmates escaped.

DISTRICT ATTORNEY FILES CHARGES AGAINST NCF INMATES

NCF members say the recently elected District Attorney Joshua Freed is pursuing charges against inmates for offenses like weapons possession and assault.

One inmate just waived a preliminary hearing on one count of assault on a prison employee and three counts of weapons possession.

In that incident, a prisoner

elbowed an officer in the face while staff were trying to restrain him after running away from a shake-down.

Officers found the convict had a shank, and another shank was discovered in his belongings.

The chapter supports the efforts of NCF administration, Michigan State Police and the district attorney to bring these charges.

ALGER OFFICERS HURT

An Alger inmate punched an officer in the face several times Monday while walking back from lunch.

The inmate was mouthy and belligerent and refused orders to put his hands behind his back while walking. He punched an officer, who suffered bruising and a jaw injury. Another officer who responded suffered a knee injury.

Earlier that day, the inmate refused to accept a copy of a misconduct ticket and also refused to leave a shower.

The inmate was transferred to Marquette after the assault.

Officers, watch your backs and stay safe.

RTW Meeting schedule

Members and fee payers are encouraged to attend these RTW meetings:

- April 13, LMF, facility training room. Meetings at 1 p.m., 2:05 p.m., 9 p.m.
- April 15, NCF, facility training room. Meetings at 5 p.m., 6:10 p.m.
- April 16, KCF, Kinross Township Hall, 4884 W. Curtis St., Kincheloe, MI, 49788. Meetings at 1:45 p.m., 3:15 p.m., 9:45 p.m.
- April 17, URF, facility training room. Meetings at 12:45

p.m., 2:10 p.m., 8:45 p.m. These are the last remaining meetings.

Sign the pledge

If you haven't done so already, please go to mco-seiu.org and take the We are MCO pledge. The pledges are a good way for MCO staff and leaders to gauge member commitment and future needs.

The pledge asks members why they're sticking with their union. Here's what one of them said:

- "I'm sticking with my union,

because they are protecting the work place rights and safety of corrections officers of Michigan as well as giving us a fair wage and decent benefits for a tough job that very few want to tackle."

- Dave Weeks, SRF

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INMATE SENTENCED TO DECADES FOR CO ASSAULT

A former RGC inmate has been sentenced to 40 to 60 years in prison for assaulting a corrections officer with intent to commit murder.

Jabari Johnson, 20, was sentenced this week after a February trial. The inmate held a shank to an officer's throat and threatened to kill him. Another officer came to the scene and talked Johnson down. Eventually the prisoner obeyed orders to put down the weapon. The officer suffered minor injuries.

The confrontation started when the officer went to Johnson's cell to take down a blanket covering a window. The officer also found spud juice in the cell.

The CO spilled some of the spud juice while removing it. The officer was grabbing a mop for the prisoner when he was attacked.

At the time of the assault, Johnson was imprisoned for carjacking, robbery and home invasion.

Johnson is now housed at ICF.

This is yet another reminder of the dangers that lurk around every corner inside the walls. Watch your back, watch your partner's back and stay safe. MCO is diligently sharing stories like these as proof of the dangerous job you do every day. **Please share stories like this with us so we can spread the word.**

SHOT FIRED AT LMF DURING YARD FIGHT

An Alger inmate was punched and kicked in the head in what was appeared to be a gang-related attack.

During yard time Monday, two convicts jumped on another prisoner and beat him unconscious. A warning shot was fired. A shank was found later in the area of the fight, but the victim wasn't stabbed.

The injured man was treated at a local hospital and is now in protective seg at LMF. The attackers are in disciplinary seg.

SAGINAW OFFICERS DEAL WITH ESCAPE ATTEMPT, ASSAULT

Wednesday was a busy day at SRF.

A Level IV inmate attempted to escape. The prisoner scaled the fence that divides the Level IV yard and the big yard. He was headed toward the inner fence when an officer displayed his Taser and demanded he stop. Two other officers restrained

him. The convict is charged with attempting to escape and being out of place.

Later that day, an inmate was attacked by two other prisoners. They used a 7-inch shank. No one was seriously injured.

On third shift, a nurse reported seeing a man leave a parked car and run

into a corn field, which backs up to a level I housing unit. Corrections officers and local police searched the area but didn't find anyone.

If an ARV had been on patrol, maybe the man would've been caught, or he wouldn't have snuck off behind a prison at all!

NO SEQUESTRATION LAYOFFS ON HORIZON

No state employees will be laid off due to sequestration, the State Budget Office announced this week.

State employees recently received notices saying layoffs could be a result of the federal government's sequestration, but this week's announcement should put members at ease for the time being.

Right to Work Update

The Right to Work education meetings have wrapped up for now.

MCO President Tom Tylutki, Vice President Andy Potter and Executive Director Mel Grieshaber visited every chapter to tell members what the new laws mean for the union and to answer questions about

RTW.

Member turnout was poor at some locations and excellent at many others.

Overall, the meetings were positive with frank and good exchanges about RTW and other issues affecting members.

MCO leaders received good input from members and found it encouraging so many members ex-

pressed outrage at the attempt by RTW proponents to silence workers' collective voice. If you haven't yet, now is a great time to check out our Right to Work education page. Go to mco-seiu.org and click Right to Work Education Resources on the right.

We'll keep you posted on MCO's efforts to inform and rally members against RTW.



A HANDFUL OF RETIREES RETURN TO WORK IN ACCORDANCE WITH HB 5881

A few retirees recently went back to work in state prisons. The Michigan Department of Corrections is allowing these officers, known as non-career corrections officers, to work up to 1,040 hours through September to save on overtime costs. These officers may still collect their pensions.

As of April 13, which is the most recent information we have from the state, only two retirees are working in prisons. MCO leaders have heard of at least one more starting last week.

MCO would like to remind all members that the non-career corrections officer program WAS NOT bargained. The Department of Corrections pushed for it, and the Michigan legislature approved it in the final hours of December's Lam Duck session. (If you'd like to do your own research on the bill, go to legislature.mi.gov, click bills on the left, select the 2011-2012 legislative session and search for 5881.)

MCO was opposed to this every step of the way. MCO Executive

Director Mel Grieshaber testified twice before the legislature last fall, telling lawmakers the plan could risk the safety and security of the facilities. And MCO urged members to email and call their lawmakers to voice their opposition.

But now these part-time officers are working alongside career officers, and you're all doing the same dangerous job.

Officers must continue to be professional and work as a team for safety. Don't let this hurt our solidarity!

WEAPONS FOUND AT CENTRAL MICHIGAN, CARSON CITY



This throwing knife was found last week at Central Michigan. The weapon was wrapped in toilet paper, slid into an empty toilet paper roll, stuffed into an empty chip bag and thrown in a trash can in an inmate's area of control.

A similar knife was found at

STF about four months ago.

The inmate was transferred to SLF, a Level IV. STF is a Level I.



These weapons were found in the common area of the DRF A-unit during a mobilization drill Wednesday.

KYI CORRECTIONS

• The April 19 KYI story "Inmate sentenced to decades for CO assault" contained an error. The assault happened at JCF.

• The April 5 KYI story "Drugs intercepted at MPF; JCF ERT mobilized" contained an error. The Jackson ERT team was mobilized.

MCO apologizes for these errors.

Read the spring MCO Report now at mco-seiu.org/publications/mco-report.

Members should receive a copy in the mail any day. If you don't receive yours, please call MCO Central.



IN MEMORIAM

Recently retired corrections officer Frazier Puckett passed away April 11. Puckett was an officer for about 17 years. She worked at the Detroit Reentry Center. Please keep Puckett's family in your prayers.

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**NON-CAREER COs COULD BE HERE TO STAY, IF NEW BILL PASSES
IMMEDIATE ACTION NEEDED ON H.B. 4664 — ASK YOUR REP TO VOTE NO!**

Yesterday, the House corrections budget chairman Greg McMaster introduced a bill to remove the sunset of Sept. 30, 2013 from the law that allows retirees to work part time in prisons.

This would let the program – which the Department of Cor-

rections claimed was just a stopgap measure while they trained new officers – continue indefinitely!

Although MCO encourages all members to support and work as a team with any retirees hired, we continue to oppose the principle of retirees working and will argue

against removal of the sunset.

We ask all members to call their own representative to voice their opposition to H.B. 4664.

Go to mco-seiu.org to research the bill and contact your state representative now! Ask them to vote no!

CONTROVERSIAL PRIVATE COMPANY WILL TAKE OVER FOOD SERVICES

A private company will take over food service operations at state prisons after all.

Aramark – a company with a questionable reputation – will take over food service inside Michigan prisons. The company will also provide some security services. MCO asked MDOC Wednesday to define the specifics of the security services the company will provide, including any impact it might have on officer assignments. The department hasn't responded yet.

In light of this news, MCO has once again voiced to the depart-

ment its long-standing opposition to any and all privatization.

Here's how this happened:

DOC officials announced March 1 they would not award any food service bids.

The DOC and the Department of Technology, Management and Budget changed their minds after a legislative committee hauled them in for a hearing later that month, criticizing the math used to conclude none of the bids would have resulted in significant savings.

The committee complained private bidders couldn't make an

apples-to-apples budget comparison and the bidders had to estimate costs for feeding all prisoners three meals a day even though many skip breakfast.

Magically, the DOC and DTMB now say Aramark will save \$16 million, or 20 percent, annually.

Aramark's checkered history includes a mess of accusations of subpar, unsanitary food, as well as lawsuits on allegations of sexual harassment and racial bias.

Aramark's takeover date hasn't been set. No contract has been signed yet.

TONS OF WEAPONS, NEEDLES FOUND AT MPF; SHANK BURIED IN SNOW AT OCF

These shanks (left) are just some of the weapons found on third shift April 22 at Pugsley. These three were hid-

den in holes stuffed with insulation under uri-

nals. Eleven tattoo needles and other weapons were also found on the shift. Pugsley is a Level I.



This shank (left) was found recently in a melting snow bank on the yard at Ojibway.



ARAMARK ANNOUNCEMENT DOESN'T MEAN COs WILL BE REPLACED

Department of Corrections administrators tell MCO they do “not intend to replace any correctional officer positions and/or security assignments because of the potential Aramark contract.”

The Department announced last

week Aramark will take over food service operations and provide security. MCO immediately asked for details on the security Aramark will provide, including whether officers positions of assignments could be affected. Some questions still linger,

but in a response given this week, the Department says it doesn't intend to replace officers.

MCO is still totally opposed to the privatization of food services. We all know it will ultimately be you, officers, keeping the facilities safe!

E-COUNCIL, CENTRAL, CO BANQUET HELD THIS WEEK LMF FIGHTS INJURE THREE

The Executive Council and Central Committee met this week in Lansing.

E-Council members and Central Committee delegates were updated on the Right to Work campaign and potential legislation, like the bill to take the September 30 sunset out of the law that allowed retirees to return to work.

Also this week was the Corrections Officer of the Year Awards Ceremony and Appreciation Banquet. MCO took photos of Officer



West Shoreline Officer of the Year Robert Pierce with Warden Mary Berghuis.

of the Year facility winners and their families.

For more photos and details,

see the Summer 2013 MCO Report coming next month.

Three Alger inmates were injured in armed fights Wednesday. The first fight broke out in front of the chow hall around lunchtime. A prisoner beat another convict with a lock on a belt, causing a chin laceration that required 12 stitches. The “victim” had a homemade shank. The inmate with a lock on a belt suffered minor injuries. Both were sent to administrative segregation.

Then at dinner, another fight started outside the chow hall. An inmate pushing a food cart to seg was punched unconscious. He was treated at a hospital and he is now in an observation cell. The attacker is in admin seg.

The fights were not related.

LABOR NEWS: FAST FOOD WORKERS STRIKE, TEACHERS TAKE HIT

Here are two labor stories developing in Michigan this week:

Detroit fast food workers joined their counterparts in Chicago, New York and other cities in a strike for higher wages.

The fast food workers are fighting to earn more. Many striking employees only make \$7 to \$8 an hour – hardly enough to rent an apartment or take care of children. Go to <http://detroit15.org/> to sign a petition of support.

The 6th Circuit Court of Appeals – a court one step below the U.S. Supreme Court – has ruled a Michigan law barring school districts from collecting union dues from paychecks will stand.

Public Act 53, passed in 2012, further attacks teachers' and school employee unions.

P.A. 53 will now go into effect for teachers and school workers after current contracts end.

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BULLETIN

MAY 13, 2013

THE FIGHT CONTINUES: ORAL ARGUMENTS SCHEDULED IN 4% LAWSUIT

After a long wait, the Michigan Court of Appeals has scheduled oral arguments in the 4% lawsuit. The Court will hear arguments at 10 a.m. June 12 in Lansing. MCO received the news this morning.

The Court has no deadline for writing an opinion after the hearing. The Court will not announce a decision June 12.

Last fall, an Ingham County judge sided with the State Employee Union Coalition. The judge agreed the legislature overstepped its bounds in demanding employees under a defined benefit plan contribute 4% of their paycheck to the Employee Savings Fund. The law also extended the 3 year final average compensation to a 6 year period. The state appealed the decision to the Court of Appeals.

Again, MCO and other state employee unions are fighting to move this case along quickly. It is frustrating the legal process moves so slowly. We will continue to update members on all new developments. All updates will be mentioned in a KYI or bulletin, in addition to the website, mco-seiu.org.

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MPF MEMBERS VOTE IN FAVOR OF 12-HOUR SHIFTS THIS WEEK

Pugsley members approved 12-hour shifts Wednesday by a vote of 79-46.

MPF will be the third facility to run on the longer shifts. Newberry switched to 12-hour shifts in

March after a membership vote.

Votes have also been held over the last few months at Baraga and St. Louis.

Members at those facilities voted against 12s.

LEGISLATIVE UPDATE: BUDGET NEARLY DONE; RETIREES BILL PROCEEDS

The Senate and House Corrections budget conference committee has approved one version of the department's budget. The House has approved it at this point. The Senate intends to vote next week.

The budget for the 2014 fiscal year is almost 2 percent higher than this year's budget. The House had drafted a version of the budget that eliminated \$9 million for training academies, but a version agreed upon last week

includes the funding. Gov. Rick Snyder recommended the \$9 million and the DOC agreed it was appropriate.

The full state budget will be determined after all departmental budgets are approved.

The House Appropriations Committee has sent to the full House the bill to remove the sunset from the law that allowed retirees to return to work part-time while collecting a pension. This

would pave the way for retirees to work indefinitely.

The House of Representatives will now vote on the measure. The date of the vote hasn't been scheduled.

MCO Executive Director Mel Grieshaber testified against the bill last week. It was Grieshaber's fourth time to testify before the legislature on this topic. You can hear his testimony here: soundcloud.com/kristendaum/mel-grieshaber-on-why-the-mco.

NO NEWS FROM CLASSIFICATION DIVISION ON STATUS OF RUO REPORT

Although the CSC classification division told MCO a report on the RUO elimination would be finished by mid-May, MCO has not been notified that the report is complete.

MCO officials are eagerly awaiting this report. Information will be shared as soon as it is received.

Updates on the RUO and 4% disputes are posted on our website, mco-seiu.org.

SENATOR PLANS TOWN HALL FOR CORRECTIONS

Sen. Tom Casperson is hosting a Corrections town hall meeting June 14 in Munising. The event will start at 10 a.m. at Sydney's Restaurant. We strongly encour-

age all officers working or living in the U.P. attend this town hall to learn more about Casperson's views and the legislature's attacks on corrections.

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RUO REPORT TO BE RELEASED NEXT WEEK, CSC SAYS

The CSC classification division tells MCO it will release the RUO report next week.

MCO was told in April the

report would be out in mid-May. This week, our contact in the classification division says the report will be ready next week.

MCO is sharing information on this struggle as soon as it is available. Please watch your KYIs and mco-seiu.org to get updates.

RPA, DIRECTOR HEAR CONCERNS

Southern region chapter presidents met with RPA Bruce Curtis and MDOC Director Dan Heyns Wednesday at MCO Central. Each chapter president had a time to discuss their chapter concerns and issues.

Of particular interest to chapter leaders was news that most of the still-manned gun towers will be closed on all shifts. All leaders



Southern RPA Bruce Curtis and MDOC Director Dan Heyns listen during the Southern Region RPA meeting this week.

voiced strong opposition to closing towers. MCO Central has not been given formal notice of any closures, but according to a facility memo a member shared with MCO, this is being done to save money – surprise, surprise!

IONIA PICKET IN THE WORKS

Officers at Ionia Correctional Facility are planning an **informational picket 12:30 p.m. – 3 p.m. June 21** along the highway outside the prison at **1576 W. Bluewater Highway**. The picket is to protest and educate the community on the planned closure of the few gun towers still manned at ICF and other Ionia prisons.

Let's get a good showing out there. Please attend and bring your family and friends, too.

For more info, visit ICF MCO on facebook or email icf.mco@gmail.com.

BUDGET AWAITS GOVERNOR'S APPROVAL; RETIREES BILL STILL ACTIVE

This week, the legislature approved a \$33.6 billion general omnibus budget, which is now waiting on the governor's signature.

The FY '14 budget sets aside \$2,056,646,800 for the Department of Corrections. That figure is a \$38 million, or 1.9 percent,

increase from the current fiscal year. The budget includes \$9 million for academies.

For more on the budget, see the summer MCO Report coming soon.

Meanwhile, the House approved a bill yesterday that would remove the Sept. 30 sunset from

the law that allows retirees to work while collecting a pension. The measure passed 58-51. The bill now goes to the Senate for approval. **If you haven't yet, please go to mco-seiu.org to send your senator an email asking them to vote no on H.B. 4664.**



SPECIAL BULLETIN

June 19, 2013

***** PLEASE POST AT YOUR FACILITY *****

RUO FIGHT CONTINUES

The Civil Service Office of Classifications issued its RUO study which ruled against MCO. MCO will file an appeal on the RUO classification study by this Friday, June 21st. We expect that it may be a laborious process and have both MCO attorneys and a law firm in Detroit working on the appeal.

To facilitate the appellate consideration of challenges to the 6/14/13 classification study, MCO has received confirmation from the Office of Technical Complaints and the Acting State Personnel Director that appellate rights of all affected employees will be protected if a technical appeal is filed by any affected employee.

MCO will be representing affected members (former RUO) in the appeals process. Although it is not necessary, any former RUO has a right to file their own technical appeal and represent themselves, or designate another representative, by filing a separate CS-212a form by contacting Civil Service. Employees representing themselves will incur all expenses on their own. MCO will not reimburse or give monies to members to maintain outside counsel. MCO cannot afford to commit resources on duplicative levels.

Bottom line is that MCO will be representing all former RUO's, so individuals do not need to file their own appeal unless they want to. The decision that will be rendered by the technical appeal hearings officer will cover everyone.

The fight continues....

FORMER RUOS ON RECALL LISTS MUST ACT!

Employees who are former RUOs and are on recall lists please note the following:

Because of this language, anyone who was a former RUO, and is now a CO, and is on a recall list to a lay off unit, must request to have recall rights to former classifications (i.e.: CO) added as long as they were not an expedited recall. Former RUO's on recall lists should contact their HRO to place their name on the CO recall list as soon as possible.

Article 14, Section F, states:

Section F. Recall Lists

1. Laid Off Employees. Recall lists shall be maintained by seniority for each classification for the layoff unit affected by layoff. Each laid off employee shall automatically have his/ her name placed upon the layoff unit recall list, in order of seniority, for the classification, and layoff unit, from which he/she is laid off.



BULLETIN

JUNE 26, 2013

MCO MOVES AHEAD WITH APPEAL OF RUO DECISION

As indicated last week, MCO is preparing to appeal the unfavorable Classification Study relating to the RUO/CMUO abolition. MCO has been in contact with the CSC and its General Counsel on several occasions since the release of the study. **MCO is appealing the study on behalf of all affected members.**

Since receiving the study, MCO's attorney and attorneys from the law firm of Sachs Waldman have met to strategize. Because the appeal is of a technical nature, the framing of the issue for appeal must be very thoroughly researched.

MCO has been granted an extension until July 26, 2013 in which to file the appeal.

In addition, MCO asked the CSC to hand over all materials related to the classification study. The CSC gave MCO more than 1,650 pages of documents. Union attorneys are now pouring over the materials and other resources for information that could be useful in an appeal. This process is time consuming but it is imperative that MCO proceed deliberately and thoroughly.

MCO will notify its members of any substantive information that develops throughout the appeals process.

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4 PERCENT HEARING HELD, BUT NO DEADLINE FOR OPINION

The Michigan Court of Appeals recently heard arguments from state employee unions and from the attorney general's office in the 4 percent case.

The State Employee Union Coalition argued the Michigan Constitution states all compensation

issues are under the jurisdiction of the Civil Service Commission. The state legislature overstepped its authority when it voted to require all state employees under a defined benefit plan to give up 4 percent of their earnings, the unions argued. The attorney general's rep-

resentative said a pension does not fall under constitutionally-protected compensation.

The Court will now write an opinion. The judges have no deadline. As soon as MCO receives the opinion, it will be shared with members.

AROUND THE STATE: ASSAULTS, SHANKS, GANG ACTIVITY KEEP OFFICERS BUSY



This shank was found hidden in a garden at DRF.

A shank concealed by plants was found nestled in a garden at DRF. The sharpened steel weapon was attached to plants with zip ties. Also at DRF, staff discovered cell phones, a cell phone charger and tobacco hidden inside a radio. The radio had been mailed to an inmate.

These items were just some of the contraband found last month at DRF.

LMF officers and staff recently dealt with explicit gang activity, including a slashing and a hit kite.

It started when an inmate suffered a 6-inch cut to his face June 20 while walking back from the yard. The next day, two inmates had to be

Tased during a fight in the dining room.

Officers intercepted the hit kite and received other information over the next few days, but the situation was kept under control. Staff dealt with this threat well.

At Saginaw, officers found a total of five gallons and 24 20-ounce bottles of spud juice in two separate incidents less than a week apart.

Wondering why activity at your joint isn't in KYI? Send details on contraband, assaults and other happenings to anita@mco-seiu.org.

RECRUIT CLASS FOR FOOD SERVICE ANNOUNCED

The Department is planning to offer a special recruit class for food service employees who will be affected by food service privatization.

This week, the Training Council approved the Department's request to allow food service workers 18 months to complete the educational requirements to be a corrections officer.

The class has not been scheduled yet.

Read the summer MCO Report now at mco-seiu.org/publications/mco-report.

If you have not received a copy in the mail, please call MCO Central to request a copy.





MCO FILES COMPLAINT WITH DEPT. OF LABOR ON 'PORTAL-TO-PORTAL' TIME

For the past few weeks, MCO has been in touch with the Detroit Field Office of the Department of Labor.

MCO has been investigating the uncompensated travel time from the point officers punch in until they reach their assignment.

This travel time, known as "portal-to-portal," has been a contentious subject within all work forces for decades.

MCO arbitrated one of these cases in, or around, 1994 and lost. In that case, MCO alleged that the time it took for an officer to travel after being relieved from

an assignment but before punching out should be compensable. Arbitrator Donald Sugarman disagreed. (See MDOC v. MCO, AAA 54 39 0185 94.)

In its latest quest, MCO is attacking the period traveling to the officer's assignment. The courts have determined that these cases are very factually based, with a focus on "activity being performed."

In many cases, employees within similar workforces are not compensated for what appears to be similar "portal-to-portal" travel. MCO, however, feels that the activity of the officers, from the point

in time that they punch in until they reach their assignment, meets the standard of "work time" as used in the Fair Labor Standards Act.

MCO has filed a complaint and supporting documents with the DOL. Several officers from various institutions have released payroll/timekeeping documents to support MCO's claim.

The DOL is currently reviewing the documentation submitted by MCO.

It is MCO's hope that the DOL will cast a state-wide investigation in the very near future.

RECENT CRITICALS: ARF OFFICER ATTACKED; HEROIN FOUND AT SEVERAL JOINTS

ARF officer hurt

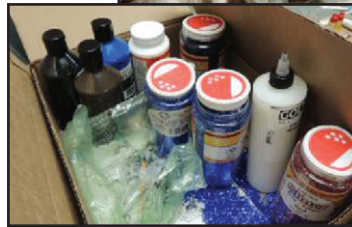
A Gus Harrison officer is still off work after an attack June 16.

The CO was assaulted while trying to put an inmate known to have the potential to be combative into bed restraints. Officers say too few staff members were at the scene.

The officer suffered a broken nose, a broken tooth and neck injuries. He was treated and released from a local hospital.

MCO hopes he has a quick recovery.

tine unit
shake-
down
Tuesday.



Nice work, officers!
An inmate

was also stabbed on the big yard at MCF last weekend. No details about the assault were available.

Visitor passes drugs

Michigan State Police arrested an Macomb visitor Monday for allegedly passing a package of drugs and tobacco to an inmate.

A staff member monitoring a visiting

room camera saw a woman reach near her waist and then hand a package to a prisoner. Staff took the package from the inmate and found heroin, cocaine, tobacco, marijuana and rolling papers. The heroin and cocaine were packaged in balloons.

MSP arrested the woman and the inmate was sent to segregation. Good job by all!



Heroin, fence climbing at SRF

Two Level II inmates at SRF were caught shooting up heroin June 21. Four packs of heroin and a homemade syringe were found. And Thursday, an inmate cut his arm while trying to get over a fence. He was given an out-of-place ticket.

RTW UPDATE: SUPREME COURT STAYS OUT OF THE DEBATE FOR NOW

The Michigan Supreme Court announced today it will not issue an advisory opinion on whether Right to Work is Constitutional or if it should apply to state

employees.

Gov. Rick Snyder asked the Court in January to weigh in on RTW. State employee unions, including MCO, argue

the Civil Service Commission alone has authority over state employees, according to the Michigan Constitution.

Stay tuned for further developments.



BULLETIN

JULY 8, 2013

DETROIT DETENTION CENTER TO OPEN AUG. 1

Two housing units at the former Mound facility are projected to open Aug. 1, and the Department of Corrections sent recall letters today.

Recalls were issued out of seniority order to fulfill the Bona Fide Occupational Qualification (BFOQ). Officers in the MCO bargaining unit will fill 44 positions at the new Detroit Detention Center, and 17 of those jobs must be filled by women. Pursuant to Civil Service Rule 1-8.4, the Department requested and was approved by Civil Service to establish gender based BFOQs for the female Housing Unit. The 12 women on the list have been recalled, leaving openings for five more. MCO and the Department are discussing how to select female officers to fill the vacancies.

At this time, the Department will allow exchange transfers to DDC only for people in the layoff unit. Exchange transfer requests must be emailed to David Silsbury at SilsburyD@michigan.gov by 5 p.m. July 15. Requests sent to David Silsbury are irrevocable — you must follow through with a transfer to DDC if your request is approved.

The city lockup will be a different environment with new challenges for state corrections officers. Several hundred new detainees will be booked after arrest each week, and detainees will be held for no more than 72 hours. Many will be arrested on the streets and will need time to detox. COs will search and fingerprint detainees and administer breath tests in the housing units. They'll also be involved in video arraignments and booking. DDC employees will be trained for these new tasks.

The facility is being remodeled to hold up to 150 men and 50 women. Michigan Reformatory Deputy Warden Anthony Stewart will leave his post to oversee operations at DDC.

MCO will keep members posted throughout this process. Watch your KYIs and bulletins in the coming weeks for more information.

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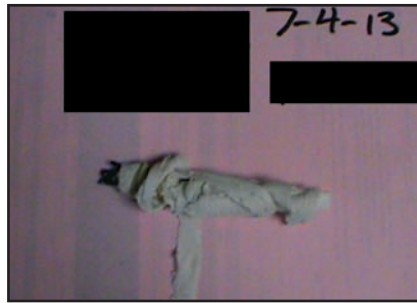


ALGER INMATE CUT IN POSSIBLE GANG VIOLENCE

An LMF inmate was slashed in a housing unit day room on the Fourth of July.

Officers believe this attack may be related to the gang activity that flared up in the same housing unit last month.

The victim was rushed to an emergency room, where he received stitches to the injury on his face. The weapon used in the attack was made from a razor blade.



This shank was used in an LMF assault last week.

Staff did not see the assault, but a video camera recorded the incident.

Four prisoners (the assailant and three helpers) went to segregation.

APPLY NOW FOR DDC

Officer positions at Detroit Detention Center have been posted online. To apply, go to agency.governmentjobs.com/Michigan and click "internal job vacancies" on the left. The job number is 4750-13-10DDC.

The job posting is for corrections officers who are not on the recall list but would like to work at DDC. The posting is for female officers only due to the BFOQ.

NO SHORTAGE OF WEAPONS, ASSAULTS AT CARSON CITY CORRECTIONAL

This shank was found July 3 in the hollow center of a support holding up bathroom stall partitions in a DRF housing unit.



Shank found at DRF July 3.

7.7.13 – inmate cut on face.

7.9.13 – inmate assaulted on yard. Swollen jaw and hand but no bone fractures.

7.9.13 – another inmate assaulted on

yard. Received stab wounds to face and shoulder.

Reminder – MCO can't print any chapter news if we aren't contacted. It's particularly important that we're contacted in cases of serious officer assault. But even something that may seem routine to an officer may surprise legislators, reporters and other community leaders who read the KYI.

Help us spread awareness of what it's like to work inside the walls. You can email anita@mco-seiu.org.

CONCEALED CARRY CLASS ONE OF MANY MCO DISCOUNTS

Thinking about getting a concealed carry permit? Corrections officers and their families can take a concealed carry class for only \$75 (normal price is \$90).

Go to midmichigancpl.com to register. Call Chris Walker at (517)285-9468 with any questions. Walker is a retired correc-

tions officer and a police officer.

This is just one of the great deals available on our website. We have discounted tickets for concerts in Detroit, Cedar Point and more!

Check them out at <http://www.mco-seiu.org/uniontools/discounts>.

SCHOLARSHIP UPDATE

2013 MCO Scholarship winners have been selected. Twenty sons and daughters of MCO members have been awarded \$750 each. All applicants will receive a letter in the mail soon.

Congratulations to the winners and good luck to all on meeting your educational goals.



PRIVATE PRISON BIDS SUBMITTED

The Department of Corrections has received two bids for operation of a Michigan prison.

The GEO Group and Management and Training Corporation submitted bids before the deadline last week. An evaluation committee will review the bids.

The Department issued a Request for Proposal earlier this year for the operation of either

Standish or a privately-owned prison. The RFP called for 960 beds, which MCO leaders think could potentially close a state-run prison. The Department has not contacted MCO to discuss how this transition might affect members.

The state legislature passed a bill in lame duck session to approve private prisons in Michigan.

GUNS MAY BE ALLOWED ON PRISON PROPERTY

The MDOC issued a memo this week indicating that employees may now request to bring their personal pistol onto facility grounds. Permission must be received by the warden and the firearm must be secured in your vehicle under conditions required by the Department's Ordinance Manual.

Last year, MCO pursued this issue through the legislature but backed off when Director Dan Heyns requested MCO give the

Department some time to consider the issue, preferring to do it as a Department Directive rather than through law. MCO has been in conversation with legislators again this term on a possible bill that would allow COs to bring concealed weapons onto prison property, as well as other possible gun legislation.

Although it took longer than expected, this policy is a step toward making officers safer as they come and go to work.

HEAD TO IONIA FOR COPS DAY JULY 24

It's that time of year again! COPS Day at the Ionia Free Fair is July 24. All law enforcement officers, including corrections officers, are welcome to come out and get free snacks, toys, MCO

gear and discounted ride wristbands. The fun starts at noon.

Visit the hospitality center in the Administration Building. The fairgrounds are located at 317 South Dexter Street in Ionia.

PORTAL-TO-PORTAL UPDATE

The union is in discussion with attorneys on possible legal action on portal-to-portal time.

As reported two weeks ago, MCO has filed a complaint with the Department of Labor, arguing corrections officers should be paid for time needed to perform tasks, such as gathering equipment and traveling, before reaching an assignment.

QUICK UPDATES

STF

7.5.13 – Inmate stabbed several times on yard.

7.6.13 – Inmate stabbed four to five times while on the yard.

7.8.13 – Prisoner assaulted with apparent lock in a sock.

7.11.13 – Inmate assaulted on the yard.

JCF

7.10.13 – Inmate cut on neck

7.12.13 – Prisoner attempted to assault CTOs and court employees in Van Buren County. No injuries. Inmate returned to Cotton.

LMF

7.15.13 – Taser deployed on two inmates fighting. A lock-in-a-sock was found on scene.



BULLETIN

JULY 23, 2013

MCO FILING SUIT FOR BACK WAGES *YOUR IMMEDIATE ACTION IS REQUIRED!*

MCO is filing a class action lawsuit on behalf of officers to recoup wages owed for work during portal-to-portal time. Again, portal-to-portal time is the travel time from when officers clock-in until they reach an assignment.

Members and fee payers: if you would like MCO to represent you in this suit, you **MUST opt-in by signing a legal consent form. Chapter officials have the forms. By signing the consent form, you are making yourself a plaintiff in the suit and you may be entitled to any back pay owed for work during portal-to-portal time. You must give your signed consent form to your chapter president, who will mail it to MCO attorneys. Do not email or fax this form; we must have original signatures.**

MCO plans to file the suit Friday, July 26. It is important you find your chapter officials **immediately** and sign the form. If you cannot sign by Friday, you will still be allowed to join at a later date, but MCO is trying to get as many officers as possible listed as plaintiffs on the first court filing.

More updates will come.

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THOUSANDS OF MEMBERS SUBMIT PORTAL-TO-PORTAL CONSENT FORMS

MCO has received more than 2,000 consent forms and they're still coming in! Great job, everyone, on short notice. Although MCO's attorneys are ready to file in federal court, they advised submitting a large number of forms with the filing would make an impact on the court. MCO would have liked to give more notice to our members, but it turned out that this was a fast-moving train. With the significant amount of forms received today, our intent is to file Monday. Here are some updates and clarifications for all:

- Chapter Presidents were originally informed that social security numbers were required. In additional discussions with our attorneys regarding social security numbers, it has been concluded that at this time, you do not need to enter

your social security number on the consent form. We know social sec is a sensitive area. If we win the case, they may be needed for identity, and, of course, the IRS. Entering them now would help avoid expending more resources in the future to gather that information, but for those that don't want to submit the social sec number now, you may wait.

- Anyone – even supervisors, retirees, etc. – who worked in the MCO bargaining unit within the last three years are able to file a consent form to be included in the suit. This is a “class action” suit. Please inform as many retirees you may know.

- As mentioned earlier this week, **it does not matter if you did not sign a consent form by today.** You will now have at least a few weeks or more to sign

the consent form to be included in this class action suit. Keep in mind, you must “opt in” if you want to be included. If you do not want to be included, don't submit a consent form.

- If you want to send your consent form directly to the law firm, the address is on the form. Our law firm is moving to a new location in two weeks, but have told MCO its new building has been informed that mail may be arriving. Members should not contact MCO's law firm with questions as it has been instructed to refer back to MCO.

- For administrative/tracking purposes, the form is not being put on the MCO Website at this time.

- This class action suit does not cover the Forensic Center because overlapping shifts does not meet the criteria.

QUICK UPDATES: PHONE HIDDEN IN TV; CO SUFFERS BROKEN NOSE AND MORE

A cell phone was recently found in an **MBP** inmate's personal TV. About five cell phones have been found at the prison in the last few months.

An inmate sucker punched an officer at **MRF** Wednesday. The CO's head hit a concrete wall. The officer suffered a broken nose and a head wound.

Last week, **IBC** officers shook down a unit and found a 30-foot homemade rope and a grappling hook made out of trash can parts. Two prisoners went to seg. The COs shook down the unit after hearing of an escape plot. Due to officers' quick actions, the inmates never got the chance. Good job!

An **SMT** inmate was stabbed in the back recently in a housing unit.

An **STF** inmate with an 8-inch piece of sharpened steel stabbed another prisoner about four times Sunday.

SRF

7.9.13 – Two inmates fighting in chow hall. Officer deployed her Taser and struck both inmates with one cartridge. No injuries. An inmate was also found with tattoo gun and needle.

7.10.13 – Inmate found in possession of a 5-inch sharpened piece of metal, apparently made from a book end.

7.18.13 – Two shanks recovered on small yard.

7.19.13 – Inmate found with large

shank in his waistband. Another shank found in a bathroom and a third in a cell.

7.22.13 – Two shanks and two tattoo devices found.

COs PROTEST AT FAIR

About 20 officers staged a silent protest Wednesday during the Governor's Lawn Party at the Ionia Free Fair.

When the governor spoke, the officers turned their backs to him to show the Michigan Department of Corrections logo printed on the back of their T-shirts.

The officers took action to raise community awareness of dangerous budget cuts that threaten the safety of the Ionia community and other communities throughout Michigan.

The COs picketed outside the fair for about an hour before the protest.



BULLETIN

JULY 30, 2013

PORTAL-TO-PORTAL LAWSUIT FILED TODAY!

Today, MCO and more than 2,200 of its member corrections officers filed suit against the Michigan Department of Corrections to collect unpaid wages and overtime compensation owed to them over the past three years.

The suit, which is brought under the Fair Labor Standards Act, has been filed in U.S. District Court for the Eastern District of Michigan. The suit involves certain so-called “pre-shift” and “post shift” work which MDOC requires these officers to perform, but for which they are not compensated. Similar suits were brought in Florida and Wisconsin but were settled. It is expected that additional state corrections officers will also join the suit.

To get a consent form to opt into the suit, see your chapter president.

We will keep members updated as this case proceeds.

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DETENTION CENTER OPENS; INMATES ARRIVE SOON

Corrections officers are now working at the Detroit Detention Center, and inmates are scheduled to arrive Monday.

DDC, which used to be Mound Correctional Facility, was unveiled Thursday.

Good luck to all of those COs tackling this challenging new

work!

MCO will now list DDC in preferences on the exchange transfer list. If you are one of the officers who has been inquiring about doing an exchange transfer to work at DDC, you may email anita@mco-seiu.org to have DDC added to your preferences.

PORTAL-TO-PORTAL FEDERAL LAWSUIT UPDATE

MCO filed in federal court Tuesday, July 30 after receiving 2,300 consent forms from those who may be affected. MCO is continuing to look at other legal avenues as well to promote this fight.

Although some may commonly

think this is a class action suit, it is really a “collective action,” which is why, legally, a person who may be eligible to be covered must “opt into” the suit.

So, keep sending in your consent forms if you want to be represented in this suit.

IN BRIEF: SMT UNIT FACES CLOSURE; ELECTIONS COMING UP

SMT A-UNIT TO CLOSE

A housing unit at Parnall will soon close.

The process started this week, and A-unit should be completely closed by Oct. 1. Once the unit is shut down, the facility will have 620 fewer prisoners, which will reduce officer overtime.

MCO will share more information on this action and its potential effects when available.

OPEN ENROLLMENT BEGINS

Open enrollment for health insurance is the month of August.

Employees should expect

to see a hike in their rates. For group insurance rates and other information, visit http://www.michigan.gov/mdcs/0,4614,7-147-22854_6649-308361--,00.html.

CHAPTER ELECTIONS COMING

August is the nomination acceptance period for any member wishing to run for chapter elections, which will be held next month. All members in good standing for at least the last two years may run.

For more details, see Article 19 of the MCO bylaws.



SUPPORT THE CRISIS FUND! GOLF OUTING IS AUG. 16

Show off your swing at the annual

MCO Crisis Fund Golf Outing Aug. 16. The outing is only \$65 per person and includes a cart, 18 holes, free driving range and tons of food. The event is at Ledge Meadows in Grand Ledge (near Lansing). Please register in teams of four. Team spots are filling up fast!

Also, please consider sponsoring a tee for \$100 or a cart for \$25. Sponsors are always needed.

Contact Stephanie or Cindy at (517)485-3310 to sign up or you can print the golf registration form and the sponsorship form from our website. The sponsorship deadline this year is Aug. 9.

All proceeds benefit the MCO Crisis Fund, which helps members facing catastrophe. This event is MCO’s only golf outing and the crisis fund’s main funding source.

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MCO UNIT-SPECIFIC BARGAINING BEGINS IN A FEW WEEKS

Unit-specific bargaining starts Aug. 20.

The Coalition of State Employee Unions has not heard back from OSE at this point regarding a sched-

ule for coalition bargaining. MCO is part of the CSEU and will work with them for advances that aren't unit-specific.

Please fill out your bargaining

survey and send it in as soon as possible.

To the hundreds of officers who have returned their survey—thank you!

RESTRICTION ON SICK DAYS GOES TO ARBITRATOR THIS MONTH

MCO is fighting back after workers at three prisons were told they'd have to bring in a doctor's note to take sick time on three days last November that coincided with the start of deer hunting season.

COs at Carson City, St. Louis and Central Michigan were told they had to bring in a doctor's note to take a sick day Nov. 14-16.

MCO's position is the MDOC should have required notes only from

officers suspected of abusing sick days. Requiring officers to go to the doctor for a minor illness can be a burden.

Briefs are due Aug. 29. The arbitrator will have 35 days to make a decision after receiving the briefs.

AROUND THE STATE: AMF CO ASSAULTED, WEAPONS FOUND

DRF INMATE WANDERS

Last week, a DRF prisoner gathered items on his bed and threw a blanket over them, giving the illusion he was lying in his bunk when he was actually walking in the yard.

Facility administration is not considering this an escape attempt. The inmate is a Level 4.

Other DRF news:

7.31.13 – Inmate stabbed in neck. Another inmate was found with tattoo needles.

8.4.13 – Inmate found in possession of 6-in piece of glass sharpened to a point. In another incident, one inmate was taken to a hospital by ambulance after four prisoners assaulted him.

AMF CO PUNCHED

A Baraga officer was punched in the face July 27 when releasing an inmate for a shower. Officers had to



These shanks were found in an SRF inmate's foot locker in late July. The locker has false sides.

use chemical agents and their Tasers to subdue the attacker. Two staffers went to the hospital and returned to the facility. Good work, officers!

SRF

8.1.13 – Several large pieces of metal and two shanks found during a unit shake down.

8.6.13 – Prisoner sent to segregation after four large pieces of metal were found in his cell.

8.7.13 – Four inmates sent to segregation for fighting. One prisoner was admitted to a hospital for his injuries. Another had to be Tased by staff.

LAST CALL FOR CRISIS FUND GOLF OUTING

The MCO Crisis Fund Golf Outing is Friday, Aug. 16. There are still a few team slots available, but you have to act fast! Call Stephanie or Cindy at (517)485-3310 to sign up.

The outing is only \$65 per person and includes a cart, 18 holes, free driving range and tons of food. The event is at Ledge Meadows in Grand Ledge (near Lansing). Please register in teams of four.

Also, if you would like to sponsor a cart or tee sign, you must contact MCO by Monday morning.

Thanks for your support!

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BULLETIN

AUG. 14, 2013

MCO AND STATE EMPLOYEES WIN PENSION PROTECTION IN COURT RULING!

The Michigan Court of Appeals has ruled the 4 percent contribution taken from state employees in the defined benefit plan is unconstitutional. The Court also said it was unconstitutional to increase the final compensation average from three years to six years. This is a complete win for MCO members and all state employees in the defined benefit pension system.

In regard to state employees hired after January 2012 who, for all practical purposes, would be without any paid health insurance upon retirement under the law, the Court said the issue would still need to go through the trial court level.

This decision is a victory, but state employees may not be reimbursed in the immediate future. It is anticipated that the State will appeal the decision to the Michigan Supreme Court. It is further anticipated that the State will ask for a stay of the Court of Appeals' decision to reimburse employees until the appellate procedures are exhausted.

A statement released by the Coalition of State Employee Unions (which includes MCO) says the decision is "hopefully a lesson for the Michigan Legislature.

"For the second time in three years, the Court of Appeals has ruled the legislature acted outside of its authority in adopting a law that reduced state worker salaries. The Michigan Civil Service Commission exists to protect civil service employees from the political whims of lawmakers. It's time to stop the unconstitutional attacks against State employees and focus on rebuilding Michigan's working families."

MCO will keep members updated on any appeal or other development in this situation.

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BULLETIN

AUG. 15, 2013

COURT OF APPEALS RULES RTW APPLIES TO STATE EMPLOYEES

In a split decision today, the Michigan Court of Appeals ruled that the new Right-To-Work law does apply to state employees.

MCO and other members of the Coalition of State Employee Unions filed a lawsuit against the state in February, arguing that only the Civil Service Commission has constitutional authority over conditions of employment.

MCO disagrees with today's decision and is considering next steps including the possibility of filing an appeal.

Regardless of the ruling, Right-to-Work does not affect current contracts. MCO's Agreement ends December 31, 2013.

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MCO AND OSE STARTED BARGAINING TALKS THIS WEEK

Unit specific negotiations started Tuesday between MCO and the State.

The MCO bargaining team met with the Office of the State Employer and Depart-



MCO and OSE started unit-specific bargaining Tuesday.

mental representatives. In the opening session,

the parties briefly discussed contract articles that may not need debate. On Wednesday, the State gave a presentation to the entire Coalition of State Employee Unions on Michigan's Economic and Budget Outlook. Sessions are planned for the next two to three weeks.

AROUND THE STATE: AMF STAFFERS INJURED; INMATE STABBED AT NCF; CONTRABAND AT KCF

SPIKE IN ACTIVITY AT IBC

A two-day rash of fights broke out at Bellamy Creek Aug. 9. Two inmates were stabbed that day. One prisoner's injuries required treatment at a local hospital. A total of four convicts went to segregation for fighting that day.

The next day, another inmate was hospitalized after his neck was slashed. The assailant went to seg. Officers had to Tase a man involved in an unrelated fight. Another inmate was found with a razor blade.

Three weapons were found during a Level IV shakedown on Aug. 12.

CONTRABAND THROWN OVER KCF FENCE ... AGAIN

Fifteen cell phones, one ounce of marijuana, three pounds of tobacco and a tube of super glue were apparently thrown over a perimeter fence at Kinross Aug. 6. An officer found the contraband at about 2:30 a.m. No one was caught tossing the items.

This isn't the first time KCF has had problems with contraband coming over the fence. In March, a woman was caught throwing pack-

ages of drugs and cell phones. And in November, a yard cop reported contraband was being thrown over the fence, but by the time a PSV was dispatched and at the scene, the suspect was gone.

THREE AMF OFFICERS HURT

Three staffers at AMF are receiving hospital treatment after an inmate became violent this morning.

The prisoner started swinging when he was released for breakfast and hit an officer several times. One of the responding officers suffered a knee injury in the scuffle.

NCF INMATE STABBED

An NCF inmate stabbed another prisoner in the neck and face Tuesday.

The victim was taken to a local hospital by ambulance. His injuries required stitches.

The attack happened on the yard. A six-inch long weapon made from weather stripping material was recovered. The material has been removed, but staff are still finding shanks fashioned from it.

A former RUO reviewed video footage of the assault and identified the assailant. An identical shank was found in the attacker's cell.

INMATE THROWS POOL BALLS, BARRICADES HIMSELF IN CELL

An inmate at SRF threw pool balls at officers Sunday after they confiscated chicken and a TV from him.

The inmate then barricaded himself and his bunk mate in his cell. Once the inmate was finally removed from the cell, he was taken to a hospital for treatment of self-inflicted injuries.

The inmate was in a Level II housing unit at SRF, even though OTIS lists him as a Level IV, an SRF officer said.

Because of staff reductions, normal prison operations (including yard time and visitation) slowed or were canceled while employees from all corners of the facility responded to this incident.

Good job, officers, on your handling of these dangerous situations. Stay safe in there.

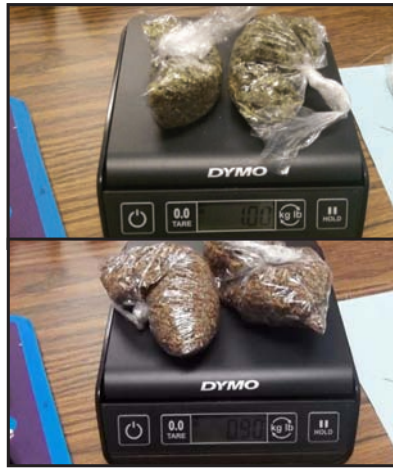


TOBACCO, MARIJUANA DROPPED AT LRF

An LRF officer found a package containing marijuana and tobacco during a fence check on the morning of Aug. 22.

The perpetrators camouflaged the package with ground foliage. Footprints were visible near the package. Officers found the package between the two perimeter fences.

Officers believe the package was left overnight.



Marijuana and tobacco were found in the buffer zone at LRF last week.

LOOK FOR STATE SURVEY

The state is planning to launch a survey next month.

State employees should receive an email with a link to the survey Sept. 9. The last state employee survey had a response rate of 58 percent, and state officials are hoping for a response rate of 70 percent this year.

MCO encourages members to fill out the survey. Your honest feedback could help MDOC improve employee relations.

THREE SHANKS FOUND IN TWO DAYS AT CENTRAL MICHIGAN CORRECTIONAL

An STF officer found two shanks hidden in a boot Aug. 23 during a routine shakedown. One was made out of the spine of a three-ring binder and the other was fashioned from metal stripped off a bread rack. The boots were under

a desk in a common area and were not marked with a name.

The next day, officers found another weapon made from a three-ring binder and a pack of matches behind a mirror in a prisoner bathroom. The mirror was removed



These shanks were found last week at STF.

because it was broken.



CRISIS FUND NEWS: GUN RAFFLE TICKETS ON SALE; GOLF OUTING A SUCCESS

Tickets for the MCO Crisis Fund gun raffle are available now.

Here are the prizes to be raffled off:

- 1st prize is a Bushmaster M4 Carbine Optics Ready 5.56/.223 (\$950 retail)
- 2nd prize is a Remington Versa-Max Sportsman 12 Ga. Semi-Auto Shotgun (\$950)
- 3rd prize is a Terminator Cross-bow with case (\$850)
- 4th prize is a Browning X-bolt Hunter 300 Win. Mag. (\$800)

• 5th prize is a Remington CDL Classic Deluxe 30-06 Spfd. (\$800)

• 6th prize is a Mossberg Silver Reserve II 20 Ga. O/U Shotgun (\$550)

• 7th prize is Savage Model 212 12 Ga. Slug Gun (\$550)

The drawing will be at the MCO Central Committee meeting Oct. 16. You do not need to be present to win.

Tickets are \$5 each or \$10 for three. See your chapter leaders to get tickets.

All proceeds benefit the MCO Crisis Fund.

Golf Outing raises funds

The MCO Crisis Fund Golf Outing Aug. 16 was another suc-



A golfer prepares to head out to the greens at the MCO Crisis Fund Golf Outing.

cess! Team slots were full. All proceeds go to the Crisis Fund, which helps out members facing a catastrophe.



BARGAINING CONTINUES; NO ECONOMIC TALKS

The Office of the State Employer has rejected bargaining with the Coalition of State Employee Unions this year, but MCO continues to bargain in good faith, regardless of the circumstances.

Unit specific bargaining continued this week. Although several articles have been passed back and forth, economics

has not been discussed. A few weeks ago, the State gave an economic presentation to all the unions. Next week, CSEU will offer its own economic presentation which will be led by two recognized experts, former House Fiscal Agency Director Mitch Bean and former Michigan Treasurer Bob Klein.

DON'T FORGET TO VOTE
The nomination period for chapter elections has closed and voting takes place this month at all facilities. Please check your chapter bulletin board for your election time and location.

AROUND THE STATE: CONTRABAND FOUND OUTSIDE LAKELAND; HEROIN AT SMT

CONTRABAND AT LCF FENCE

An LCF officer found a Pringles chip can stuffed with contraband outside the perimeter fence.

A cell phone, charger, tobacco, rolling papers and heroin were found inside the can. The can was camouflaged with green tape and leaves. MSP is investigating.

LCF officers say this is more proof PSVs should be returned to full-time service.

The LCF officer who discovered the can during a routine perimeter check Saturday deserves a pat on the back.

FORMER RUO UNCOVERS HEROIN

Six packets of heroin, razor blades and assorted pills were found in a Level I Parnall inmate's area of control Aug. 28.

A former RUO shook down the inmate's area and found the contraband. The officer found a broken and burnt razor blade in the bottom of a playing card box, pills in a sock and heroin in the jacket of a cassette tape.

The prisoner was removed from the general population.

Good work, officer!

ARF DOCTOR ASSAULTED

A convict at ARF assaulted a female doctor with a lock in a sock. She was taken off site by ambulance.

The inmate is in seg.

This attack happened just this afternoon. Further details were unavailable.

TWO STABBINGS AT KCF

Two KCF inmates were stabbed Thursday in separate fights.

One prisoner suffered three puncture wounds on his face and head when a convict stabbed him in the B-Unit hallway. One of the cuts required stitches.

Another stabbing occurred in the D-unit bathroom. One officer sustained a knee injury while responding to the fight and another CO was evaluated after blood exposure.

SRF HAPPENINGS:

- 8.25.13 - Three prisoners

involved in chow hall fight. Taser deployed. Inmates placed in Level IV unit.

- 8.27.13 - Inmate placed in Level IV for weapon possession.

- 8.29.13 - Two inmates found heating up unknown substance in a spoon. Inmates placed in Level IV unit.

- 8.30.13 - Inmate placed in seg for possession of softball bat.

- 8.31.13 - Inmate threw urine on officer passing food through tray slot.

- 9.3.13 - Inmate found with a tattoo needle.

DRF HAPPENINGS:

- 8.28.13 - Prisoner placed in cell confinement for possession of razor blade.

- 8.29.13 - Inmate-on-inmate assault in chow hall.

- 8.30.13 - Inmate-on-inmate assault in chow hall. Later that day, an inmate was found with a 7-inch sharpened steel rod concealed in a shower shoe.



BARGAINING: ECONOMIC PROPOSAL RECEIVED

On Thursday, the Office of the State Employer gave economic proposals to MCO as well as all other state unions in recent days. As expected, the proposals were low. The Coalition of State Employee Unions are reviewing the proposals and con-

tinuing to meet to plan next steps.

As is always the case in bargaining, proposals from both sides can change as we continue the negotiation process, hoping the parties can come to a fair agreement. Bargaining is scheduled for several days next week.

LEGISLATURE APPROVES RETIREES BILL, SENDS TO GOV.

A bill that would allow retired COs to work through September 2015 while collecting a pension is now on Gov. Rick Snyder's desk.

This is an updated version of the bill passed last year that allowed COs to return to work through September

2013. The bill was reexamined and reapproved with a September 2015 sunset so the Department of Corrections can maximize savings.

Look on the MCO website next week for a list of how legislators voted.



IN MEMORIAM

Paul Butterfield was a Michigan State Trooper murdered Monday in the line of duty. He was shot during a traffic stop in Mason County and he died later at a hospital.

The public is invited to his funeral at 1 p.m. Sept. 14 at Manistee High School. Visitation starts at 10 a.m.

Please join MCO members and other law enforcement officers in wishing peace for the family and friends of Trooper Butterfield.

AROUND THE STATE: WEAPONS PREVALENT, CFP PATIENT BREAKS WINDOW STABBINGS AT SRF

Saginaw officers were slammed Sept. 7 with inmate-on-inmate stabbings and other assaults.

One prisoner was cut 13 times and his bunk mate was stabbed three times. Neither convict was hospitalized.

Later one inmate threw boiling hot coffee on another prisoner, causing blisters.

Officers had to deploy Tasers twice that day.

SRF UPDATES:

- 9.3.13 - Tattoo needle found.
- 9.4.13 - Inmate assaulted by unknown attacker.
- 9.7.13 - Inmate sent to seg for weapon possession.
- 9.9.13 - Tattoo gun motor found.

ROCKS IN SOCK USED AS WEAPON

An RGC inmate used a laundry bag filled with rocks to attack an employee Tuesday.

The staff member needed stitches.

He was treated at a hospital and released later that day.

Staff swiftly responded to the injury. Good job to those who dealt with the aftermath. Stay safe in there.

HEROIN MAILED TO MCF

An MCF inmate received a letter Tuesday with heroin inside. Details were not available.

KCF UPDATES:

- 9.8.13 - Razor melted in pen found after inmate-on-inmate fight.
- 9.9.13 - Inmate slashed on the yard.
- 9.13.13 - Two inmates assaulted. Weapons involved. One inmate was sent to a hospital.

CFP PATIENT LASHES OUT

A CFP patient assaulted a staff member and threw a fire extinguisher to smash a window Sept. 4.

The patient pulled the extinguisher from its case after he bent the door.

PATIENT BREAKS WINDOW

He broke a window with the extinguisher. He swung at one of the staff members trying to restrain him, but he missed.

DRF UPDATES:

- 9.3.13 - Inmate assaulted while walking back from lunch. Prisoner has several wounds to face and ear.
- 9.6.13 - Two inmates confined to cell for possession of tattoo needles.
- 9.11.13 - Inmate sent to seg for possession of a weapon.
- 9.8.13 - Two inmates attempt to rob another prisoner. All three inmates were Tased and sent to seg.

TAKE STATE SURVEY

This is another reminder to participate in the state employee survey, which is going on now through Sept. 23. The survey is anonymous, and your answers could help the Department of Corrections improve employee relations. The state is shooting for a 70 percent respond rate. The survey was emailed to state employees Sept. 9.



UNIONS DEMAND FAIR PAY AND RESPECT AT BARGAINING TABLE

The Coalition of State Employee Unions gave Governor Snyder's representatives a fair economic bargaining proposal this week, rejecting the concessionary position that management has been pushing at the bargaining table.

Management's pending wage proposal falls far short of what a cost of living increase would provide and its health care proposal would shift more costs to workers, resulting in additional wage erosion.

For a number of years, we have shown great dedication to the State by making concessions during Michigan's historic economic downturn. But with the State on the road to economic recovery and

projections showing continued revenue growth, the Governor's representatives should be coming to the bargaining table with proposals for long overdue pay increases that show some understanding and appreciation for the work we do every day — with fewer front-line employees to handle ever-growing workloads.

The Governor has been touting Michigan as "the comeback state" in his press releases and saying that "more Michigan residents are working and earning more, businesses and farms are producing and exporting more, and our state's population and economy continue to grow." So, where's the respect for

all of us who have been working so hard through the tough times?

The Coalition is also fighting Governor Snyder's other proposals that further chip away at our pay and representation protections, including severe curtailment of overtime opportunities and politically motivated reduction of our union rights.

Watch for more bargaining updates and opportunities to help send a strong message to Governor Snyder and his representatives that State employees deserve respect and thanks in the form of a fair contract, not a coin or pat on the head for an undercompensated job well done!

PRIVATE PRISON IN THE WORKS! GEO SETTING UP SHOP IN BALDWIN

GEO is apparently making plans to operate the vacant Baldwin prison.

Earlier this month, the private prison company posted on its website 68 job openings in Baldwin. They also hosted a job fair recently at the prison.

The Department hasn't indicated they're close to an



An MCO member took this picture in Ludington.

agreement with GEO or any other private company. The last information MCO officials heard was the Department of Technology, Management and Budget was comparing proposals to state costs.

No contract has been awarded, but GEO's actions indicate they're confident they will be running the prison soon — either with inmates from Michigan or some other state.

GUS HARRISON OFFICERS FIND WEAPONS MADE FROM COAT HOOKS

ARF officers found two shanks made from locker coat hooks last week.

The weapons were discovered in

an inmate's area of control during a random shakedown. The shanks were concealed in magazines. Officers also found a coat hook that

hadn't been fashioned into a shank.

The prisoner was taken to segregation and charged with possession of a weapon.



MCO MOVES FORWARD WITH APPEAL OF RUO RULING

MCO's attorneys have drafted a thorough appeal to the Civil Service Commission classification division's RUO decision handed down in June.

The appeal will be filed by the

Oct. 4 deadline. MCO was granted extensions on filing the appeal due to the amount of research required. Union attorneys have had to sift through thousands of pages of documents the classification divi-

sion used to make their decision and other documents.

The classification division determined the MDOC was justified in eliminating the RUO position. MCO couldn't disagree more.

STATE FILES APPEAL REQUEST WITH SUPREME COURT ON 4 PERCENT

The state has asked the Michigan Supreme Court to consider whether the four percent pension contribution is Constitutional.

Last month, the Michigan Court of Appeals ruled the four percent contribution the legislature imposed on state employees is uncon-

stitutional. Only the Civil Service Commission can regulate state employee pay, the COA said.

The state filed paperwork Tuesday asking the Supreme Court to take up the case. The Supreme Court will now decide whether to examine the case or let the COA

ruling stand.

We've been victorious in this case so far, and we are hopeful that, even though there is a 5-2 Republican majority on the Supreme Court, we'll win there, too.

Watch MCO's website, KYIs and bulletins for more updates.

PART-TIME COs HERE FOR TWO MORE YEARS

This week Gov. Rick Snyder signed a bill allowing retired COs to work part time in prisons through Sept. 2015 while collecting a pension.

Legislators gave final approval for HB 4664 earlier this month. A previous version of the law, passed last year, let retirees work through

September 2013.

Go to the MCO website to see how your legislator voted on HB 4664.

MCO was (and still is) opposed to these measures. But the union is encouraging all members to work together to efficiently and safely run the facilities.

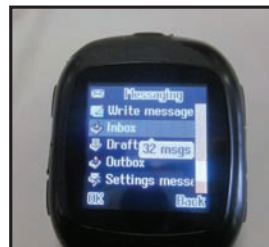
APPLY FOR CLOSER TO HOME TRANSFERS NOW

Officers may apply for closer-to-home transfers during the month of October. To apply for the list, email Cherelyn@mco-seiu.org. For more information on closer-to-home transfers, see Article 15, Part D, Section A-5 of your contract.

AROUND THE STATE: WEAPONS AT STF; CELL PHONE WATCH FOUND



STF officers caught inmates dumping these weapons on the yard Thursday.



SRF officers discovered Saturday an inmate's watch was actually a cell phone. The prisoner also had a charger. Good job to the COs who found this.

This wrapped scissor was found recently under a rec cabinet in the C unit at DRF. Etched into the blade is the number of a prisoner who was paroled in 2010!



Good work, officers!



BREAKING NEWS: NO PRIVATE PRISONS FOR MICHIGAN! MICHIGAN CITIZENS WIN, CORRECTIONS OFFICERS WIN!

The Department announced today it is rejecting all bids to privatize a state prison because MDOC can do the job for much less.

The two bids received “cost substantially more than the current direct costs for MDOC to provide the services,” according to a special FYI the Department issued today.

A private company had to prove a savings of at least 10 percent to secure a contract.

Today’s news is an all-around victory: state employees win and so do Michigan tax payers. This validates what MCO has been saying – state corrections officers are efficient, and arguments that private compa-

nies can do a quality job for less are just false.

Michigan corrections officers are among the best trained in the nation.

We are pleased they won’t be replaced with poorly screened and poorly trained private employees.

MCO, OTHER STATE EMPLOYEE UNIONS CONTINUE BARGAINING

The state’s first economic proposal was unsatisfactory, and state employee unions are now waiting on the state to present a counter-proposal. The unions don’t know when that might happen.

Most articles in MCO’s contract have been passed by one side or the other.

At this point, MCO cannot give more information on bargaining. Any written communication with

members will likely be leaked to the media, and bargaining in the public sphere hurts the integrity of the process.

We are hoping to give more details as we get closer to the end.

AROUND THE STATE: FOOTBALLS PACKED WITH DRUGS, PHONES; CELL PHONE WATCH AT STF



Two packages shaped like footballs were found along the MCF perimeter road late last month.

The packages contained two cell phones with ear buds and chargers, about one pound of tobacco, two packages of marijuana, wrapping papers and a toothbrush.



STF staff found a cell phone watch while shaking down an inmate’s property. The phone had a video camera, photo camera and an mp3 player.

MCO has heard a few reports lately of cell phone watches found in facilities. Keep up the good work!

ARAMARK CONTRACT FINALIZED; TRANSITION STARTS THIS MONTH

This week, state officials gave final approval for Aramark’s take-over of prison food services despite lots of push back from state workers, inmate welfare advocates and Michigan business owners who currently provide food to the facilities.

The Department has said the transition should be complete by Dec. 1. Aramark will tour prisons next week to examine kitchen setups and equipment.

This week, the company posted hiring notices for food service directors at facilities.

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PORTAL-TO-PORTAL LAWSUIT HEARING SET FOR NEXT MONTH

MCO and MDOC attorneys will meet in federal court in mid-November for a hearing in the portal-to-portal lawsuit.

The state has issued a motion to dismiss, but a judge must approve the motion before the case could be tossed out.

Members, keep sending in your consent forms to opt into this suit. (Go to mco-seiu.org for more information on this process.)

MCO attorneys are compiling a list of officers who have opted in. Union officials hope to have this list on the website soon so you can

check to confirm your name is on the list. Members will be notified when this list is on our website.

MCO is hoping members will recoup money for time spent during pre-shift and post-shift duties, like collecting gear and getting information.

NO COs EXPECTED TO BE LAID OFF DURING SHUTDOWN

MCO has received formal notice that the federal government shutdown could lead to furloughs or layoffs for state employees, but COs don't appear to have anything

to worry about at the moment. Prisons are usually considered a mandatory function not to be shutdown.

This notice is a formality.

Union officials have no reason to believe any corrections officers will be furloughed or laid off due to the shutdown.

We'll keep you posted.

MCO WINS ARBITRATION ON SICK TIME DURING DEER SEASON

According to an arbitrator's decision issued last month, officers cannot be required to get a doctor's note if they call in sick on days surrounding deer hunting season unless there is reasonable cause.

Last year, all COs at St. Louis,

Central Michigan and Carson City were required to submit a doctor's note to take sick leave on certain days in mid-November that coincided with the first days of deer hunting season.

MCO immediately filed a state-wide grievance.

Union officials argued it was a violation of the contract as there was no reasonable cause for the employer to require the note. Only people who frequently call in sick should be required to show a doctor's note.

The arbitrator sided with MCO.

AROUND THE STATE: LRF INMATE CRITICALLY INJURED; AMF WORKERS HURT IN SCUFFLE

A Brooks inmate was in critical condition after a brutal attack from his bunkie early Sunday.

The aggressor hit and stabbed his bunkmate several times. After the fight, the aggressor walked up to the CO desk, still holding the shank, to turn himself in. Officers didn't know what provoked the fight. MSP is investigating.

COs were able to prevent an unrelated fight that day.

An inmate with a lock-in-a-sock was Tased when he attempted to beat another inmate.

Three Baraga employees were hospitalized for minor injuries from an altercation Monday.

Officers caught an inmate with

a contraband magazine and container of deodorant, and when they told him to lock up, he charged at a CO. Another officer stepped in the prisoner's way, but the inmate threw him out of the way. Another employee also was involved.

Staff suffered bruising and soreness. The inmate is in seg.



BARGAINING UPDATE: STATE EMPLOYEE UNIONS AND OSE GET EXTENSION

State Employee Unions and the Office of the State Employer have been given a one week extension of the bargaining schedule by the Civil Service Commission.

The parties are working to narrow their differences so the extension gives each side one more week before documents and briefs are due for impasse proceedings.

Although some unit specific items are still on the table, differences regarding economics (wages and insurance) continue to be the biggest challenge.

ARBITRATOR ALLOWS MCO TO CHALLENGE REASONABLENESS OF SEARCHES

An arbitrator has ruled a grievance accusing the Department of an unreasonable strip search may proceed to arbitration.

On Aug. 24, 2012, a female officer at MRF was strip searched when she arrived at work. She agreed to the search, but if she hadn't agreed, she may have been disciplined and possibly even fired.

The woman filed a grievance, but the Department argued its pol-

icies on searches are non-grievable.

But MCO disagreed, stating in a brief, "The Employer cannot be allowed to call its own 'balls and strikes' when it comes to whether or not they have violated their own policy." The arbitrator sided with MCO.

"While management has the right to establish operational policies without engaging in the collective bargaining process, there must

be an opportunity for employees to challenge a departmental policy that could impact their livelihood," the arbitrator wrote in his decision.

The award means MCO and the Department will go forward to an arbitration hearing, where it will be determined whether MDOC had sufficient reasonable suspicion, under its own policy, to order the strip search.

AROUND THE STATE: JCF PRISONERS PROTEST; DANGEROUS SHANK AT STF

Level IV Cotton inmates staged a sit-down protest Oct. 10, but officers, supervisors and Warden Haas worked together to quickly handle the situation.

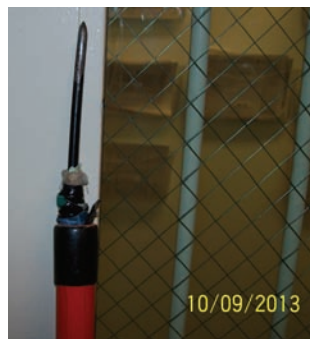
The prisoners were mad because the store was closed. The store's computer system wasn't working properly.

The angry inmates refused to leave the chow hall after lunch. Warden Haas went to the chow hall and helped officers persuade the prisoners to go back to their unit.

Later that day, six of the convicts involved were transferred to ICF. Almost 20 other inmates were placed in segregation.

Great work, officers, supervisors

and Warden Haas!



This weapon was found last week in a porter closet at STF during a routine shake-down.

SRF

10.9.13 – Prisoner assaults another inmate with a pool stick in the day room.

10.11.13 – Two prisoners transferred to Level IV unit for pos-

session of dangerous contraband. Another inmate transferred to Level IV for sexual misconduct.

10.17.13 – Inmate sent to seg for staff assault.

DRF

10.13.13 – Inmate found in possession of piece of metal sharpened to a point. Another inmate was found in possession of a tattoo motor. Also an inmate-on-inmate fight in C-unit.

10.15.13 – One inmate was found with a 5-inch piece of sharpened steel. Another inmate had a lock on a belt. Another inmate found in possession of tattoo needle.



MCO TAKING FIGHT TO IMPASSE PANEL

MCO and the State have failed to reach a total agreement on the next contract.

The State's position on several issues is too extreme and MCO has decided to argue our position before the Impasse Panel.

The State is proposing to put all employees into one healthcare plan. MCO's initial proposal was to move new employees (hired January 1, 2010 or later) into the legacy (current first-tier) plan. The Union's latest proposal would keep the two-tier plans with some improvements for new employees, if all employees received decent wage increases.

OSE rejected both ideas and has indicated determination to go to Impasse on its proposal for one insurance plan.

The State's wage proposals were pitiful and would not begin to cover

the increased insurance costs to employees.

In addition, the State is attacking high security retention pay, uniform allowance, the meal period, and is still pursuing 12-hour or alternative shifts.

Recognizing MCO members can't get much time off, MCO has proposed putting comp time back into the annual leave formula. We are also fighting the State's proposal to define comp time (like annual and sick leave) as time not worked for purposes of overtime calculation.

All differences between the two sides are to be filed with the Civil Service Commission by Monday afternoon. Supporting briefs are required by Friday, Nov. 1st. The Impasse Panel will then schedule hearings where both sides will formally present their case.

As the state and nation were in economically challenging times two years ago, MCO members stepped up to the plate and voted in a contract that dramatically cost each employee more. Member share of health insurance premiums alone more than doubled.

In 2009, Rick Snyder said he wanted to deal with state employee compensation one time so we're not being "tapped on the shoulder" year after year. MCO members showed a willingness to sacrifice and took big hits. We won't agree to it now, while the Governor is touting Michigan's economy as improving. The MCO bargaining team would rather fight for justice before the panel.

Let's band together — we're in for one hell of a fight!

AROUND THE STATE: SHOTS BREAK UP FIGHT AT IBC; SHANK AT DRF

SHOTS FIRED AT IBC

A Bellamy Creek officer fired a warning shot Saturday to break up a fight between three Level IV inmates.

Two prisoners were punching and kicking another prisoner, and a warning shot was fired. They dispersed and were restrained. All three are in segregation.

The yard was closed for Level IV inmates.

No one was seriously injured.

SHANK UNCOVERED AT DRF



Yesterday this shank was found under a sink in an E-unit bath-

room at DRF. It's wrapped with toilet paper and a sock. The brown spots are rust stains.

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MCO, OSE FILE IMPASSE DOCUMENTS THIS WEEK

Today is the deadline for state employee unions and OSE to file written briefs with the Civil Service Commission supporting their position on what the next contract should look like.

MCO submitted a brief today. MCO will review OSE's brief and will have the opportunity to file a response next week. OSE may do the same with MCO's brief.

MCO and OSE both submitted other documents Monday on articles in dispute.

MCO joins other state employee unions going to impasse. More than 100 provisions across seven union contracts are certified to go to impasse. With the large number of outstanding items, Civil Service impasse hearings are being scheduled for Nov. 13-15, with the possibility of adding one additional day. Each union and OSE will argue its position before the panel. Nothing stops the parties from continuing to bargain during this time frame, but at this point, MCO and

OSE have not returned to the table.

In 2011, the Governor described his state budget recommendation as one that required "shared sacrifice." Corrections officers have already more than shared in the sacrifice – in this contract and several times throughout the last decade.

MCO's outstanding issues are too important to voluntarily take hits yet again, particularly when the economy is improving. We must fight in the forum available to us.

SHANKS MADE FROM SPRINKLER PARTS FOUND AT MTU



Three shanks were recently found at MTU.

They are made from pieces of fire suppression sprinkler heads. The right

photo shows a sprinkler head with a missing nozzle.

Officers found the weapons in a prisoner's garbage bag.

VSP ADMINISTERS VISION INSURANCE

Vision Service Plan has partnered with Blue Cross Blue Shield of Michigan to handle vision benefits. Benefits did not change.

You should have received a new vision ID card last month. If you have not received a card, call BCBSM at 1-800-843-4876. VSP can be contacted at 1-855-356-4362.

NINE INMATES FIGHT AT MBP; WEAPONS FOUND AT STF

MBP A warning shot was fired at MBP Sunday to break up a 9-man fight. Gas was also used. Tasers were activated but not used. No injuries were reported.

Officers say the altercation was gang related.

STF

These weapons were found Monday in a common area in the A unit at STF.



SRF:

10.27.13 – Prisoner found with sharpened plastic utensils, needle and razor blade on handle. An officer received medical care at a hospital for injuries sustained intervening in a fight between two inmates.

10.29.13 – Inmate cut on forehead on the yard. Weapon recovered. A CO activated a Taser to break up an unrelated fight. Five gallons of spud juice found being fermented.

OPEN CARRY BILL GOES TO HOUSE

On Thursday, HB 4133, a bill allowing state corrections officers to carry in pistol free zones passed the House Judiciary Committee and now moves before the full House of Representatives.

MCO testified in support of the bill and is asking every member to contact their state legislator and urge a "yes" vote on HB 4133. Go to the MCO website to look up your representative.



DON'T FORGET: IMPASSE RALLY AT CSC IS WEDNESDAY

State employees will show solidarity through impasse Wednesday.

Meet us outside the Civil Service Commission, 400 S. Pine St. in Lansing, at 10 a.m. We'll rally while impasse hearings proceed

inside. Members may park at MCO until the lot is full.

Wednesday is the first day of the hearings. Representatives of the Coalition of State Employee Unions and OSE will present arguments for changes to wages

and health care. Unit specific hearings could start later Wednesday or Friday.

Go to the MCO website to see a flyer with more details on the rally.

See you there!

AROUND THE STATE: BUSY WEEK AT URF; TONS OF WEAPONS AT STF

12 URF INMATES WENT TO SEG FOR FIGHTING; WEAPONS FOUND

Chippewa officials are still investigating what caused a rash of fights this week.

The most notable were two brawls Monday that landed a total of 12 inmates in segregation. At about 3 p.m., several prisoners started fighting on the yard. Officers deployed Tasers to break it up. Three weapons were found after the fight. At 6 p.m., staff learned of an earlier fight in a day room. Video footage revealed who was involved, and those inmates were sent to seg.

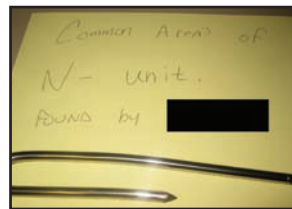
At least five other weapons were found this week at Chippewa. On Saturday, four shanks were discovered inside the wall in a day room. A hole had been punched in the drywall, and the weapons, made from parts of a plastic mirror, were hidden

inside.

Later that day, an officer found a shank sharpened from a comb. The shank was found in a soap dispenser in a porter's closet.

WEAPONS HIDDEN EVERYWHERE AT CENTRAL MICHIGAN

At least nine weapons were found over the past



several days at Central Michigan. Four pieces of metal were found in the N unit activity room Monday during a routine shakedown.

A heavy metal bar was found Saturday by the B-unit JPay kiosk.

A piece of sharpened metal was found last Friday near the phone bays on the yard.

At least three other shanks were discovered in the N-unit common areas.

Good work, STF officers!

OCF OFFICERS FIND FOUR SHANKS

Four weapons were found Wednesday in a bathroom at OCF.





WORKERS DEMAND FAIR CONTRACTS AT DEMONSTRATION

Nearly 20 MCO members joined other state employees to rally for fair contracts Wednesday while the Civil Service impasse panel heard arguments from OSE and the unions.

In the morning, OSE and an economist representing the unions took turns giving economic presentations describing the state's financial outlook. State worker wages and benefits were

discussed.

The panel reconvened in the afternoon for hearings specific to individual bargaining units. UAW went first, followed by MCO. OSE and MCO described the articles and issues they can't agree on, including lunch breaks, shift schedules and comp time calculations. Unit-specific hearings for other unions are today.

The panel will make a recommendation to the Civil Service Commission by Nov. 27. The CSC will consider the recommendations but doesn't have to follow them. The Commission will present its contract decisions at the Dec. 18 meeting.

To see photos of the demonstration, visit us on Flickr at <http://www.flickr.com/photos/mcoshots/>.

PURE MICHIGAN WASTE CALLS OUT STATE'S INEFFICIENCIES

The Coalition of State Employee Unions released a report this week attacking the state's inefficiencies and demanding collaboration to streamline operations.

The Pure Michigan Waste report is

an update of problems outlined in the 2011 New Solutions report. After that report was released, the state agreed to form a New Solutions Committee with frontline workers and managers. But the state was just paying workers lip

service. Little has been accomplished, and many of the problems cited in the 2011 report have gotten worse.

Read the Pure Michigan Waste report and CSEU news at workingformichigan.org.

PORTAL-TO-PORTAL LAWSUIT HEARING CANCELED; LIST OF SIGN-UPS ON MCO WEBSITE

The portal-to-portal court hearing scheduled for Nov. 14 was canceled.

The judge is taking bereavement leave. It has been indicated he will rule based on briefs and other documents instead of rescheduling the hearing.

Members can find a list of officers

and retirees included in the lawsuit on the MCO website. If you're not on the list but believe you should be, please resubmit your form to MCO's attorney. There's still time to submit a form. The opt-in form is on the MCO website.

FLEXIBLE SPENDING ACCOUNTS

Officers can open a flexible spending account now through Dec. 2.

Flexible spending accounts allow employees to pay for out-of-pocket expenses, like glasses, prescriptions and day care with pre-tax earnings.

Find more information at Michigan.gov/fsa or call the Michigan HR service center at (877)766-6447.

AROUND THE STATE: FIGHTS AND WEAPONS AT OCF; JCF HAS FOUR FIGHTS IN ONE DAY

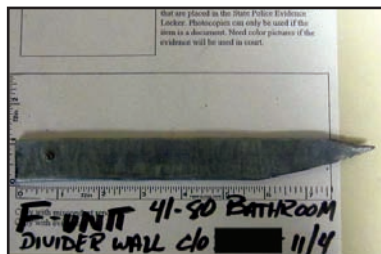
GAMBLING DEBTS SPARK FIGHT AT OCF

Six inmates involved in yard fights at Ojibway have been transferred to Baraga Max.

One of the convicts was knocked unconscious. He was treated at a hospital. No one was seriously injured.

Officers believe the

inmates were fighting over gambling debts.



This shank was found Nov. 4 in a divider wall in the F-unit bathroom at OCF.

JCF INMATES HURT IN BRAWLS

There were at least four separate assaults at JCF Nov. 7. Four inmates injured in the fights

were sent to a local hospital for treatment.

18:06 – two inmates attack one on the yard.

18:23 – prisoner attacked with a lock-in-a-sock while on the yard.

18:30 – inmate reported he was slashed earlier in the day while on the yard.

19:15 – inmate assaulted in the TC unit activity room.



CHANGES COMING TO DRC, DDC

Today the Department announced it is placing the Detroit Reentry Center, currently under FOA, under CFA, effective Jan. 1. Also, one warden will manage

DRC and the Detroit Detention Center. Each facility will maintain its separate work site. The changes will result in more efficiency and consistency, the Department says.

MR INMATES TRY TO BREAK THROUGH WALL

Michigan Reformatory officers discovered two inmates chiseling through an exterior wall Saturday.

Officers are calling it an escape attempt.

At about 8 p.m., an officer noticed a strange noise. She and another officer looked for the source of the sound.

They found two prisoners in a storage room using homemade tools and rocks to chip away an exterior wall.

They'd burrowed through the first layer of bricks, totaling about six inches. Officers esti-

mate they were about three feet from breaking through the wall.

The convicts planned to cover the hole with a bulletin board. It's possible they had worked on the hole before Saturday.

Two other inmates seemed to be keeping guard and trying to distract officers. All four inmates were transferred to ICF.

Maintenance workers have cemented the hole.

This event underscores the importance of staying vigilant and aware of your surroundings.

Good work, officers!

LRF INMATE DIED AFTER VICIOUS ATTACK; BUNKMATE FACES MURDER CHARGE

An inmate accused of beating and stabbing his bunkmate at LRF has been charged with murder.

Investigators allege Robert Allen Hall attacked Donald Winnie Oct. 6. Winnie died several days later.

According to media coverage of court testimony, Hall

and Winnie often bickered over whether the lights were left on at night and other issues. A shank and a piece of asphalt were used in the attack. A CO testified Hall turned himself in at the officer's desk immediately after the attack.

Hall is now housed in a Level V unit at ICF.



Recruits practice pat downs at the academy.

RECRUITS TEST SHAKE DOWN SKILLS

Recruits found weap-

ons and drugs during training shake downs at SRF and JCF.

115 recruits shook down Saginaw Nov. 15, and 148 participated in a clean sweep at Cotton Nov. 20. They thoroughly combed the housing units to get contraband out.

Cary Johnson, chief steward at JCF and an MCO executive board member, said she thought the recruit shake down built a sense of camaraderie between the recruits and the veteran COs and was a great exercise all around.

"All of those grey shirts marching and in formation was a sight to see! It was an excellent show of force to the inmate population," Johnson said.

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IMPASSE PANEL RECOMMENDATIONS BEING CONSIDERED BY CSC

Members should keep in mind that the Civil Service Commission makes the final determination regarding contract recommendations from the Impasse Panel. The Commission's next meeting is at 10 a.m. Dec. 18 at the Capitol Commons in Lansing and is open to the public. See story below about demonstrations planned around the impasse decision.

At this point, the main questions MCO is hearing from members concern retiree health insurance. MCO and the State Employee Union Coalition

are putting together a summary sheet relating to the insurance which will help answer all questions.

If the Commission determines all employees will be put into the "new employee" health plan, **it is possible** the Office of Retirement Services will put all retirees into that plan design. All employees hired before Jan. 1, 2010 will receive health insurance in retirement, but will still be required to pay the appropriate premium and costs associated with the plan just as current employees do.

Lawmakers and the Governor passed a law taking away health insurance for employees hired after Jan. 1, 2010.

Under the law, the State will put 2% of base salary into a 401 type plan with the idea that employees can then use that investment for health insurance when they retire. MCO and the Coalition of State Employee Unions are looking for ways to legally challenge this profane law that basically takes away any guarantee of health care in retirement.

FAIR CONTRACT RALLIES PLANNED IN DETROIT, LANSING

State workers are planning two more rallies to urge the Civil Service Commission to approve fair contracts.

One rally will be outside Cadillac Place in Detroit Dec. 16, and the other is planned for Dec. 17 outside the governor's office (in the Romney building) in Lansing. Both rallies are at noon. Go to our website to get print-

able flyers for both rallies.

The Coalition of State Employee Unions is hoping to get a rough estimate of how many people will participate in the demonstrations. Please email anita@mco-seiu.org the word "Detroit" if you can come to the Detroit rally or the word "Lansing" if you can come to the Lansing rally.

EXCHANGE TRANSFER LIST NOTICE

The Exchange Transfer List will be cleared out in early January. Many people leave the Department or get a transfer without notifying MCO to remove their name from the list. Clearing the list once a year means the list is more useful and effective.

If your name is on the list now and you do not want it removed, please email anita@mco-seiu.org by Jan. 1.

JUDGE RULES AGAINST MCO ON PORTAL-TO-PORTAL

A federal judge has dismissed the portal-to-portal lawsuit, agreeing with the State's argument that the Eleventh Amendment prohibited a suit against the State without its consent. Obviously, the State will not consent to be sued.

MCO attorneys also argued other aspects of the law, but in the end the judge sided with the State.

MCO is currently reviewing options of appeal with union attorneys.

We'll keep you posted.

CONTACT YOUR STATE SENATOR ON GUN CARRY BILL

The bill that would allow COs to carry guns in pistol-free zones was passed out of the Senate Judiciary committee this week. HB 4133 now goes before the full Senate.

An MCO official testified in favor

of the bill at a committee hearing Tuesday. He spoke about the advanced training COs receive.

Go to our website to contact your Senator and ask for a yes vote on HB 4133.

FALL MCO REPORT ONLINE

The Fall MCO Report is available now at mco-seiu.org/publications/mco-report. Members should receive a copy in the mail next week.

See photos from the Nov. 13 impasse rally, coverage of MCO Central and a special story on the Detroit Detention Center. Also, a former fee payer tells MCO why he rejoined the union this year.

Happy reading!





THIS IS IT, FOLKS! IMPASSE DECISION COMES DOWN NEXT WEEK

IMPASSE LETTER SENT TO MEMBERS

By now, you should have received a letter from MCO concerning impasse and bargaining. MCO leaders encourage members to read the letter carefully – it has valuable information.

Also, we're asking all members to wear black MCO wristbands to

work to show solidarity through impasse, Right to Work and other hits on corrections officers. If you need a wristband, see your chapter president.

MAKE YOUR VOICE HEARD

Next week there are three rallies for fair contracts – one at noon Monday in Detroit outside Cadillac

Place; one at noon Tuesday in Lansing outside the governor's office in the Romney building; and one at 9 a.m. Wednesday in Lansing outside the Capitol Commons Center at 400 S. Pine. The Commission will rule at its 10 a.m. meeting

Go to mco-seiu.org for more details.

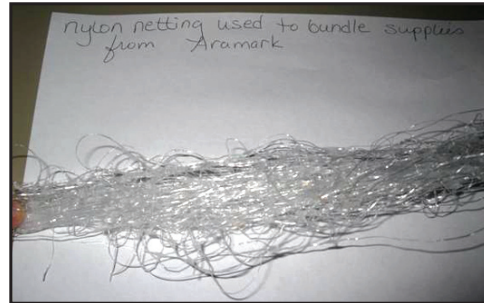
ARAMARK TAKES OVER; CONTRABAND FLOWS INTO PRISONS

Contraband nylon netting was found on Aramark's food shipments last week.

MCO has learned Aramark's contracted produce company packaged food in the netting. MCO understands the company has been informed of the security risk nylon presents and it will no longer be used.

MCO has heard rumors of other

contraband, including items that could be used as weapons, entering the facilities through food and kitchen supplies. Union officials are checking



This nylon netting showed up in an Aramark order at STF. MCO was told it's no longer being used.

into these stories and asking Department administrators what actions they're taking to prevent contraband from entering this way.

Please be vigilant!

AROUND THE STATE: SHAKEDOWN AT JCF; SPORK STABBING AT MR

WEAPONS, PHONES AND DRUGS AT JCF

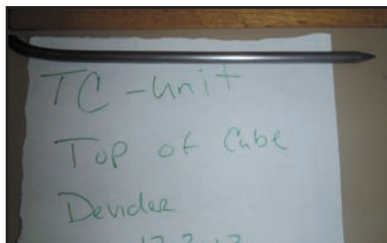
Three Cotton inmates were assaulted in separate fights Thanksgiving Day. One victim suffered several cuts on his face.

Then JCF officers uncovered weapons, cell phones and drugs during a shakedown Dec. 3.

Officers had to Tase a combative inmate twice Dec. 6. Later, the



Contraband found last week at JCF.



inmate bit a CO on the arm. The officer was taken to a local hospital for treatment.

OFFICER ATTACKED WITH SPORK

An inmate at Michigan Reformatory used a sharpened plastic spork to stab an officer several times in the neck.

The prisoner put his hand on the CO's shoulder, and when the officer turned to face him, the convict stabbed him. The CO was treated at a local hospital. He was not seriously injured.

Earlier that day, the inmate told people he wanted to transfer to a Level V prison, officers say. He was transferred after the stabbing.



BULLETIN

DEC. 19, 2013

MORE DETAILS ON CSC DECISION TO DELAY CONTRACT VOTE

The Civil Service Commission has delayed a decision on contracts, citing concerns about the new health care plan the impasse panel recommended for all employees. MCO sent an email blast and posted a story about the decision online yesterday.

The Commission decided to table the matter until Jan. 15, 2014 and moved to extend current contracts until that time.

The Impasse Panel recommended putting all workers into the health insurance plan that's currently just for employees hired January 2010 or later. This is what OSE wanted. Although the new plan has a slightly lower premium, it would actually cost employees more because of the plan design.

At the CSC meeting Dec. 18, the Coalition of State Employee Unions (CSEU) voiced concerns about a lack of specific information on health care utilization trends. This type of information is routinely provided by employers during bargaining, but due to technology changes at Blue Cross Blue Shield of Michigan, the state couldn't provide this detailed information. The utilization data show specifically where health care money is spent.

A commissioner moved to accept the Impasse Panel's recommendations, except keep the status quo on health care. With a 2-2 vote, the commissioners deadlocked on the matter.

The Commission then unanimously voted to table the matter until the Jan. 15 meeting and to keep current contracts in place until then.

We will share any updates when we have them.

The fight isn't over yet. MCO leaders thank you for your support and solidarity. We're stronger together.

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AROUND THE STATE: ICF INMATE NEARLY ESCAPES; STABBINGS AT ECF, DRF

IONIA PRISONER PLANNED ESCAPE

An ICF inmate who was just one fence away from freedom said he thought he could escape because gun towers are closed and the PSV makes rounds only once an hour, officers tell MCO.

The Level V inmate attempted to escape Saturday. He had cut a hole in the wire mesh covering his cell window, which opened up to the yard. During yard time, he went to his window and grabbed a laundry bag. He took the bag and hid in a pile of snow.

While hidden, he put on cardboard and trash bags to protect himself from the stun fence. After yard time ended, he dashed for the yard fence. He slipped under the yard fence near the man door and ran for the interior stun fence. The prisoner made it over the stun fence and was in the buffer zone when he was apprehended. He had tripped a zone alarm.

The convict is now at Bellamy Creek.

This inmate tried to escape from another facility in 2011.

ECF INMATE CUT ON FACE

An inmate at the Oaks was stabbed near his eye this week.

The assault happened in the chow hall while Level II inmates were eating. The weapon was recovered. A Taser was used on one of the inmates. No officers were hurt.

THIRD DRF STABBING IN A MONTH

A convict at Carson City was stabbed in the side of the head Wednesday. The assailant hasn't been caught.

This was the third stabbing at DRF in about a month, officers say.

DRUG-FILLED FOOTBALL OUTSIDE LRF

A football stuffed with drugs, a cell phone and tobacco was found near the Brooks perimeter Saturday. It appeared that someone tried to throw the football over the fence and into the inmate garden, but it didn't clear the top of the fence.

NCF INMATES MADE STILL, SPUD JUICE

A recent shakedown in housing unit 4 at Newberry turned up three shanks,

tattoo needles, spud juice and a home-made still.

ARAMARK PROBLEMS CONTINUE

- At Wednesday's Civil Service Commission meeting, a DOC representative said the Aramark switchover has had "no major issues."

An article in the Detroit Free Press this week quoted a former Aramark worker at SLF as saying the job was "chaos." The woman said she received inadequate training, according to the story.

- RGC officers found an unattended tethered knife and a 50-foot long extension cord in a condiment cooler during a chow hall shakedown Wednesday. They also found pieces of metal.

- KCF officers say an Aramark worker handed out knives that were not tethered to the kitchen counters. Fortunately, none of the knives disappeared.

Please note: MCO has heard many rumors of screw-ups related to Aramark service. MCO will only report stories we are able to confirm with reliable sources.

THANKS FOR YOUR SOLIDARITY!

By now, all members should know the CSC has postponed a contract decision until Jan. 15.

Thank you for your solidarity!



Above: MCO members wait for Wednesday's CSC meeting to begin. Right: An MCO member marches with a UAW worker outside the CSC meeting.



REMINDER: EXCHANGE TRANSFER LIST WILL BE CLEARED SOON

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