

PRESIDENTIAL
PONDERINGS

by




After the recent punch in the stomach by the Governor and the Michigan Legislature, I've seen a very different MCO membership. Many are coming to understand Right to Work, privatization, and other laws passed in Lame Duck surpassed the antics of former Gov. John Engler in the 1990s when we lost the Defined Benefit Retirement System and the Baldwin prison was privatized.

Make no mistake about it – we are in for a long, entrenched war with this legislature and this administration, which shows all of us day after day that they're not interested in a safe corrections system. Coming in under budget is definitely more important to them than everyone's' safety. We are back in the early '80s – overcrowded prisons, reduced training, eliminating officer FTEs, closing assignments, deflating the classification of inmates, removing RUOs and parking the ARV. Meanwhile, assaults, weapons, escape attempts and contraband are more prevalent than ever. This is what happens when we have dollar-driven corrections.

I hope you carefully read and digest this issue's cover story on our state's new Right-to-Work laws. RTW has nothing to do with bringing business to Michigan; its sole purpose is to weaken unions' ability to file lawsuits, like the 3 percent and 4 percent suits and the RUO litigation. It counters our ability to get candidates elected who are sympathetic to our stances on private prisons, staffing levels and other security issues. And right now, there are only a few brave men and women in the state legislature who give a damn about our concerns. This is what I was talking about in the last MCO Report, in which I asked you to research candidates and then vote. Yes, we are fighting for you, but for many of the elected officials who are hostile to our message, no amount of conversation will change their minds. Please consider attending one of the MCO meetings mentioned in the story to hear the most up-to-date information on the RTW law and where it stands. Also at the meetings, you can sign a pledge that you'll stand with the union— and stand up to this hostile legislature and employer when it's time to bargain.

MCO's plan to host meetings is part of an anti-RTW campaign unveiled at a recent Executive Council meeting. Chapter presidents at the meeting agree that it's imperative every MCO member and fee payer is approached and ultimately asked to pick a side – with the union or against it. As Executive Director Mel Grieshaber said at the meeting, RTW is so much bigger than an individual grievance or petty disagreement. The time for bickering over peripheral issues is over. I hope all members and fee payers come to understand that in the following months.

In other news, SB 878, which would allow the Baldwin prison or any other closed prison to be put up for private bid, was slammed through in lame duck. Thanks to the efforts of the State Employee Union Coalition and MCO members in targeted districts, the bill was stalled for several months. GEO didn't live up to its promises when it ran the Baldwin youth facility. Other states are reconsidering the wisdom of prison privatization, but here in Michigan we are trying it again. Welcome to the race to the bottom.


I'm convinced this long war will make us stronger. We must continue to be a united voice advocating for a safe correctional system. We're already seeing some signs of increased resolve. A record number of agency fee payers signed back into the union in the past two months.

Stay informed. Be cautious of your surroundings. Facilities are as dangerous as ever thanks to dollar-driven corrections.

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



Exchange
Transfer
List



If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc., current institution, desired institution and your facility's phone number. Please mail to: Anita Pere, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to anita@mco-seiu.org. **Please contact us as well if you need to remove your name from the list.** The Exchange Transfer List can now also be found online at www.mco-seiu.org. Please note, in the past, MCO has cleared the list at the beginning of a new year. The list was not cleared this year. This makes it even more important that you contact MCO when your name should be removed from the list.

Name	Current Facility	Desired Facility
Ernest Huizar	St. Louis/(989)681-6444	TCF/SRF
Crystal Peiper, E-8	MTU/(616)527-3100	STF/SLF
Barry McLemore II, E-9	ARF/(517)265-3900	Detroit Reentry Center
Matthew Vasquez, E-9	MTU/(616)527-3100	Thumb/Macomb
Ellis Farrar	MTU/(616)527-3100	Macomb
Andrew Wirth, E-8	MTU/(616)527-3100	Jackson Area
Dennis Kellar, E-8	Alger/(906)387-5000	SAI/STF/MRF
Rachel Snyder, E-9	St. Louis/(989)681-6444	Saginaw
Jonathan Russell, E-9	MCF(12-hr)/(231)773-3201	Alger/Marquette/Kinross/Chippewa
Nathan Bogal, E-9	Cotton/(517)780-5000	Ryan/Macomb/Thumb
Tonya Wysong, E-8	RMI/(616)527-2500	Macomb/Thumb/Saginaw
Francis Stites-Bennett, E-8	Brooks/(231)773-9200	MRF/TCF/Detroit Reentry/SRF
Ty Hyatt, E-9	Baraga/(906)353-7070	Marquette
Shannon Gatzka, E-9	Central MI/(989)681-6668	Saginaw
Mark McClain, E-9	Chippewa/(906)495-5674	Pugsley
Scott Johnson	MTF/(231)773-1122	STF/SLF/SRF/TCF
Elaine Jeske, E-9	WHV/(734)572-9893	STF/SLF/SRF/DRF
Delandon Thomas, E-9	SRF/(989)695-9880	Thumb
Ken Holman, E-9	Alger/(906)387-5000	Marquette
Michael Martin, E-9	Thumb/(810)667-2045	SAI/DRC/WCC/MRF
Nicholas Logan	Parnall/(517)780-6004	Macomb/Ryan/Thumb
Darissa Littlejohn, E-9	WHV/(734)572-9893	Cotton/Jackson area
Christopher Baynton, E-9	Pugsley/(231)263-5253	Alger
Charise Mayers	Thumb/(810)667-2045	Macomb/Detroit Reentry
Marlon Reese	Thumb/(810)667-2045	Macomb
Duane Byers, E-9	Brooks/(231)773-9200	Muskegon
Matt Vouaux, E-9	Central MI/ (989) 681-6668	Saginaw
Bryan West, E-9	Gus Harrison/ (517) 265-3900	Macomb/Thumb
Keith Denman, E-9	Egeler/ (517) 780-5600	St. Louis/Carson City/Ionia
Cindy Garcia-Flores, E-9	Pugsley/ (231) 263-5253	Saginaw
Michael I. Roberts, E-9	MR/ (616) 527-2500	West Shoreline
Brandon McBride, E-9	Gus Harrison/ (517) 265-3900	Woodland/Ryan/Macomb
Zerlean Martin, E-9	Macomb/ (586) 749-4900	Detroit Reentry Center
Lonnie St. Andrew, E-9	Saginaw/ (989) 695-9880	Thumb
Christopher Shah	Thumb/ (810) 667-2045	Macomb
Michael Johnson, E-10	Oaks/ (231) 723-8272	Pugsley
Kevin Mayfield, E-10	Thumb/ (810) 667-2045	Macomb
Ryan Roan, E-9	Newberry/ (906) 293-6200	Chippewa/Kinross
Jeffery Krummel, E-9	Woodland/ (734) 449-3320	Thumb
Patrick Miseta, E-9	FOA/ (269) 673-0360	MTU/Pugsley
Dwayne Woods, E-9	Cooper Street/ (517) 780-6175	Macomb/Ryan/Thumb
Derrick Johnson, E-9	Parnall/ (517) 780-6004	Ryan/Woodland/Macomb/WHV

Name	Current Facility	Desired Facility
Roger VanPopering, E-9	Carson City/ (989) 584-3941	Saginaw/Central MI
Michael Wirth, E-10	Cooper St./ (517) 780-6175	Thumb
Greg Delezenne, E-9	Gus Harrison/ (517) 265-3900	Egeler
Wendy Woods, E-9	Carson City/ (989) 584-3941	Brooks/Muskegon/West Shoreline
Jessica Richardson, E-9	SAI/ (734) 475-3394	SRF/DRF/WHV/TCF/St. Louis Area
Derick Campbell, E-9	Newberry/ (906) 293-6200	Kinross
Paul Barnes, E-10	Pugsley/ (231) 263-5253	Jackson Area
Dustin Richard, E-10	Central MI/ (989) 681-6668	Saginaw
Mike Bini, E-10	Central MI/ (989) 681-6668	Pugsley
Kirk Vogel	Oaks/ (231) 723-8272	Saginaw
Kip O'Neill	Lakeland/ (517) 278-6942	Pugsley
Roy Betterly, E-9	Alger/ (906) 387-5000	STF/SLF/MPF/DRF
Kerry Krakhofer	Macomb/ (586) 749-4900	Baraga
Angela Dalton, E-9	Huron Valley / (734) 572-9900	Macomb
Malcolm Cook, E-9	Macomb/ (586) 749-4900	Ryan, Egeler or Cotton
April Magnan, E-9	Thumb/ (810) 667-2045	Macomb
Alex Herbert, E-9	Ionia/ (616) 527-6331	Muskegon area
J. Holtz, E-9	Muskegon(12 hr)/(231)773-3201	Central MI/St. Louis/Carson City
Thomas Drake, E-9	Newberry/(906)293-6200	Pugsley
Clara Burk, E-9	Huron Valley / (734) 572-9900	Carson City/St. Louis/Jackson/Ionia
Michael Rosier, E-9	Parnall/ (517) 780-6004	Detroit Reentry Center
Kristie Ream, E-9	Huron Valley/ (734) 572-9900	Thumb/Saginaw
Christine Hemry, CRR	Gus Harrison/(517)265-3900	Jackson Area
Jody Sandhagen, E-9	Alger/ (906) 387-5000	Chippewa/Kinross
Andrew Overton, E-10	MR/ (616) 527-2500	Jackson/St. Louis Area or IBC
Realestine Rogers, E-9	Parnall/(517)780-6004	Forensic Center/WHV
Richard Payne	Macomb/(586)749-4900	Muskegon
Wing Lam, E-9	Thumb/(810)667-2045	Macomb



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MCO Report

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WORKERS SEEING RED! THE GOVERNOR AND LEGISLATURE DELIVER HUGE BLOW

In a historic and dramatic move, the Governor and Republican led legislature have passed a Right-to-Work law. The law should be called “Right-to-Work for Less!” as in many respects that could be the practical effect of the act. Pack-aged as “Freedom-to-Choose,” the governor and lawmakers have tried to spin the act as pro-worker and not anti-union.

Done without any public hearings or debate, and put on a fast track in the lame-duck session with the support and help of Dick DeVos, the Koch brothers and the Michigan Chamber of Commerce, the effort’s main purpose is to simply destroy and undermine all influence and power of labor unions in this state. It was a move with the intent of gutting the voice of workers.

In a nutshell, the RTW law says a worker cannot be required to pay dues or agency fees as a condition of employment. However, the union is still obligated to represent all workers in the bargaining unit – even those who pay nothing. Corporate forces know if they can limit union resources, union influence and bargaining power will diminish.

The new law takes effect March 27, but any contract in force on that date will be allowed to continue until its expiration. Therefore, all workers in the MCO bargaining unit are required to pay membership dues or fees until the contract expires Dec. 31, 2013.

At this time, the prevailing legal view is that state classified employees are not covered by the new law as it would infringe on the constitutional author-ity of the Civil Service Commission. The Attorney General has publicly stated that he expects the Civil Service Commission to follow the law. In any case, it is yet to be seen whether the commission will change its own policy to reflect the new law. Even if the commission rejects the new law and keeps the status quo, MCO expects the Office of the State Employer (Governor) to attack contrac-tual security provisions in bargaining this fall. Also, it is expected that when current commission terms end or a commissioner resigns, the Governor will appoint replacements that support changing civil service to a RTW system.

MCO is determined to keep our voice alive – through the contract, dealing with the Department, the Administration and the legislature. But we need to stick together. We cannot let them take our voice away.

MCO is embarking on a Right-to-Work education campaign. Board mem-bers and leaders will be visiting all facilities and regions in the coming weeks. Information and literature will be distributed to all members. Now is the time to learn what is at stake and come together. Attend the meetings and read the materials. In unity there is strength.

TURN PAGE TO SEE PHOTOS FROM THE ANTI-RTW PROTESTS



Revenues	Amount
Membership Dues	\$873,488
Non-Member Fees	\$31,868
Interest	\$6,533
From Affiliates	\$1,920
Total Revenues	\$913,809
Expenses	
Arbitration	\$2,325
Books	\$570
Collective Bargaining	\$9,213
Computer	\$5,807
Continuing Education	\$2,044
Contributions	\$236,900
Depreciation	\$17,552
Insurance	\$46,060
Leased Equipment	\$4,665
Legal and Accounting	\$5,911
MCO Report	\$6,131
Media Promotion	\$10,000
Meetings and Conferences	\$50,664
Office and Administrative	\$15,744
Organizational Unity Materials	\$4,598
Pension Contribution	\$27,090
Picket	\$7,315
Postage	\$4,929
Repairs and Maintenance	\$16,135
Salaries	\$179,662
Social activities	\$17,606
Taxes - Payroll	\$13,445
Taxes - Per Capita	\$190,636
Taxes - Property	\$33,682
Telephone	\$9,681
Utilities	\$12,153
Total Expenses	\$930,518
Change in Unrestricted Net Assets	-\$16,709

GOP-CONTROLLED LEGISLATURE PASSES MANY DETRIMENTAL LAWS IN LAME DUCK SESSION

Republicans in both the House and Senate spent their final hours of 2012 ramming through a controversial corrections agenda that will undoubtedly have a harmful effect on line staff, training and safety.

The bills signed into law by the governor include:

SB 878 — A bill allowing the MDOC to outsource the supervision and housing of adult inmates to a private facility/contractor. This could lead to the closure of one, possibly two, state run facilities. (Potential bidders include the GEO Group who has an empty 2,400 bed prison in Baldwin or the re-opening of Standish prison by a private vendor).

HB 5881 — A bill allowing retired corrections officer to re-enter the workforce on a part-time basis, while still collecting a state pension. (Note: Despite MCO's repeated inquiries, many questions

regarding placement, training and workers compensation remain unanswered and serve as a potential risk to both retirees and current staff..

HB 5422 — A bill that gives unspecified community colleges the authority to conduct new employee training academies and shift the cost of training/education to potential recruits.



MCO Executive Director Mel Grieshaber testifies before the House Appropriations Committee in November.

MCO AN OUTSPOKEN OPPONENT OF HARMFUL RTW LAWS; VP ON NETWORK NEWS

As the Right-to-Work debate was heating up in Lansing, MCO's top officials were taking it to the national airwaves and news pages to tell people just how detrimental RTW legislation can be in the fight for fair wages and benefits.

MCO Members Bill Henderson and Dennis Beecham along with IMAX President Paul Jensen spoke to a crowd of thousands at an anti-RTW rally that saw more than 13,000 citizens flood the State Capitol hours before the controversial legislation was approved.

MCO was contacted and interviewed by several Michigan newspapers and few of the Lansing-based TV stations. MCO Executive Director Mel Grieshaber used the opportunity to point out the blatant hypocrisy of Senate Republicans in allowing a RTW exemption for police and firefighters because of the inherent dangers of their jobs while at the same time denying the exemption to corrections officers who risk their lives day in and day out.

In addition, MCO Vice President Andy Potter, who also serves as Chair of the SEIU-Republican Member Advisory Committee, was recruited and interviewed by several national media outlets. Potter was a guest on Fox News' "On the Record w/Greta VanSusteren," and MSNBC's "Rachel Maddow Show." He

was also featured on CNN and Democracy Now (a global news show broadcast on PBS and other stations). Michigan-area news stations also interviewed Potter.

Potter's comments were also picked up by local news sources, including The Detroit Free Press, MLIVE, The Lansing State Journal and other newspapers along with photos of him at a labor leaders' rally at the Governor's office Dec. 7. The Detroit Free Press, MLive, the Lansing State Journal and other newspapers included his comments in articles and published photos of him at a labor leaders' rally at the governor's office Dec. 7.

To see these articles and videos yourself, go to mco-seiu.org/2011/05/03/headlines.



UNION SUPPORTERS MAKE THEIR VOICES HEARD IN LANSING



Clockwise from top left: 1. Members wave the MCO flag on the Capitol steps the day RTW was approved. 2. MCO Executive Director Mel Grieshaber, President Tom Tylutki and Vice President Andy Potter stand with a crowd locked out of the

Capitol 3. A view of the Capitol the day RTW passed. 4. MCO staffer Jeremy Tripp participates in a sit-in behind a state police barricade. 5. MCO members protesting outside the Capitol. 6. Demonstrators inside the Capitol rotunda.

EXECUTIVE COUNCIL DISCUSSES RTW

MCO leaders called an Executive Council meeting Jan. 10 to discuss the new Right-to-Work legislation and the union's next steps.

The highlight of the meeting was MCO's announcement of a statewide informational campaign on RTW. MCO President Tom Tylutki, Vice President Andy Potter and Executive Director Mel Grieshaber will host meetings in all corners of the state to discuss the new law.

At the E-Council meeting, Grieshaber gave some background information about MCO and the Civil Service Commission. MCO members have stood up as one solid, united front since the union's formation.

Now unions like MCO are waiting to see if the CSC, which has authority over all state employee unions, goes along with RTW or decides the legislature overstepped its bounds in attempting to regulate public employees. Attorney General Bill Schuette has said he expects the CSC to "follow the law," Grieshaber said, but many people aren't sure whether the legislature or the CSC has the trump card.

Chapter presidents wrote down and discussed the RTW-related concerns and questions they're hearing most at the facilities.



MCO chapter presidents discuss Right to Work concerns at their work sites.



MCO WELCOMES STRAUB AND SHERMAN RECRUIT CLASSES

Hundreds of officers have joined the MCO family in the past few months. The Terry Sherman Class convened Jan. 7 with about 150 recruits.

The class honors Terry Sherman, the former warden at Ojibway Correctional Facility. The recruits will work at facilities around the state after graduation in March.

The students might be new to corrections, but when MCO addressed the class on its first day, it was clear students had been paying attention to Michigan politics and departmental issues. Students asked MCO President Tom Tylutki and Labor Rep Jeff Foldie many questions about Right to Work and other topics.

In November, about 200 officers graduated from the training academy. The Dennis Straub Class and students'



families and friends packed a hotel conference room in Lansing for the graduation ceremony.

Gov. Rick Snyder spoke at the ceremony. He told recruits they're embarking on a dangerous job, and he thanked them for their service to both Michigan citizens and prison inmates.

Straub is a former MDOC deputy director and prison warden who got his start in corrections as a counselor.



Left: New recruits look at their contracts and fill out membership cards. Far Above: MCO President Tom Tylutki talks to the Dennis Straub class on graduation day. Above: Dennis Straub speaks at graduation.

Welcome, new officers!

MCO CENTRAL MEETS IN LANSING IN OCTOBER

Delegates from all 33 MCO chapters gathered for a Central Committee meeting Oct. 17.

MCO Labor Rep Jeff Foldie gave a presentation explaining Article 17, which addresses the OEL, and introduced a chart to clarify the rules of the OEL pilot. The old Article 17 wording was so confusing, it accounted for about 40 percent of all grievances filed, and the Impasse Panel of the Civil Service Commission urged MCO and MDOC to straighten out the language. That led to the formation of a special committee and an explanatory

chart. MCO created the chart and MDOC adopted it as a joint document. (Read the document at mco-seiu.org/2012/10/18/find-oel-resources-here/) Delegates also asked several questions about specific scenarios that played out at their facilities.

MCO President Tom Tylutki reviewed many items. He reported on Tuscola Reentry Center's closure and the repurposing of Ryan Correctional Facility (now Detroit

Reentry Center). Of the 61 officers who received layoff notices, 52 were placed at other prisons. Tylutki said the blow wasn't as hard as it could have been – MCO initially heard as many as 103 jobs would be eliminated between the two facilities.

Executive Director Mel Grieshaber also updated delegates on the still-active 4 percent and RUO lawsuits, pending legislation and important races and questions in the November election.

MCO members and leaders talk at the Central Conference meeting in October.



12-HOURS COMING TO NCF

MCO members at Newberry and Baraga held votes Jan. 15 on switching to 12-hour shifts.

A majority of Newberry members voted in favor of the shifts but the measure failed at Baraga.

MCO and the Department will now meet to lay out a timeframe and other details to convert NCF to 12-hour shifts.

RETIREMENTS

Looking for retirement announcements? See the next MCO Report for a list of members who retired since September 2012.

MCO STATE EXECUTIVE BOARD

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

Tom Tylutki, President
Cary Johnson, Trustee
Ed Clements, Trustee
Dennis Beecham, Trustee
Brian Mahoney, Trustee



MCO CHAPTER PRESIDENTS

Larry Henley, Alger
Ed Clements, Baraga
Lori Schliter, Bellamy Creek
Anthony Hurst, Brooks
Troy Speekin, Carson City
Cecil Pedrin, Chippewa
Alfred West, FOA
Frank Malenski, Cotton
Paul Jones, Egler
Rebecca Fettes, Forensic Center
Russell Doyle, Gas Harrison
Dennis Beecham, Hamilton Michigan Training Unit
Rita Wise, Huron Valley Women
Paul Jensen, Ionia
Shawn-Erik Brown, Kinross
James Stageman, Kinnos
Kamal Cariuty Jr., Lakeland

Marlon Thomas, Macomb
Todd Ninnis, Marquette
Robert Champlin Jr., Central Michigan
Lashae Simmons, Mackegon
Kristopher Kangas, Newberry
Christopher Schmidt, Oaks
Ronald Niemi, Ojibway
Joe Hemenway, Parnall
Matt Paulie, Pugsley Correctional
Kacy Datema, Michigan Reformatory
Mike Guerin, Saginaw
Monoletoe McDonald, SAI Program
Ray Sholtz, St. Louis
Jamie Willyerd, Thumb
Kim Sheffer, West Shoreline
David Siler, Woodland Correctional

MCO CENTRAL STAFF

Mel Grieshaber, Executive Director

Tangee Laza, Labor Relations Representative
Karen Mazzolini, Labor Relations Representative
Cherelyn Dunlap, Labor Relations Representative
Jeff Foldie, Labor Relations Representative

Anita Pere, Communications Specialist
Cindy Kogut, Bookkeeper
Lori Iding, Grievance Coordinator
Stephanie Short, Receptionist/Secretary
Jeremy Tripp, Asst. for Governmental & Community Affairs

MCO's 24-HOUR ANSWERING SERVICE

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



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

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

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

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

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


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


MCO Memorial Bible Program

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

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

MCO MEMORIAL BIBLE REQUEST	
MCO Member	
Relationship to Deceased	
Chapter, Chapter President	
Deceased's Name	
Deceased's Date of Death	
Religious Preference	

PRESIDENTIAL
PONDERINGS
by 



As of this writing, MCO Central has visited about 50 percent of the chapters to talk about Right to Work and how it could affect the services they receive from MCO. Although some legalities are still unresolved like how it affects state classified employees under Civil Service, the governor and the attorney general have sure weighed in. The governor has asked the Michigan Supreme Court for an advisory opinion. The AG has said he expects the Civil Service Commission to follow the law. MCO in conjunction with the Coalition of State Employee Unions has filed suit in the Michigan Court of Appeals, arguing Right to Work violates the Michigan Constitution. The Civil Service Commission, not the legislature, has authority to alter our working conditions.

MCO has met with members at Right to Work information meetings around the Lower Peninsula. We are visiting members in the Upper Peninsula now. On behalf of MCO, I'd like to thank all of those of you who have attended a meeting and we all appreciate your honesty on where you stand on the issues. Watch the MCO website and KYIs for up-to-date information not only on Right to Work but all issues of importance to MCO members.

An RFP was put out by the MDOC to privatize up to 970 beds. Remember the law allowed 1,750. We encourage all MCO members to contact their legislators and continue to voice your displeasure especially in light of the many incidents around the country in private prisons. Conditions at the Lake Erie Correctional Facility in Ohio – which Corrections Corporation of America has purchased outright from the state – have deteriorated so much, it caught the attention of national media. And the GEO Group raised eyebrows when it gave \$6 million to a Florida university for a stadium.

As most members are aware, MCO was on record and advocated against HB 5881, which allowed retirees to return to work. The bill passed and retired corrections officers will be returning to work. And even though we opposed we ask you to accept our brothers and sisters returning to the MCO family.


In the near future MCO will once again ask officers to respond to a bargaining survey as we prepare for negotiations in the upcoming months. We can only hope that Gov. Snyder meant it when he said he didn't want state employees looking over their backs. Let's hope he does the right thing and takes care of the 7,000 MCO members doing Michigan's most dangerous job, and doing it with less.

Since the PSV has been eliminated, a record amount of contraband has come sailing over the perimeter fences. Continue to be vigilant and observant to protect the safety of Michigan's prisons. Several busts have occurred and we commend those whose swift actions help protect us in one of the worst decisions made in a decade in the MDOC.

I would like to congratulate MTU CO Ron McComb, for being named Officer of the Year. Finalists John Hassen, Tara Kelley, Eric Grabowski and Leonard Brown also deserve congratulations. They truly represent what we all strive for.

In closing, much is going on at MCO. We ask you to visit the website, get the KYIs electronically and support our efforts while you do Michigan's toughest job!

In solidarity,



COTTON OFFICERS TAKE THE PLUNGE

On a cold day, Cotton Correctional Facility officers and their families jumped into freezing water to raise money for Special Olympics. They formed three teams – ERT, U of M Prison Plungers, and the Klotz Zombies. Facility employees raised more than \$22,000 for Special Olympics.



Thank you for your efforts, officers!



Photos taken by James Sims and Jessica Prins.

MTU CO RON MCCOMB IS OFFICER OF THE YEAR



A ten-time winner of the Life Saving Award and a 27 year department veteran has been selected as Officer of the Year.

Ron McComb, a CO at the Handlon Correctional Facility, will be honored at the Officer of the Year Banquet May 8 at the Kellogg Center at Michigan State University.

The honor of being named Officer of the Year was one of the career goals McComb wrote down when he was in the training academy more than two decades ago.



Pictured are (from left):

- John Hassen, WCC, finalist
- Tara Kelley, MPF, finalist
- Eric Grabowski, SRF, finalist
- Ron McComb, MTU, Officer of the Year
- Leonard Brown, finalist

Congratulations to McComb, the finalists and all officers who exemplify those who have Michigan's toughest job.

DEPARTMENT HIRES HUNDREDS OF NEW OFFICERS

One hundred fifty-seven recruits started training April 1, exactly one month after more than 120 men and women graduated from an academy that started in January.

Terry Sherman, former warden at Ojibway Correctional Facility, spoke at the March 1 graduation of the class named in his honor. Sherman said those who wear the black and gray deserve thanks for their service. He also encouraged them to take pride in the career. Pride was a message in Lt. Gov. Brian Calley's comments also.

More than 150 recruits started training early this month.

MCO has always advocated for increased staffing levels and is pleased the Department is rapidly hiring and training officers. As MDOC continues to hire new officers, MCO hopes facilities will be able to decrease mandatory overtime.



The Terry Sherman Class at their graduation March 1.

RETIREMENTS

Larry Austin
Robert Badger
Deborah Barker
Claudia Barkley
John Barney
Noel Bartley
Karen Bayless Brown
David Beckham
Steven Beebe
David Beehler
Gregory Bell
Carl Bergh
Joseph Beseau
Douglas Bilby
Jerome Bilkey
Matthew Black
Paul Blake
Jerry Blankinship
David Blick
Lewis Boucher
Lisa Bracey
Mark Bradley
Michael Bradley
Mitchell Braman
David Brassfield
Norman Burton
Jerald Campbell
Richard Carl
Christopher Carroll
Danny Cathcart
Linda Collins
William Collins
Brian Conant
Thomas Costello
Angela Cox
Michael Craft
Lewis Custard
Joseph Czeiszperger
Bruce Deline
Alan Dennis
Paul Desmith
Kirk Eaton
Suzanne Elkins
Mark Emmons
Frederick Engel
Daniel Erath
Brian Fasset
Marquerite Fears
Amos Fields
Verland Fill
Bryan Fitzpatrick
Brian Foco
Roger Furgason
Jerry Gable
Leo Gajewski
Mary Gilbert
Ricky Gist
Charles Goodwin
Frank Greene
Victor Greene
Thomas Griffin
Lee Grulke
Carole Gutchak
Brenda Hagen
Craig Hall
Douglas Hall
Carl Harder
Curt Higbee
Henrietta Hill
Brenda Holland
Dennis Howe
Philip Hughes
Philip Hughes
Douglas Hunter
Elvis Joplin
Susan Kalisek
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Kendall Krick
James Kroll
Frank Kurta
Cheryl LaFrance
Juanita Lambert
Modesta Lamma
Joy Lawrence
Joni Leblanc
Martin Lehto
Crystal Lesley
Martin Lewis

Christeena Livingston-Long
David Lukasik
Robb MacKenzie
Elizabeth MacMillian
Randy Mahn
Michael Mailley
Ghulam Malik
Robert Marquendant
Kathleen Marthrel-Jones
Zerlean Martin
Emil Maslo
Garth Matonis
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Joyce McCullough
Manuel Medeiros
Thomas Meeker
Gregory Meredith
David Merrill
Gywen Miilu
Paul Miller
Michael Moe
Frederick Moholland
Sara Moller
Richard Moon
Barrett Moulter
Stanley Mroczek
Gerald Mulnix
David Murine
Kimberly Neumann
Jack Oliphant
Daniel Olmstead
Joyce Paige
Todd Pennell
Bradley Phelan
Lanard Pope
Michael Prescott
Isaiah Proctor
Gary Pung
William Reese
David Revers
Michael Richardson
Glen Rivett
Joseph Rivord
Clifford Rodgers
Dawn Root
William Roth
Max Russell
Lawrence Sanback
Charles Sanders
Kevin Saylor
Edward Schroeder
Mark Schroeder
Thomas Scognamiglio
Terry Sell
William Sheppard
Clayton Simpson
Charles Smith
Robert Smith
Robert Smith
Stephen Smith
James Soli
Brent Sowa
Linda Stewart
Susan Sullivan
Leonard Sumler
Steven Talsma
Ronald Taylor
Kenny Terry
Katie Thomas
Patricia Todd
Joan Turnquist
Randall Waite
Brenda Walton
Joseph Warren
Mike Warren
Michael Weed
John Wenz
Victor Wettberg
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Dennis Winger
Peggy Winters-Hall
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Mark Wolf
Stephen Woodley
Jimmie Woodson
Linda Worthington
Michael Zemla



Proudly Representing Michigan Corrections and Forensic Officers for over 40 Years

RIGHT TO WORK BECOMES REALITY

RTW updates: laws take effect amid protests; legislature plots more harmful bills

Our state with its rich union history became the nation's 24th Right to Work state March 28. The two Right to Work (for Less) bills rushed through the legislature and signed into law in a matter of days are now official state law. One bill was for public workers and one was for private employees.

On March 28, dozens of union supporters showed up at the Capitol for a silent protest to symbolize the silencing of their voices on the job. In Detroit, working people gathered outside an athletic club where Gov. Rick Snyder was making a speech.

Much is still unknown about the legality and impact of these laws. One thing is for sure – these legislators will continue to manufacture bills that will prove detrimental to your rights and your paycheck. If you thought they would give working people time to regroup after the blow of Right to Work, think again.

Several unions with open contracts, many of them representing educators, worked around the clock to get new agreements approved before the March 28 deadline. Legislators promptly drafted bills to retaliate against institutions that agreed on union contracts between December and March 28 if the contracts don't result in a 10 percent savings. One bill, if passed, would cut 15 percent of state appropriations to universities and colleges that approved such contracts, while another would reduce grant money for technology advances at public K-12 schools where administrators signed a contract with a

like you, telling the world why they're sticking with their union. We hope to produce more videos to engage members in the coming months. Also on the MCO website, you can take the We are MCO pledge and tell us why you're sticking with MCO. We're drafting a Talking Points flyer with facts and arguments dedicated members can use to persuade those on the fence to stay with MCO.

We're ramping up our outreach to new recruits with a video and fresh publications.

By now you have probably heard MCO leaders have been holding meetings at chapters across the state to educate members on the current status of the law and its implications. These meetings will wrap up soon. During several of these meetings, members expressed a desire to send a message to "Lansing" that on the whole, MCO is unified. By sticking together, our voice will be heard.



WE ARE MCO

We are standing up to protect our pensions and to ensure our voices will continue to be heard. WE ARE MCO.

Sign up to sign the petition below and tell us your thoughts on the new legislation. We're working on the petition because...

NAME: _____
ADDRESS: _____
CITY: _____
STATE: _____
ZIP: _____
PHONE: _____
EMAIL: _____



Taking a STAND for our PATIENTS

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GOVERNOR/MDOC REMOVE MCO VICE PRESIDENT FROM TRAINING COUNCIL

MCO State Vice President Andy Potter is being replaced on the Correctional Officer Training Council. MCO was informed that the Department “recognized that Potter did a great job on the board and have had no issue with him or anything he did... but after 8 years feel there should be a change.” MCO finds this rationale curious and hollow.

While on the Council, Potter was a strong and vocal supporter of high standards and better training. Potter cast the lone no vote when the council voted to allow retirees returning to work to meet only entry level standards, not graduation standards, on the physical fitness test. In recent months he was in the forefront in arguing against a MDOC proposal to cut yearly training to 17 hours. He was also against moving new employee training to colleges

and closing the correctional officer academy.

MCO appreciates Pot- ters advocacy for correc- tion officers and hopes other MCO members serving on any state or facility com- mittees follow his example by defending and pro-



MCO Vice President Andy Potter, far left, at a Febuary Training Council meeting at MCO Central.

OPEB AND STRANDED COSTS DOMINATE CORRECTIONS HEARING

Have you ever wondered how the Michigan Department of Corrections continues to spend \$2 billion despite closings and cuts? If so, you’re not alone. During a presentation that left many politicians frustrated, State Budget Director John Nixon described massive debt associated with Other Post Employment Benefits (OPEB) and why the savings from more than \$253 million in cuts was masked by these retirement obligations.

Nixon’s comments, which drew mixed reactions

from the joint House and Senate Corrections Budget Committee, centered on the state’s 25 year plan to eliminate \$12.8 billion in unfunded liability obligations for retired and current state employees.

In his explanation, Nixon said roughly 39 percent of current employee payroll was being used to address OPEB liabilities and prefund current employees’ future health care.

According to Nixon, recent changes to control long term liabilities created “stranded costs” that the

moting officers — even at the risk of being fired from the committee!

state is still responsible for paying and warned that legislators need to be careful when seeking private contracts to ensure those costs aren’t being unintentionally spread out over other parts of the budget.

While never saying privatization was out of the question, Nixon did speak about Civil Service standards that require substantial savings before privatizing and said “state employees are already in line with the private sector due to recent changes in retirement and benefits.”

GUN LEGISLATION REVIVED BUT NO ACTION JUST YET

A bill that would allow corrections officers to carry in weapons free zones is still awaiting discussion, despite a hearing request made by its sponsor, Rep. Joel Johnson (R-97) to Judiciary Committee Chairman, Rep. Kevin Cotter (R-99)

As previously reported in the KYL, HB 4133 was introduced on January 30th, 2013 and assigned

to the Judiciary Committee but, at the time of this writing, has had no movement. A similar bill was introduced last year but ultimately vetoed by the governor after being wrapped into much broader gun legislation.

There is no indication on possible reasons for the delay, however, it is important to note that

Chairman Cotter supported the bill in the prior term.

MCO testified in support of the bill last term and continues to fully support the measure.

To get involved and let Chairman Cotter know how important this is, call (517) 373-1789 or email KevinCotter@house.mi.gov.

IN BRIEF: RUO AND 4% CHALLENGE UPDATES; RFP OUT; 12-HOUR SHIFT VOTES; SEQUESTER NOTICE

RUO Challenge

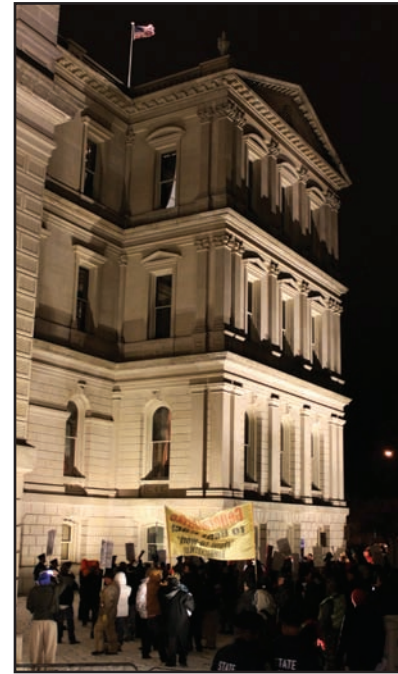
The Civil Service Classification Division has completed its audit at every facility in the state and is compiling its report. MCO has been pressing the division to move as quickly as possible. MCO intends to pursue this issue through every venue until this matter is concluded one way or the other.

Privatization RFP

A Request for Proposal (RFP) has been opened by MDOC allowing private companies to bid on operating almost 1,000 level-four beds. The Department has indicated the former Baldwin prison, as well as the mothballed Standish prison would be possible facilities contracted. MCO continues to oppose private prisons and is continuing to educate lawmakers, and the public about the pitfalls that come with contracting out prison operations.

RTW UPDATES CONTINUED...

employees are covered under Right to Work. No word on when the Supreme Court might issue an opinion. The most obvious motive for lawmakers and the governor to pass these bills was to undermine the only voice workers really have in the workplace – their union. If enough members of a union choose not to pay dues or fees, there could come a day that a union can no longer afford to administer contracts. If that happens, the union will dissolve, and the employer would have free reign over employees, including the right to fire without just cause. Without a union, who’s going to do anything about it? Right to Work isn’t the last chapter in the history of organized labor in Michigan. Let’s turn Right to Work into another win in spite of seemingly insurmountable difficulties. The people of Michigan have done it before and we’ll do it again.



Hundreds gathered for a protest at the state Capitol in January when Gov. Rick Snyder gave his State of the State address.

Photo by: Justin M. Smith

4% Retirement Lawsuit

Briefs have been filed by both the State Employee Union Coalition and the State. Both sides are waiting for the Court of Appeals to issue a decision. MCO has won at the lower court with the judge ruling that the 4% pay requirement as well as the six year final average compensation portion are unconstitutional. It is anticipated that an appeal to the State Supreme Court will occur by whichever side loses the at the Court of Appeals.

12-hour shifts

With procedures set by the MCO State Executive Board, several chapters have voted or petitioned to hold a vote on 12-hour shifts. Two chapters have voted, with Baraga turning down the option and Newberry electing to go to a pilot program. Peti-

tions received from Pugsley and St. Louis have been approved and a vote of the membership at those facilities is being arranged. The State Executive Board has set June as the deadline for any vote on the issue. Currently, only Muskegon is on a 12-hour schedule. Officers at that facility volunteered for the 12-hour shift pilot program, which ends in fall 2014.

Federal Budget Sequester

All state unions received a notice from the Office of the State Employer indicating layoffs were possible because of the automatic cuts that are occurring until Congress and the President come to total budget agreement.

It is MCO’s understanding at this time that although the State has issued the formal notice to the unions, it is waiting to see if a deal will be worked out by the feds this fiscal year.

SCHOLARSHIP DEADLINE IS JUNE 1

The deadline to apply for the MCO Scholarship Program is rapidly approaching! Again this year, MCO will award 20 scholarships of \$750 each to children of MCO members. Applicants must be enrolled in college this fall, and one of their parents must be a member of good standing for the past three years.

Applications may be printed from the MCO website, mco-seiu.org. All applications must be post-marked by June 1. To request a scholarship application be mailed to you, call MCO Central at 800-451-4878. Good luck!



Statement of Activities 4th Quarter 2012

Revenues	Amount
Membership Dues	\$1,026,979
Non-Member Fees	\$37,228
Interest	\$2,404
Loss of disposition of assets	-\$4,626
From Affiliates	\$2,880
Total Revenues	\$1,064,865
Expenses	
Arbitration	\$4,498
Books	\$1,703
Collective Bargaining	+\$21,574
Computer	\$18,673
Continuing Education	\$685
Contributions	\$26,000
Depreciation	\$17,614
Election	\$70
Insurance	\$66,152
Leased Equipment	\$8,088
Legal and Accounting	\$7,628
MCO Report	\$4,506
Media Promotion	\$10,000
Meetings and Conferences	\$69,801
Office and Administrative	\$727
Organizational Unity Materials	\$53,653
Pension Contribution	\$31,922
Political Activities	\$137
Postage	\$13,311
Repairs and Maintenance	\$30,875
Salaries	\$254,085
SEIU Political Education and Action Account	\$66,800
Social activities	\$3,327
Taxes - Payroll	\$15,957
Taxes - Per Capita	\$381,554
Taxes - Property	\$4,581
Telephone	\$13,290
Utilities	\$18,646
Total Expenses	\$1,102,709
Change in Unrestricted Net Assets	-\$37,844

Exchange Transfer List



If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility’s phone number. Please mail to: Anita Pere, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to anita@mco-seiu.org. The Exchange Transfer List can now also be found online at www.mco-seiu.org.

Contact us as well if you need to remove your name from the list. Please note, in the past, MCO has cleared the list at the beginning of a new year. The list was not cleared this year. This makes it even more important that you contact MCO when your name should be removed from the list.

Name	Current Facility	Desired Facility
Brian Green, E-9	ARF/ (517)265-3900	Cooper Street/Lakeland
Paul Ferraro, E-8	KCF/ (906)495-2282	Thumb/Saginaw
Frank Malenski	Cotton/ (517)780-5000	Saginaw
Tyrone Ivory, E-9	ARF/ (517)265-3900	DRC/WHV/MRF
Jason Rinehart, E-8	ARF/ (517)265-3900	Macomb/Thumb
Paul McLaren, E-9	RG/ (517)780-5600	DRC/Macomb/Thumb
Wynfield Welch, E-9	Thumb/ (810)667-2045	WHV/DRC
Jordan Bonanno, E-9	MTF/ (231)773-1122	Detroit Reentry/Macomb
Tamiko Tomlinson, E-9	WHV/ (734)572-9893	Detroit Reentry/Macomb
David Patterson, E-8	Alger/ (906)387-5000	Newberry
Mary Simms, E-9	WHV/ (734)572-9893	Thumb
Mark Kalanquin	IBC/ (616)527-2510	Thumb
Vikas Vij, E-8	MTU/ (616)527-3100	Macomb
Lorrie Stanton, E-9	WHV/ (734)572-9893	SMT/ARF/RMI/IBC/MTU/MR/ICF/JCF/JCS
Ernest Huizar	St. Louis/ (989)681-6444	TCF/SRF
Crystal Peiper, E-8	MTU/ (616)527-3100	STF/SLF
Barry McLemore II, E-9	ARF/ (517)265-3900	Detroit Reentry Center
Matthew Vasquez, E-9	MTU/ (616)527-3100	Thumb/Macomb
Ellis Farrar	MTU/ (616)527-3100	Macomb
Andrew Wirth, E-8	MTU/ (616)527-3100	ICF/St. Louis Area
Dennis Kellar, E-8	Alger/ (906)387-5000	SAI/STF/SRF
Rachel Snyder, E-9	St. Louis/ (989)681-6444	Saginaw
Jonathan Russell, E-9	MCF(12-hr)/ (231)773-3201	Alger/Marquette/Kinross/Chippewa
Nathan Bogal, E-9	Cotton/ (517)780-5000	Ryan/Macomb/Thumb
Tonya Wysong, E-8	RMI/ (616)527-2500	Macomb/Thumb/Saginaw
Francis Stites-Bennett, E-8	Brooks/ (231)773-9200	MRF/TCF/Detroit Reentry/SRF
Ty Hyatt, E-9	Baraga/ (906)353-7070	Marquette
Shannon Gatzka, E-9	Central MI/ (989)681-6668	Saginaw/Thumb
Mark McClain, E-9	Chippewa/ (906)495-5674	Pugsley
Scott Johnson	MTF/ (231)773-1122	STF/SLF/SRF/TCF
Elaine Jeske, E-9	WHV/ (734)572-9893	STF/SLF/SRF/DRF
Delandon Thomas, E-9	SRF/ (989)695-9880	Thumb
Ken Holman, E-9	Alger/ (906)387-5000	Marquette
Michael Martin, E-9	Thumb/ (810)667-2045	SAI/DRC/MRF
Nicholas Logan	Parnall/ (517)780-6004	Macomb/Ryan/Thumb
Darissa Littlejohn, E-9	WHV/ (734)572-9893	Cotton/Jackson area
Christopher Baynton, E-9	Pugsley/ (231)263-5253	Alger
Charise Mayers	Thumb/ (810)667-2045	Macomb/Detroit Reentry
Marlon Reese	Thumb/ (810)667-2045	Macomb

Name	Current Facility	Desired Facility
Duane Byers, E-9	Brooks/ (231)773-9200	Muskegon
Matt Vouaux, E-9	Central MI/ (989) 681-6668	Saginaw
Bryan West, E-9	Gus Harrison/ (517) 265-3900	Macomb/Thumb
Keith Denman, E-9	Egeler/ (517) 780-5600	St. Louis/ Carson City/Ionia
Cindy Garcia-Flores, E-9	Pugsley/ (231) 263-5253	Saginaw
Michael I. Roberts, E-9	MR/ (616) 527-2500	West Shoreline
Brandon McBride, E-9	Gus Harrison/ (517) 265-3900	Ryan/Macomb
Zerlean Martin, E-9	Macomb/ (586) 749-4900	Detroit Reentry Center
Lonnie St. Andrew, E-9	Saginaw/ (989) 695-9880	Thumb
Christopher Shah	Thumb/ (810) 667-2045	Macomb
Michael Johnson, E-10	Oaks/ (231) 723-8272	Pagsley
Kevin Mayfield, E-10	Thumb/ (810) 667-2045	Macomb
Ryan Roan, E-9	Newberry/ (906) 293-6200	Chippewa/Kinross
Jeffery Krummel, E-9	Woodland/ (734) 449-3320	Thumb
Dwayne Woods, E-9	Cooper Street/ (517) 780-6175	Macomb/Ryan/Thumb
Derrick Johnson, E-9	Parnall/ (517) 780-6004	Ryan/Woodland/Macomb/WHV
Roger VanPopering, E-9	Carson City/ (989) 584-3941	Saginaw/Central MI
Michael Wirth, E-10	Cooper St./ (517) 780-6175	Thumb
Greg Delezanne, E-9	Gus Harrison/ (517) 265-3900	Egeler
Wendy Woods, E-9	Carson City/ (989) 584-3941	Brooks/Muskegon/West Shoreline
Jessica Richardson, E-9	SAI/ (734) 475-3394	SRF/DRF/WHV/TCF/St. Louis Area
Derrick Campbell, E-9	Newberry/ (906) 293-6200	Kinross
Paul Barnes, E-10	Pugsley/ (231) 263-5253	Jackson Area
Dustin Richard, E-10	Central MI/ (989) 681-6668	Saginaw
Mike Bini, E-10	Central MI/ (989) 681-6668	Pagsley
Kirk Vogel	Oaks/ (231) 723-8272	Saginaw
Kip O'Neill	Lakeland/ (517) 278-6942	Pagsley
Roy Betterly, E-9	Ionia/ (616)527-6331	MPF/STF
Kerry Krakhofer	Macomb/ (586) 749-4900	Baraga
Angela Dalton, E-9	Huron Valley / (734) 572-9900	Macomb
Malcolm Cook, E-9	Macomb/ (586) 749-4900	Ryan/Egeler/Cotton
April Magnan, E-9	Thumb/ (810) 667-2045	Macomb
Alex Herbert, E-9	Ionia/ (616)527-6331	Muskegon area
J. Holtz, E-9	Muskegon(12 hr)/ (231)773-3201	Central MI/St. Louis/Carson City
Ciara Burk, E-9	Huron Valley / (734) 572-9900	Carson City/St. Louis/Jackson/Ionia
Michael Rosier, E-9	Parnall/ (517) 780-6004	Detroit Reentry Center
Kristie Ream, E-9	Huron Valley/ (734) 572-9900	Thumb/Saginaw
Christine Henry, CRR	Gus Harrison/ (517)265-3900	Jackson Area
Andrew Overton, E-10	MR/ (616) 527-2500	Jackson/St. Louis Area or IBC
Realestine Rogers, E-9	Parnall/ (517)780-6004	Huron Valley Complex
Richard Payne	Macomb/ (586)749-4900	Muskegon
Wing Lam, E-9	Thumb/ (810)667-2045	Macomb

NOTICE REGARDING UNION SECURITY AGREEMENTS AND AGENCY FEES

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:
1. Submit it to your chapter president to mail
2. Mail it to Stephanie Short, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to stephanie@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

MCO Member

Relationship to Deceased

Chapter, Chapter President

Deceased's Name

Deceased's Date of Death

Religious Preference