

Much has happened in recent months. MCO finished the collective bargaining process. We worked hard and fought in every forum available to us. With additional revenues in excess of \$1 billion, it is now obvious the governor's office gave marching orders to OSE to once again attack state employees. OSE came after several benefits, like clothing allowance, lunch periods and health care. A copy of the new contract and other bargaining documents are on the MCO website

The Coalition of State Employee Unions (CSEU) hired experts in budgets and even a professor from Rutgers who testified and submitted data that justified our position in bargaining. Obviously, we know the impasse panel sided with OSE and the Commission deadlocked before ultimately upholding the impasse panel position. One can only wonder what the outcome could have been without MCO and member resources.

The Supreme Court has decided to hear the 4 percent pension lawsuit, which includes the six-year average, and decide whether right to work applies to state classified employees. MCO has joined forces with the CSEU to advocate for worker's rights and respect of the Constitution.

We are continuing to ask officers to keep us informed of all the issues surrounding privatization of food services. Jeremy Tripp at MCO central office has been assigned to log all information and is our point of contact. We need factual information, including dates and times. Jeremy can be reached at (517)485-3310 ext. 125.

We're in an election year again. Corrections and COs have been under the microscope so much in these last few years. The legislature and governor have attacked us on all sides — privatization, security, our contracts. Please do your research and vote. Check voting records. Attend candidate debates and forums in your area, and ask the candidates how they would approach corrections.

I would like to congratulate all the COs of the year. As of this writing, the finalists for CO of the year have not been selected, but I thought it was incumbent upon me to touch base with the members on the CO of the year banquet. By action of the State Executive Board, MCO central office will not be participating in the banquet or selection process. We feel this MDOC administration, governor and lawmakers do not appreciate officers' hard work and dedication to keeping the citizens safe. We are currently exploring options for MCO to recognize officers state wide for the dangerous job that you do.

So much information is available on our website, mco-seiu.org. Please check the website frequently and keep informed.

Stay safe.

Hom Aude

# THANKS. AMF. FOR SUPPORTING THE CRISIS FUND!

AMF officers leveraged the popularity of deer hunting season to raise more than \$100 for the MCO Crisis Fund.

The chapter held a buck contest. Participants paid an entry fee, and Jason Shultz took home half the pot for shooting a 13point buck.

Erik Jacobsen and Bruce Dessellier organized the event.

Thanks, AMF

# RETIREMENTS Dean Adams

ary Adams Kelly Allen Sammy Allen Eric Armentrout ori Augustine Richard Bancroft Charles Barker Paul Barnes William Belen Herman Benson Gordon Bernstein Michael Bertrand William Besson **Ronald Bigelow** Diane Bissland Patricia Blair Michael Block John Bolm Richard Bonevelle Jeffrey Booth Darryl Bosley Randall Briegel Kevin Browning Ronald Buchanan Jody Bumstead Larry Burciaga Steve Burnett Stanley Bush Julie Cabana James Campbell Loretta Carmen Carlton Carter Kelly Carter Bruce Charlton Duane Chilcote Jeffrey Clapham Michael Clark Raymond Cook Henry Copeland **Richard** Cottrell

Richard Cox Stanley Crisp Paul DeRose Michael Dalton Timothy Daniels Donald Davis George Davis Roger Davis Steven Dwight James Eberts Mark Edington Jeffery Eldridge Van Ervans Hyginus Ezeokobe David Fedewa Michael Fegan Lloyd Feggins Randall Fink Gloria Fischer **Richard Flegel Douglas Fouty Richard Fowler** Stanley Fredrickson Robert Gates David Gelderloos Malissa Germundsen Sylvia Gill-Ash Terry Goetz Larry Goodson Bruce Greenhoe Jerry Guynn Roger Haapala Timothy Halfman Richard Harmon Robert Harrington Thomas Harris Hugo Hernandez David Hess Howard Hickok Debra Hicks Dennis Horrison

Susan Huddleston Michael Isaacson Rocky Isaacson Leland Jackman Mark Jackson Steven Jacobus Michael James Barbara Janke Deborah Jennings Elbert Johnson Willie Johnson Michael Johnston Connie Kauffman William Keehn Scott Kelly Mark Kingsbury Randal Klein Herman Kosten Mark Krawczak Douglas Kyser Joseph LaFata Debra Lajimodiere Rodney Lalonde Christina Lantis William Laroy Dennis Lawhead Philip Lawrence Denise Leonard John Lester Mary Levesque Christopher Lightfoot Dean Livi Robert Lott Robert Lovin Chris Lundeen Gloria Mack Peter Maniez Jeffrey Manshum Gary Marquardt David Maynard Ron McDaniels

# Executive Council discusses contract

The MCO Executive Council had planned to delve into the 2014-2015 contract at a meeting Dec. 19, but the Civil Service Commission postponed a final decision on whether to approve contracts at impasse.

Instead, Executive Council members got details on the impasse panel's recommendations and received copies of the tentative agreement.

MCO leaders anticipated the Civil Service Commission would approve the contract at its Dec. 18 meeting, but commissioners instead voted to postpone a decision after the state employee unions argued they hadn't seen health care utilization data, which give specifics on what services (i.e. physical therapy, prescriptions, cancer screenings) cost the state the most.

The Commission approved the tentative agreement, which included the impasse panel's recommendations, at the January meeting.

Contracts would have been scrapped if commissioners couldn't come to an agreement. All employees would have been treated like non-exclusively represented employees. That could have meant shift scheduling uniform allowances, transfers, administrative leave and other contract items would be up to the discretion of the Department.

The recruit class for food service workers was also discussed at the E-Council meeting. President Tom Tylutki said food service employees with more than a year of seniority when they were laid off started working at the one year pay level, and they'll be eligible for overtime after four months of CO work if they have their college credits.

Tylutki warned the threat of privatization isn't over. He encouraged officers to check voting records of incumbents and ask challengers questions before voting in the 2014 elections.





The MCO Executive Council listens as Executive Director Mel Grieshaber talks about bargaining and the 2014-2015 contract.

Jo McDonnell Kenneth McIntyre Gregory Melchert Lori Mendoza **Richard Metevia** Jacqueline Mikulich William Miller Christine Moffatt Quitman Moffett Terry Morris Ruth Mosholder Geoffrey Muirhead Frederick Nauman Janice Newell Michael Newton Margaret Ney Dwayne Nobis Wayne Oien Patrick Oshea Mark Pancheri Duane Partlo Thomas Peiffer Jesus Perez Miles Perry Brian Peterson Carl Poole Scott Preston Linda Prewitt Rodney Priskorn James Pulver Mark Pung Byron Randolph Carol Redmon Louis Reeder Jerry Rinckey Russell Rintelmann Wyatt Rogers Robert Rose Jack Rossell Tony Russell Adrian Saarinen

Javier Salazar Ricardo Salinas Jayne Schafer Milton Schmiege James Schnepp David Schroeder Bruce Schultz Jacque Seidelman Paul Seidelman **Donald Serrato** John Simmon Mark Smith Ronald Smith Jerome Snell Ronald Spence Mark Stanaway Joseph Stephens Robert Stoudt Daniel Sturgeon Alexander Sumner Michael Supianoski John Sura Raymond Swain Steven Thelen Barbara Tipolt John Ulrich Deborah Underwood Troy Underwood Rick VanAlstine Joseph Vancourt Michael Vansickle Francisco Vega Vernon Wegner Gerald White Brian Wieber John Wilkinson John Williams Latrina Williams Pamela Wood Randolf Zuchowski

Amount Revenues \$1,001,946 Membership Dues \$25,868 Non-Member Fees \$3,879 Interest From Affiliates \$2,880 **Total Revenues** \$1,034,573  $\mathbf{m}$ Expenses 0 Arbitration \$5,579  $\sim$ Books, dues and subscriptions \$420 rtei \$37,630 **Collective Bargaining** Computer expense \$6,715 Я Continuing education \$520 \$2,700 Contributions  $\mathcal{O}$ Depreciation \$17,337 <u>r</u> \$895 Elections \$47,550  $\mathbf{m}$ Insurance \$3,820 Leased Equipment es \$39,302 Legal and Accounting Ċ. MCO Report \$4,869 Meetings and Conferences \$41,564 ctiv Office and Administrative \$7,550 **Organizational Unity Materials** \$223 \$690 Organizing Pension Contribution \$31,674 0 \$1,096 Picket Statement \$1,594 Postage Repairs and Maintenance \$16,363 \$187,602 Salaries \$15,000 Scholarship Social activities \$30,463 Taxes - Payroll \$13,837 \$278,067 Taxes - Per Capita \$11,498 Telephone Utilities \$11,613 \$816,171 **Total Expenses** Change in Unrestricted Net Assets \$218,402

MCCReport **Proudly Representing Michigan Corrections and Forensic Officers for over 40 Years** 2014-2015 LONTRACT WE'RE GOING TO BE FACING INCREASED COSTS, WE'RE GOING TO BE FACING THE SAME THING THAT WE'RE TALKING ABOUT TODAY. WE'VE GOT TO STAY ONE STEP AHEAD (OF HEALTH CARE INCREASES). WE HAVE AN **OPPORTUNITY NOW...**" — Jan Winters, Director, Office of the State Employer "This will cause hesitancy on THE PART OF OUR MEMBERS TO SEIU VOTE AND BELIEVE THAT WHEN THEY 5900 Mill voted on a contract (it will be upheld)... We think that's not Surplus But We Have to GOOD FOR EITHER SIDE." Sacrifice - MCO Executive Director Mel Grieshaber on the 12-hour shift LOU "IT WAS THE IMPASSE PANEL CRAFTED IMPORTANT to be there TO LET MY

 $m{W}$ hat  $m{I}$  don't like is when state workers are vilified. They are not coming after money that is slated for other people. These very same workers in this room and across this state fight for public schools, fight for retirees, they fight for veterans ..." - CINDY ESTRADA, UNION COALITION SPOKESPERSON

Background photo: A recent Civil Service Commission meeting.

VIEWS BE KNOWN AND JUST SEE WHO'S BEHIND THE CURTAIN, WHO'S CALLING THE SHOTS." — Dan Heckman, MCO MEMBER AT IBC

**KECENT BARGAINING SHOWS STATE** 

Although the bargaining team anticipated negotiations would be fierce this year, the state's demands were irrational and concessionary. They wanted to just take, even in a time when Michigan has a budget surplus of \$1.2 billion dollars – so much, state budget Director John Nixon, said tax relief appears to be "inevitable." (The budget is so flush with cash, a few high-ranking state budget administrators were quietly given pay raises of as much as 90 percent in November).

Two years ago, before state employees ratified contracts that called for extensive concessions, Rick Snyder said he didn't want to have to come back year after year "tapping state employees on the shoulder." Snyder said this approach negatively affects state employees' quality of life. But, despite the improved economy and massive surplus, OSE took a sledgehammer to every contract provision with money attached to it. Amazingly, many officeholders said the state should have tried to squeeze even more out of state workers!

MCO prepares to live with the contract the Civil Service Commission authorized. On wages, MCO wanted a 3 percent raise each year, while the state wanted a 2 percent raise in 2014 and a 1 percent raise in 2015. The impasse panel and Commission decided on annual increases of 2 percent plus a 0.5 percent lump sum. OSE got what it wanted on health care, but MCO was able to quash many of the state's unit-specific proposals. See the box on the next page for highlights. Without MCO, the state could simply impose all of these changes unilaterally.

Civil Service Commissioners Robert Swanson and Charles Blockett seemed to understand the unions' position.

"I would certainly not blame state employees for looking at this demand for further concessions as an ask to fund a tax cut," Swanson said at the January meeting when contracts were approved. "The state budget director apparently and readily said that's now inevitable, given all the money we've saved." Swanson proposed a one-year contract that included the panel's recommendations but kept both health plans. The Com-

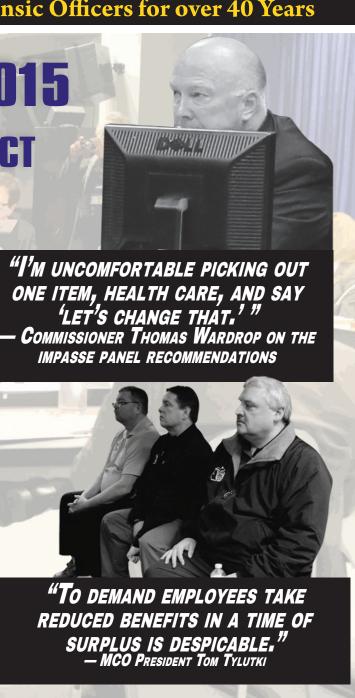
mission deadlocked 2-2.

After the continued gridlock, Swanson changed his vote, but only after delivering a scathing reproof of the state's actions. "I think that what we're doing today is a travesty. I think that it does severe damage to the process of collective bargaining in this state, and I think it's a slap in the face to all our dedicated state employees," Swanson said.

If Swanson wouldn't have changed his vote, contracts would have been scrapped. All state employees would have worked under Civil Service rules like non-exclusively represented employees. All contract protections and benefits – uniform allowances, administrative leave, the overtime equalization list – would have disappeared.

MCO fought the state through the proper legal channels, and this was the outcome. We know corrections officers deserve so much more. We'll continue to push back against unwarranted cuts and hits. We're stronger together.

WINTER 2014



**UNDERVALUES EMPLOYEES** 

12-HOUR SHIFTS	Сомр Тіме	MEAL PERIOD	HIGH-SECURITY RETENTION PAY	UNIFORM ALLOWANCE
<b>OSE wanted</b> to give MDOC authority to unilaterally implement 12-hour shifts at up to 12 prisons over the length of the contract.	<b>OSE wanted</b> to count comp time used in a pay period against us for purposes of calculating overtime (like A/L and S/L).	<b>OSE wanted</b> to remove language protecting meal periods, which could have reduced the workday to 7.5 hours.	<b>OSE wanted</b> to eliminate high-security retention pay.	<b>OSE wanted</b> to reduce the allowance to \$125.
<b>MCO wanted</b> to maintain mutual agreement so members would have a say.	<b>MCO wanted</b> to keep comp time out of the overtime calculation and also remove A/L and S/L from the calculation. Additionally, MCO wanted to add comp time back into the A/L formula.	MCO wanted to keep the LOU which protects the 8-hour workday.	<b>MCO wanted</b> to keep high- security retention pay.	<b>MCO wanted</b> to keep the \$575 allowance.
<b>Commission approved</b> maintaining mutual agreement, but also approved an LOU the impasse panel crafted that extends current pilots two years.	<b>Commission approved</b> keeping comp time out of overtime calculations but rejected putting comp time into the A/L formula.	<b>Commission approved</b> keeping the LOU protection.	<b>Commission approved</b> continuing high-security retention pay.	<b>Commission approved</b> MCO's position that the full allowance should be kept.

# STATE EMPLOYEES PROTEST FOR WHAT'S FAIR



a message to the Commission — please do what's fair. The Commission postponed a decision at the December meeting, but agreed to the impasse panel recommendations in Januarv

# MCO ATTORNEY HELPS WITH U.S. SUPREME COURT CASE THAT COULD SPELL RTW FOR ALL GOVERNMENT WORKERS

filed in a U.S. Supreme Court case that could have serious the nation. No public employee could be forced to pay implications for public employee unions.

In Harris V. Quinn, a home health worker is suing Illinois because she believes she shouldn't have to pay dues to SEIU. The plaintiff is arguing any bargaining with a government entity is political speech, and therefore, no agency fee should be imposed on non-members. If the Court agrees with that argument, the ruling would

MCO staff attorney Jeff Foldie contributed to a brief mean Right to Work applies to all public employees in an agency fee for bargaining expenses because bargaining with the government is political speech.

> Instead, the Court could decide home health care workers cannot be compelled to pay an agency fee, or affirm the lower court ruling that the agency fee stands for home health workers and all public employees in non-state of Michigan," Foldie wrote in the brief. Right to Work states.

> > days later.

The Jackson

community was out-

raged. The peniten-

tiary's new warden

for negligence and

criminal charges

were filed against

the furor, Latimer

Haight's murder,

mother's murder.

do that, 40 years later, he actu-

ally got a pardon by the governor," Reasoner said.

the captain. Despite

wasn't charged with

fired several officers

Representatives of several public unions, including MCO, came together to file a brief, arguing there's no reason to change long-standing case law on agency fees and exclusive bargaining rights. MCO performs important tasks for members and the state, Foldie wrote.

"MCO believes that the job that is performed by its members is the most dangerous public service job in the

# Officer slain more than 100 years ago gets recognition

Corrections officers hold deep reverence for their fallen colleagues. Recruit classes and several awards have been named in honor of Jack Budd, Earl DeMarse and Josephine McCallum.

But one Michigan officer's death was largely forgotten until a researcher stumbled upon it last year. George Haight, a gate keeper, was poisoned by an inmate in 1893 at the Michigan State Penitentiary

"This poor guy got forgotten by the state, and the best we can do for the family is include them in the memorial process," said Cotton CTO Jeff Reasoner, a member of the Michigan Department of Corrections Honor Guard.

Thanks to the efforts of Reasoner and others, Haight's name will be included on the National Law Enforcement Officers Memorial in Washington, D.C. Haight will be added to the memorial during National Police Week May 11-17, 2014.

Reasoner found out about Haight's death when a major from the New Jersey Department of Corrections approached him last year at an Honor Guard event. The major said he was researching deaths in the line of duty when he found an article about a fallen Michigan officer in a New York newspaper.

Reasoner started digging himself. He contacted the Jackson County Clerk and the Jackson County Genealogical Society to confirm the reports.

Haight died after eating tainted food prepared by inmate Robert Irving Latimer. Latimer, born into a wealthy family with east coast roots, cozied up to a prison

captain and was allowed special privileges. He was given permission to cook meals and purchase hazardous chemicals.

One night in March 1893, Latimer made his move. He served Haight, the Captain and other workers food poisoned with prussic acid. When Haight passed out, Latimer swiped his key ring and made his break.

Latimer wasn't at large for long. He was apprehended and returned to the prison

fried to Play a Big Game of Bluff, Bis Captars. Were to be Fooled. 6 POISONED A GUARD AND THEN ESCAPED. Irving Latimer Executes a Plan for Liberty at the Michigan Prison. MURDERED HIS MOTHE a Sentence Interrupted by the Sup tain of the Guard. Left: Articles in the Saginaw Evening News EADY TO DEFY PURSUERS. possibly because he was already (far left) and the New York Herald tell the er Is Armed with Two Rifles an story of Officer George Haight's murder serving a life sentence for his Will Resist All Efforts to Recapture Him. and his killer's escape Above: Haight and his family. far TREEDRAFH TO THE HERALD.] JACKSON, Mich., March 27, 1881.-R. Irving atimer, who is believed to have killed his father of who wasarrise. "Ironically, because they didn't Photos and articles courtesy of Jeff

Latimer worked for Ford after his release. Haight's descendants still live in Michigan. They knew their great grandfather was murdered while working in a prison, but the details faded as they were passed on to new generations. Recognition of Haight's sacrifice is "what our Department owes this man's family," Reasoner said.

Corrections officers should be proud Haight is finally getting the appreciation he deserves.

# **RUO** CHALLENGE FAR FROM OVER

Portal-to-portal if the state doesn't consent to be sued.

MCO is appealing the ruling to the Sixth Circuit Court of Appeals. The case has been scheduled for mediation, meaning the case could be resolved before being heard at the appellate court.

Right to Work

take up the Right to Work lawsuit. The Supreme Court has no deadline for making a ruling.

4 percent

sion lawsuit

ruling.

make a decision.

In its response, the AG's office argues the elimination was proper because RUOs were actually doing CO duties. "While the department initially advocated for the development of the higher level RUO and CMUO classifications, its vision for greater involvement and interaction by these classifications was never developed," the brief states.

tions and roles than corrections officers.

reinstated.

The technical review officer has no deadline for making a decision. MCO or the AG's office can appeal the ruling to the entire Civil Service Commission and then to the state circuit court.

# SEIU STATE COUNCIL ENDORSES CANDIDATE for Michigan Governor

Mark Schauer for governor.

bill that would prohibit private prisons.

MCO member Angela Dalton spoke at a rally Jan. 28 when the endorsement was announced. She spoke about cuts on Rick Snyder's watch - the closure of gun towers, the elimination of perimeter security vehicles, outsourcing of corrections officer training and the privatization of food service - that have made her feel less safe at work.

"Public employees gave concessions to help the state in tough times ... and we still ended up doing more work with less resources," Dalton said.

Schauer served several years in the state legislature as well as in the U.S. Congress.

Mark Schauer stands in front "(Rick Snyder) has a very diff of the MCO flag at an enferent philosophy, a very differdorsement event in January. ent agenda, and a very different set of values," Schauer said. Snyder raised taxes on retirees and low-wage and middle-class earners "all to give a \$2 billion tax give away to corporations," Schauer said.

Schauer has a history of sticking up for working people, said Marge Robinson, State Council president. Schauer walked a picket line with health care workers 20 years ago in Battle Creek, she told members.

the State Council.

# THE FIGHTS! PORTAL-TO-PORTAL ON APPEAL;

A federal judge ruled against MCO in the portal-to-portal lawsuit. The judge agreed with the state's argument that the Eleventh Amendment shielded them from this type of lawsuit List

The Michigan Supreme Court announced Jan. 30 it will

- The Supreme Court will also examine the 4 percent pen-
- Again, the Supreme Court has no deadline for issuing a

RUO challenge continues through Civil Service channels The Attorney General's office has filed a response to MCO's technical appeal in the RUO classification elimination. Now a Civil Service Commission technical review officer will

MCO continues to argue RUOs fulfilled separate expecta-

The technical review officer reviewing the case now can order the reinstatement of the RUO classification going forward but cannot instate back pay, according to Civil Service rules. William Hutchens, a Civil Service hearing officer presiding over a grievance filed on the RUO elimination, could order back pay. The grievance is on hold until the technical review officer determines if the RUO position should be

The SEIU Michigan State Council has endorsed Democrat

Schauer supports raising the minimum wage, increasing education spending and reversing Right to Work and the pension tax. When he was in the state legislature, he introduced a

MCO and other SEIU local unions in Michigan make up

If you are interested in placing your name on the Exchange Exchange Transfers list, (Article 15, Part D, Section A-6) Transfer please send the following information: your name, your home phone number, classification, current facility, current facility's phone number and desired institution to: Anita Lloyd, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to anita@mco-seiu.org. Contact Anita when your name should be removed from the list.

The Exchange Transfer List can also be found online at

www.mco-seiu.org.

Please note: · You cannot transfer to Woodland or Forensic Center. Officers at these facilities are a different classification. If you would like to work at one of these prisons, you must apply. Those with the E-8 classification may not transfer until they achieve E-9 status. E-8 officers are on this list for planning purposes

NAME     CLASSIFICATION     CURRENT FACILITY NUMBER     DESIRED FACILITY NUMBER     DESIRED FACILITY NUMBER       Charles Pantera     E-9     IBC     (616)527-2510     MTU       Ashley Checks     E-8     LCF     (517)728-0542     Detroit area/WCC//N       Damon Robinson     E-8     LCF     (517)278-6942     Detroit area/WCC//N       Chad Poynter     E-8     LCF     (517)278-6942     DEtroit area/WCC//N       Roseanna Alfaro     E-9     RMI     (616)527-2500     TCF       Brad Yadon     E-8     SMT     (517)780-6014     DEtroit area       Kenneth Coolbaugh     E-9     JCF     (517)780-5000     RCC       Eric Moslimani     E-8     SMT     (517)780-604     Detroit area       Matthew Dugus     E-9     DRF     (989)584-3941     SRF       Jeff Hutchinson     E-9     DRF     (989)584-3941     SRF       Jeff Hutchinson     E-9     IBC     (616)527-2510     MC/DDC       Christopher Vandenakker     E-8     ICF     (517)780-5000     RCC       Richard Way	RF
Ashley Cheeks     E-8     JCF     (517)780-5000     Detroit area/WCC/h       Damon Robinson     E-8     LCF     (517)278-6942     Detroit area       Chad Poynter     E-8     LCF     (517)278-6942     BE/C/CF/RMI/MTU       Roseanna Alfaro     E-9     RMI     (616)527-2500     TCF       Jeremy Bolen     E-9     MTF     (231)773-9200     LCF       Brad Yadon     E-8     SMT     (517)780-6312     DRC/DC/MRF/TCF       Kenneth Coolbaugh     E-9     JCF     (517)780-6004     Detroit area       Matthew Dugus     E-9     DRF     (989)584-3941     SRF/SLF/STF       Corey Graebner     E-9     DRF     (989)584-3941     SRF       Jeff Hutchinson     E-9     DRF     (989)584-3941     SRF       Graid Mays     E-9     DRF     (989)584-3941     SRF/SLF/STF       Corey Graebner     E-9     DRF     (989)584-3941     SRF/SLF/STF/DF       Christopher Vandenakker     E-8     RMI     (616)527-2500     MCF/LRF/MTF       Richard Wyatt     E-8	RF
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Jeremy Bolen     E-9     MTF     (231)773-9200     LCF       Brad Yadon     E-8     SMT     (517)780-6312     DRC/DDC/MRF/TCF       Kenneth Coolbaugh     E-9     JCF     (517)780-60312     DRC/DDC/MRF/TCF       Kenneth Coolbaugus     E-9     JCF     (517)780-6004     Detroit area       Matthew Dugus     E-9     DRF     (989)584-3941     SRF       Corey Graebner     E-9     DRF     (989)584-3941     SRF       Brian Mays     E-9     DRF     (989)584-3941     SRF       Brian Mays     E-9     DRF     (989)584-3941     SRF       Brian Mays     E-9     DRF     (989)584-3941     SRF       Christopher Vandenakker     E-8     RMI     (616)527-2510     DRC/DDC       Christopher Vandenakker     E-8     RMI     (616)527-2510     St. Louis area/DRF       Christopher Balmes     E-9     MRF     (586)749-4900     DDC       Kewin Chaffin     E-9     MRF     (516)527-2510     St. Louis area/DRF       Christopher Balmes     E-9     JCF<	
Brad Yadon     E-8     SMT     (S17)780-6312     DRC/DDC/MRF/TCF       Kenneth Coolbaugh     E-9     JCF     (S17)780-6004     Detroit area       Matthew Dugus     E-9     DRF     (989)584-3941     SRF/SLF/STF       Correy Graebner     E-9     DRF     (989)584-3941     SRF       Jeff Hutchinson     E-9     DRF     (989)584-3941     SRF       Brian Mays     E-9     DRF     (989)584-3941     SRF       Brian Mays     E-9     DRF     (989)584-3941     SRF       Brian Mays     E-9     DRF     (989)584-3941     SRF       Christopher Vandenakker     E-8     RMI     (616)527-2510     DRC/DDC       Christogher Vandenakker     E-8     RMI     (616)527-2500     SLF/SRF/STF/DRF       Angela Thompson     E-9     MRF     (586)749-4900     DDC       Kevin Chaffin     E-9     IBC     (616)527-2510     Rt. Louis area/DRF       Christopher Balmes     E-9     JCF     (517)780-5000     RCC       Kyle Dorris     E-9     JCF     <	
Kenneth Coolbaugh     E-9     JCF     (517)780-5000     RGC       Eric Moslimani     E-8     SMT     (517)780-6004     Detroit area       Matthew Dugus     E-9     DRF     (989)584-3941     SRF/SLF/STF       Corey Graebner     E-9     DRF     (989)584-3941     SRF       Jeff Hutchinson     E-9     DRF     (989)584-3941     SRF       Brian Mays     E-9     DRF     (989)584-3941     SRF       Grey Graebner     E-9     DRF     (989)584-3941     SRF       Brian Mays     E-9     DRF     (989)584-3941     STF       Brian Mays     E-9     DRF     (980)584-3941     STF       Richard Wyatt     E-8     RCF     (616)527-2510     RCC       Chris Gattshall     E-9     RMI     (616)527-2510     St. Louis area/DRF       Angela Thompson     E-9     MRF     (580749-4900     DDC       Kewin Chaffin     E-9     MRF     (516)527-2510     RCC       Christopher Balmes     E-9     JCF     (517)780-5000     MCF/LLou	
Eric Moslimani     E-8     SMT     (517)780-6004     Detroit area       Matthew Dugus     E-9     DRF     (989)584-3941     SRF/SLF/STF       Corey Graebner     E-9     DRF     (989)584-3941     SRF       Jeff Hutchinson     E-9     DRF     (989)584-3941     STF       Brian Mays     E-9     DR     (989)584-3941     STF       Brian Mays     E-9     DR     (980)584-3941     STF       Brian Mays     E-9     DR     (980)584-3941     STF       Brian Mays     E-9     DR     (616)527-2500     MCF/LRF/MTF       Richard Wyatt     E-8     ICF     (616)527-2500     SLF/SRF/STF/DRF       Angela Thompson     E-9     MRF     (566)749-4900     DDC       Kevin Chaffin     E-9     MRF     (516)527-2510     SL Louis area/DRF       Christopher Balmes     E-9     JCF     (517)780-5000     RGC       Don Gaines     E-9     JCF     (517)780-5000     DC/DC/CFC       Lamont Adams     E-8     JCF     (589)584-3941 <td< td=""><td></td></td<>	
Matthew Dugus     E-9     DRF     (989)584-3941     SRF/SLF/STF       Corey Graebner     E-9     DRF     (989)584-3941     SRF       Jeff Hutchinson     E-9     DRF     (989)584-3941     STF       Brian Mays     E-9     IBC     (616)527-2510     DRC/DDC       Christopher Vandenakker     E-8     RMI     (616)527-2500     MCF/LRF/MTF       Richard Wyatt     E-8     ICF     (616)527-2500     RC/DC       Craig Miller     E-9     JCF     (517)780-5000     RCC       Craig Miller     E-9     RMI     (616)527-2510     SLF/SRF/STF/DRF       Angela Thompson     E-9     IBC     (616)527-2510     SL Louis area/DRF       Christopher Balmes     E-9     IBC     (616)527-2510     SL Louis area/DRF       Christopher Balmes     E-9     IBC     (616)527-2510     RCC       Don Gaines     E-9     JCF     (517)780-5000     RCC       Cyle Dorris     E-9     JCF     (517)780-5000     DC/DRC/TCF       Lamont Adams     E-8     JCF	
Jeff Hutchinson     E-9     DRF     (989)584-3941     STF       Brian Mays     E-9     IBC     (616)527-2510     DRC/DDC       Christopher Vandenakker     E-8     RMI     (616)527-2500     MCF/LRF/MTF       Richard Wyatt     E-8     ICF     (616)527-2500     RC/LRF/MTF       Richard Wyatt     E-8     ICF     (616)527-2500     RLF/SRF       Christopher Vandenakker     E-9     RMI     (616)527-2500     SLF/SRF/STF/DRF       Angela Thompson     E-9     RMF     (586)749-4900     DDC       Kevin Chaffin     E-9     IBC     (616)527-2510     Sc. Louis area/DRF       Christopher Balmes     E-9     IBC     (616)527-2510     RCC       Don Gaines     E-9     JCF     (517)780-5000     RCC       Kyle Dorris     E-9     JCF     (517)780-5000     DDC/DC/RC/TCF       Lamont Adams     E-8     JCF     (517)780-5000     MRF/JRC       Rachel Snyder     E-9     SLF     (989)681-6444     SRF       Scott Johnson     E-9     DDC	
Brian Mays     F-9     IBC     (616)527-2510     DRC/DDC       Christopher Vandenakker     E-8     RMI     (616)527-2500     MCF/LRF/MTF       Richard Wyatt     E-8     ICF     (616)527-2500     MCF/LRF/MTF       Richard Wyatt     E-8     ICF     (616)527-2500     RCC       Craig Miller     E-9     JCF     (517)780-5000     RCC       Angela Thompson     E-9     MRF     (586)749-4900     DC       Kevin Chaffin     E-9     IBC     (616)527-2510     St. Louis area/DRF       Christopher Balmes     E-9     IBC     (616)527-2510     RCC       Don Gaines     E-9     JCF     (517)780-5000     RCC       Kyle Dorris     E-9     JCF     (517)780-5000     DDC/DRC/TCF       Lamont Adams     E-8     JCF     (517)780-5000     MRF/DRC       Rachel Snyder     E-9     JLF     (989)681-6444     SRF       Scott Johnson     E-9     MTF     (231)773-1122     TCF/SRF/MRF/STF/S       Frances Stites-Bennett     E-9     DDC     (3	
Christopher Vandenakker     E-8     RMI     (616)527-2500     MCF/LRF/MTF       Richard Wyatt     E-8     ICF     (616)527-2500     RCF/LRF/MTF       Richard Wyatt     E-9     JCF     (517)780-5000     RGC       Craig Miller     E-9     JCF     (517)780-5000     RGC       Craig Miller     E-9     RMI     (616)527-2500     SLF/SRF/STF/DRF       Angela Thompson     E-9     MRF     (586)749-4900     DDC       Kevin Chaffin     E-9     IBC     (616)527-2510     St. Louis area/DRF       Christopher Balmes     E-9     IBC     (616)527-2510     RCC       Don Gaines     E-9     JCF     (517)780-5000     RGC       Kyle Dorris     E-9     DRF     (989)584-3941     SRF/St. Louis area       Courtney Wilson     E-9     JCF     (517)780-5000     MRF/DRC       Rachel Snyder     E-9     SLF     (989)681-6444     SRF       Scott Johnson     E-9     DDC     (313)368-8300 ext. 52152     TCF       Nathaniel Zilisch     E-9     DRF	
Richard Wyatt     E-8     ICF     (616)527-6331     TCF/SRF       Chris Gattshall     E-9     JCF     (517)780-5000     RGC       Craig Miller     E-9     RMI     (616)527-2500     SLF/SRF/STF/DRF       Angela Thompson     E-9     MRF     (586)749-4900     DDC       Kevin Chaffin     E-9     IBC     (616)527-2510     St. Louis area/DRF       Christopher Balmes     E-9     IBC     (616)527-2510     RGC       Don Gaines     E-9     JCF     (517)780-5000     RGC       Kyle Dorris     E-9     DRF     (989)584-3941     SRF/St. Louis area       Courtney Wilson     E-9     JCF     (517)780-5000     DC/DRC/TCF       Lamont Adams     E-8     JCF     (517)780-5000     MRF/DRC       Rachel Snyder     E-9     SLF     (989)681-6444     SRF       Scott Johnson     E-9     MTF     (231)773-1122     TCF/SRF/MRF/STF/S       Frances Stites-Bennett     E-9     DC     (313)368-8300 ext. 52152     TCF       Scott Johnson     E-9     DRF </td <td></td>	
Chris Gattshall     E-9     JCF     (517)780-5000     RGC       Craig Miller     E-9     RMI     (616)527-2500     SLF/SRF/STF/DRF       Angela Thompson     E-9     MRF     (586)749-4900     DDC       Kevin Chaffin     E-9     IBC     (616)527-2510     St. Louis area/DRF       Christopher Balmes     E-9     IBC     (616)527-2510     RGC       Don Gaines     E-9     JCF     (517)780-5000     RGC       Kyle Dorris     E-9     DRF     (989)584-3941     SRF/St. Louis area       Courtney Wilson     E-9     JCF     (517)780-5000     DDC/DRC/TCF       Lamont Adams     E-8     JCF     (517)780-5000     MRF/DRC       Rachel Snyder     E-9     SLF     (989)681-6444     SRF       Scott Johnson     E-9     MTF     (231)773-1122     TCF/SRF/MRF/STF/S       Frances Stites-Bennett     E-9     DDC     (313)368-8300 ext. 52152     TCF       Nathaniel Zilisch     E-9     DRF     (989)681-6668     Saginaw       Scott Norder     E-9	
Craig Miller     E-9     RMI     (616)527-2500     SLF/SRF/STF/DRF       Angela Thompson     E-9     MRF     (586)749-4900     DDC       Kevin Chaffin     E-9     IBC     (616)527-2510     St. Louis area/DRF       Christopher Balmes     E-9     IBC     (616)527-2510     RGC       Don Gaines     E-9     JCF     (517)780-5000     RGC       Kyle Dorris     E-9     DRF     (989)584-3941     SRF/St. Louis area       Courtney Wilson     E-9     JCF     (517)780-5000     DC/DRC/TCF       Lamont Adams     E-8     JCF     (517)780-5000     MRF/DRC       Rachel Snyder     E-9     SLF     (989)681-6444     SRF       Scott Johnson     E-9     MTF     (231)773-1122     TCF/SRF/MRF/STF/ST       Frances Stites-Bennett     E-9     DDC     (313)368-8300 ext. 52152     TCF       Nathaniel Zilisch     E-9     DRF     (980)681-6668     Saginaw       Scott Norder     E-9     JCF     (517)780-5000     JCS/RGC       Marilyn Zachery     WHV	
Angela Thompson     E-9     MRF     (5867749-4900)     DDC       Kevin Chaffin     E-9     IBC     (616)527-2510     St. Louis area/DRF       Christopher Balmes     E-9     IBC     (616)527-2510     RGC       Don Gaines     E-9     JCF     (517)780-5000     RGC       Kyle Dorris     E-9     DRF     (989)584-3941     SRF/St. Louis area       Courtney Wilson     E-9     JCF     (517)780-5000     DDC/DRC/TCF       Lamont Adams     E-8     JCF     (517)780-5000     MRF/DRC       Rachel Snyder     E-9     SLF     (989)681-6444     SRF       Scott Johnson     E-9     MTF     (231)773-1122     TCF/SRF/MRF/STF/S       Frances Stites-Bennett     E-9     DDC     (313)368-8300 ext. 52152     TCF       Nathaniel Zilisch     E-9     DRF     (989)681-6668     Saginaw       Scott Norder     E-9     JCF     (517)780-5000     JCS/RGC       Marilyn Zachery     WHV     (734)572-9893     DDC/DRC/       Tonya Wysong     E-9     RMI     (6	
Kevin Chaffin     E-9     IBC     (616)527-2510     St. Louis area/DRF       Christopher Balmes     E-9     IBC     (616)527-2510     RGC       Don Gaines     E-9     JCF     (517)780-5000     RGC       Kyle Dorris     E-9     DRF     (989)584-3941     SRF/St. Louis area       Courtney Wilson     E-9     JCF     (517)780-5000     DDC/DRC/TCF       Lamont Adams     E-8     JCF     (517)780-5000     MRF/DRC       Rachel Snyder     E-9     SLF     (989)681-6444     SRF       Scott Johnson     E-9     MTF     (231)773-1122     TCF/SRF/MRF/STF/S       Frances Stites-Bennett     E-9     DDC     (313)368-8300 ext. 52152     TCF       Nathaniel Zilisch     E-9     DRF     (989)681-6668     Saginaw       Scott Johnson Gatza     E-9     Thumb     (989)681-6668     Saginaw       Scott Norder     E-9     JCF     (517)780-5000     JCS/RCC       Marilyn Zachery     WHV     (734)572-9893     DDC/DRC/DRC       Josh Joyal     E-9     RMI	
Christopher Balmes     E-9     IBC     (616)527-2510     RGC       Don Gaines     E-9     JCF     (517)780-5000     RGC       Kyle Dorris     E-9     DRF     (989)584-3941     SRF/St. Louis area       Courtney Wilson     E-9     JCF     (517)780-5000     DDC/DRC/TCF       Lamont Adams     E-8     JCF     (517)780-5000     MRF/DRC       Rachel Snyder     E-9     SLF     (989)681-6444     SRF       Scott Johnson     E-9     MTF     (231)773-1122     TCF/SRF/MRF/STF/S       Frances Stites-Bennett     E-9     DDC     (313)368-8300 ext. 52152     TCF       Nathaniel Zilisch     E-9     DRF     (989)584-3941     TCF       Shannon Gatza     E-9     DRF     (989)681-6668     Saginaw       Scott Norder     E-9     JCF     (517)780-5000     URF/KCF/LRF/MCF       Shannon Gatza     E-9     Thumb     (989)681-6668     Saginaw       Scott Norder     E-9     JCF     (517)780-5000     JCS/RGC       Marilyn Zachery     WHV     (734)57	
Don Gaines     E-9     JCF     (517)780-5000     RGC       Kyle Dorris     E-9     DRF     (989)584-3941     SRF/St. Louis area       Courtney Wilson     E-9     JCF     (517)780-5000     DDC/DRC/TCF       Lamont Adams     E-8     JCF     (517)780-5000     MRF/DRC       Rachel Snyder     E-9     SLF     (989)681-6444     SRF       Scott Johnson     E-9     MTF     (231)773-1122     TCF/SRF/MRF/STF/S       Frances Stites-Bennett     E-9     DDC     (313)368-8300 ext. 52152     TCF       Nathaniel Zilisch     E-9     DRF     (989)584-3941     TCF       Reid Desrochers     E-8     LMF     (906)387-5000     URF/KCF/LRF/MCF       Shannon Gatza     E-9     Thumb     (989)681-6668     Saginaw       Scott Norder     E-9     JCF     (517)780-5000     URF/KCF/LRF/MCF       Marilyn Zachery     WHV     (734)572-9893     DDC/DRC       Tonya Wysong     E-9     RMI     (616)527-2500     Macomb/Thumb/DI       Josh Joyal     E-9     Alger	
Kyle Dorris     E-9     DRF     (989)584-3941     SRF/St. Louis area       Courtney Wilson     E-9     JCF     (517)780-5000     DDC/DRC/TCF       Lamont Adams     E-8     JCF     (517)780-5000     MRF/DRC       Rachel Snyder     E-9     SLF     (989)681-6444     SRF       Scott Johnson     E-9     MTF     (231)773-1122     TCF/SRF/MRF/STF/S       Frances Stites-Bennett     E-9     DDC     (313)368-8300 ext. 52152     TCF       Nathaniel Zilisch     E-9     DRF     (989)584-3941     TCF       Reid Desrochers     E-8     LMF     (906)387-5000     URF/KCF/LRF/MCF       Shannon Gatza     E-9     Thumb     (989)681-6668     Saginaw       Scott Norder     E-9     JCF     (517)780-5000     JCS/RGC       Marilyn Zachery     WHV     (734)572-9893     DDC/DRC       Tonya Wysong     E-9     RMI     (616)527-2500     Macomb/Thumb/DI       Josh Joyal     E-9     Alger     (906)495-2275     AMF       Michael McBride     E-9     Alger	
Courtney WilsonE-9JCF(517)780-5000DDC/DRC/TCFLamont AdamsE-8JCF(517)780-5000MRF/DRCRachel SnyderE-9SLF(989)681-6444SRFScott JohnsonE-9MTF(231)773-1122TCF/SRF/MRF/STF/SFrances Stites-BennettE-9DDC(313)368-8300 ext. 52152TCFNathaniel ZilischE-9DRF(989)584-3941TCFReid DesrochersE-8LMF(906)387-5000URF/KCF/LRF/MCFShannon GatzaE-9Thumb(989)681-6668SaginawScott NorderE-9JCF(517)780-5000JCS/RGCMarilyn ZacheryWHV(734)572-9893DDC/DRCTonya WysongE-9RMI(616)527-2500Macomb/Thumb/DIJosh JoyalE-9URF(906)387-5000MBPNathan BrownE-9LRF(231)773-9200ECFMike BerroE-9JCS(517) 780-6175DDC/DRC/MRF/WHDenis KellarE-9Alger(906)387-5000SAI/SLF/SRFMelanie ColemanE-9WHV(734)572-9893DDC/DRC/MRF/WH	
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Rachel Snyder     E-9     SLF     (989)681-6444     SRF       Scott Johnson     E-9     MTF     (231)773-1122     TCF/SRF/MRF/STF/S       Frances Stites-Bennett     E-9     DDC     (313)368-8300 ext. 52152     TCF       Nathaniel Zilisch     E-9     DRF     (989)584-3941     TCF       Reid Desrochers     E-8     LMF     (906)387-5000     URF/KCF/LRF/MCF       Shannon Gatza     E-9     Thumb     (989)681-6668     Saginaw       Scott Norder     E-9     JCF     (517)780-5000     JCS/RGC       Marilyn Zachery     WHV     (734)572-9893     DDC/DRC       Tonya Wysong     E-9     RMI     (616)527-2500     Macomb/Thumb/DI       Josh Joyal     E-9     URF     (906)387-5000     MBP       Nathan Brown     E-9     Alger     (906)387-5000     MBP       Nathan Brown     E-9     LRF     (231)773-9200     ECF       Mike Berro     E-9     Alger     (906)387-5000     SAI/SLF/SRF       Dennis Kellar     E-9     Alger     (906)387-5000 </td <td></td>	
Scott Johnson     E-9     MTF     (231)773-1122     TCF/SRF/MRF/STF/S       Frances Stites-Bennett     E-9     DDC     (313)368-8300 ext. 52152     TCF       Nathaniel Zilisch     E-9     DRF     (989)584-3941     TCF       Reid Desrochers     E-8     LMF     (906)387-5000     URF/KCF/LRF/MCF       Shannon Gatza     E-9     Thumb     (989)681-6668     Saginaw       Scott Norder     E-9     JCF     (517)780-5000     JCS/RGC       Marilyn Zachery     WHV     (734)572-9893     DDC/DRC       Tonya Wysong     E-9     RMI     (616)527-2500     Macomb/Thumb/DI       Josh Joyal     E-9     URF     (906)387-5000     MEP       Michael McBride     E-9     RMI     (616)527-2500     Macomb/Thumb/DI       Josh Joyal     E-9     URF     (906)495-2275     AMF       Michael McBride     E-9     Alger     (906)387-5000     MEP       Nathan Brown     E-9     LRF     (231)773-9200     ECF       Mike Berro     E-9     JCS     (517) 780-617	
Nathaniel ZilischE-9DRF(989)584-3941TCFReid DesrochersE-8LMF(906)387-5000URF/KCF/LRF/MCFShannon GatzaE-9Thumb(989)681-6668SaginawScott NorderE-9JCF(517)780-5000JCS/RGCMarilyn ZacheryWHV(734)572-9893DDC/DRCTonya WysongE-9RMI(616)527-2500Macomb/Thumb/DIJosh JoyalE-9URF(906)495-2275AMFMichael McBrideE-9Alger(906)387-5000ECFMike BerroE-9JCS(517) 780-6175DDC/DRC/MRF/WHYDennis KellarE-9Alger(906)387-5000SAI/SLF/SRFMelanie ColemanE-9WHV(734)572-9893DDC/DRC	LF
Reid DesrochersE-8LMF(906)387-5000URF/KCF/LRF/MCFShannon GatzaE-9Thumb(989)681-6668SaginawScott NorderE-9JCF(517)780-5000JCS/RGCMarilyn ZacheryWHV(734)572-9893DDC/DRCTonya WysongE-9RMI(616)527-2500Macomb/Thumb/DIJosh JoyalE-9URF(906)495-2275AMFMichael McBrideE-9Alger(906)387-5000ECFMike BerroE-9JCS(517) 780-6175DDC/DRC/MRF/WHDennis KellarE-9Alger(906)387-5000SAI/SLF/SRFMelanie ColemanE-9WHV(734)572-9893DDC/DRC	
Shannon Gatza     E-9     Thumb     (989)681-6668     Saginaw       Scott Norder     E-9     JCF     (517)780-5000     JCS/RGC       Marilyn Zachery     WHV     (734)572-9893     DDC/DRC       Tonya Wysong     E-9     RMI     (616)527-2500     Macomb/Thumb/DI       Josh Joyal     E-9     URF     (906)495-2275     AMF       Michael McBride     E-9     Alger     (906)387-5000     MBP       Nathan Brown     E-9     LRF     (231)773-9200     ECF       Mike Berro     E-9     JCS     (517) 780-6175     DDC/DRC/MRF/WHY       Dennis Kellar     E-9     Alger     (906)387-5000     SAI/SLF/SRF       Melanie Coleman     E-9     WHV     (734)572-9893     DDC/DRC	
Scott Norder     E-9     JCF     (517)780-5000     JCS/RGC       Marilyn Zachery     WHV     (734)572-9893     DDC/DRC       Tonya Wysong     E-9     RMI     (616)527-2500     Macomb/Thumb/DI       Josh Joyal     E-9     URF     (906)495-2275     AMF       Michael McBride     E-9     Alger     (906)387-5000     MBP       Nathan Brown     E-9     LRF     (231)773-9200     ECF       Mike Berro     E-9     JCS     (517) 780-6175     DDC/DRC/MRF/WHY       Dennis Kellar     E-9     Alger     (906)387-5000     SAI/SLF/SRF       Melanie Coleman     E-9     WHV     (734)572-9893     DDC/DRC	
Marilyn ZacheryWHV(734)572-9893DDC/DRCTonya WysongE-9RMI(616)527-2500Macomb/Thumb/DIJosh JoyalE-9URF(906)495-2275AMFMichael McBrideE-9Alger(906)387-5000MBPNathan BrownE-9LRF(231)773-9200ECFMike BerroE-9JCS(517) 780-6175DDC/DRC/MRF/WHYDennis KellarE-9Alger(906)387-5000SAI/SLF/SRFMelanie ColemanE-9WHV(734)572-9893DDC/DRC	
Tonya Wysong     E-9     RMI     (616)527-2500     Macomb/Thumb/DI       Josh Joyal     E-9     URF     (906)495-2275     AMF       Michael McBride     E-9     Alger     (906)387-5000     MBP       Nathan Brown     E-9     LRF     (231)773-9200     ECF       Mike Berro     E-9     JCS     (517) 780-6175     DDC/DRC/MRF/WHY       Dennis Kellar     E-9     Alger     (906)387-5000     SAI/SLF/SRF       Melanie Coleman     E-9     WHV     (734)572-9893     DDC/DRC	
Josh Joyal     E-9     URF     (906)495-2275     AMF       Michael McBride     E-9     Alger     (906)387-5000     MBP       Nathan Brown     E-9     LRF     (231)773-9200     ECF       Mike Berro     E-9     JCS     (517) 780-6175     DDC/DRC/MRF/WHY       Dennis Kellar     E-9     Alger     (906)387-5000     SAI/SLF/SRF       Melanie Coleman     E-9     WHV     (734)572-9893     DDC/DRC	
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Gustavo Regus     E-9     JCS     (517) 780-6175     DDC/DRC/MRF	
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Dylan Coston     E-9     STF     (989)681-6668     SLF       David Patterson     E-9     Alger     (906)387-5000     Newberry	
David PattersonE-9Alger(906)387-5000NewberryJames DemenovE-9IBC(616)527-2510DRF	
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Crystal ridper     E 9     KCF     (906)495-2282     MBP/AMF/LMF	
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David Cox     E-9     JCS     (517) 780-6175     MRF/DDC/DRC/WH*	
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Ahmed Bazzi E-8 SMT (517)780-6314 Detroit Area	
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Drew Freed     IBC     (616)527-2510     DRF       Deuglas Bisbards     E.0     ICE     (517)278-6042     APE	
Douglas Richards     E-9     LCF     (517)278-6942     ARF       Chad Smith     E-9     ARF     (517)265-3900     RGC/JCS	
Chad Smith     E-9     ARF     (517)265-3900     RGC/JCS       Mercedes Heath     E-8     SMT     (517)780-6314     MRF/DDC	
Mercedes HeathE-8SM1(S17)780-6314MRF/DDCThomas RichardsonE-9LRF(231)773-9200Ionia area	
Josiah Bush     E-9     NCF     (906)293-6200     URF/KCF	
Matt Vasquez     E-9     MTU     (616)527-3100     TCF	
Derrance ParkerE-9RMI(616)527-2500DRC/MRF/WHV	

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

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thur Alvarado, Cotton	Jo
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ott Allen, Forensic Center	Ka
ussell Doyle, Gus Harrison	M
ennis Beecham, Handlon Michigan Training Unit	Μ
ta Wise, Huron Valley Womens	Ro
ul Jensen, Ionia	Jai
cky Ries, Jackson Cooper Street	Da
ichael Wilds, Kinross	Jei

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Tangee Laza, Labor Relations Representative	C
Karen Mazzolini, Labor Relations Representative	L
Cherelyn Dunlap, Labor Relations Representative	S
Jeff Foldie, Labor Relations Representative	Je
Anita (Pere) Lloyd, Communications Specialist	

## MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service. Dial 1-800-451-4878 or 517-485-3310 and then press 2.

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) Lloyd

Corrections

Greg Poll, a member quoted in the Fall 2013 MCO Report, works at ARF. Mark Schauer's name was misspelled in the Fall 2013 MCO Report.

"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

# Are you volunteering? Tell us.

MCO would like to feature more positive stories and photos about our members' volunteer work in their communities. This can help us increase public support of corrections officers. If you or someone at your facility volunteers, please let us know. Fill out and mail this form to MCO or fill out a volunteer form on our website

Volunteer name(s) and facility Volunteer contact number

Volunteer contact email

Location

Please list and describe volunteer activities:

Upcoming volunteer events What: Date and Time:

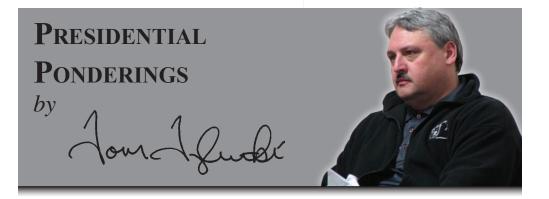
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nal Cariuty Jr., Lakeland nda Esu, Macomb ward Snively, Marquette ert Champlin Jr., Central Michigan hae Simmons, Muskegon esa Nolan, Newberr stopher Schmidt, Oak ald Niemi, Ojibway Hemenway, Parnali ry John, Pugsley y **Datema,** Michigan Reformatory chael Guerin, Saginaw oletoe McDonald, SAI Program ert Fisher, St. Loui. ie Willyerd, Thumb ren Ansorge, West Shoreline ry Williams, Woodland

Mel Grieshaber, Executive Director ndy Kogut, Bookkeeper ri Iding, Grievance Coordinator hanie Short, Receptionist/Secretary my Tripp, Asst. for Governmental ぐ Community Affairs

a traitor to the cause." -- Samuel Gompers



For many years, MCO has advocated against "dollar-driven corrections." I have heard this phrase for more than 20 years. What does it really mean?

Does it mean if you eliminate officer assignments, gun towers, PSVs, classify prisoners downward, eliminate officer classifications and ignore your physical plant, you're more prone to an escape like the recent one at ICF?

Maybe it means you bring in a private food vendor to (allegedly) save a few bucks at the expense of stability? Since food service has been outsourced, there have been inmate marches at Kinross; hunger strikes at several facilities; massive thefts of food; critical tools left unsecured; and an influx of low-wage private workers with a high turnover rate due to both resignations and terminations.

Does dollar-driven corrections mean you downgrade the inmate classification system, so that what was in a Level 1 an occasional, isolated event escalates into daily altercations with complicated back stories of gang activity and retribution?

Perhaps it means you put inmates in charge of other inmates? Recently a WCC officer was violently assaulted by an inmate under POA supervision. In another incident, two POAs allowed an acutely depressed prisoner to obtain a razor and cut himself, leaving permanent injuries.

Could it mean you dismantle your training academy? The former state-operated academy here in Michigan was admired by corrections experts in many states and provided the best CO training in the nation, while instilling a sense of esprit de corps.

Or maybe it means you eliminate your full-time PSVs? A flood of contraband is coming over and under the fences at state prisons, and many times, the smugglers get away before any prison staff can get to their location.

Yes, folks, more than ever before, we're living in a time of dollar-driven corrections. We're experiencing what can happen when prisons are run like businesses, not prisons. The prisons haven't been this volatile in a few decades.

Decisions and realities like the ones we're seeing now closely mirror the circumstances that led to the founding of this union. MCO is constantly advocating for safety and funding for staffing and equipment to minimize the inherent risks that come with the job.

To the 97 percent of officers who continue to pay dues, know that you're contributing to an organization that will continue to work tirelessly for your well-being and respect. We appreciate your backing and commitment to standing together, especially when the challenges are so great.

In solidarity,

Jour Lucki

Executive Board elections will take place May 8. Please go to mco-seiu.org for results. More information about the election and new board members is coming in the Summer MCO Report.

# **Stewards training to better serve members**

MCO has held three steward trainings in recent months. New chapter leaders are learning what types of complaints are grievable and how to overall serve their membership as best as they can.

MCO leaders are pleased to see young member's interest in union rights.



President Tom Tylutki and Vice President Andy Potter speak at a recent steward training.

# Special Olympics Cont...

with JR in mind. Luckily, the temperature was "a balmy 22" the day of the plunge at Clark Lake in Jackson, he said. Fausak will also volunteer at the summer games.

"I see what it does for some of these participants and just how full of joy it makes them," Fausak said.

RGC team organizer Angela Brock, a member of SEIU Local 517M, took the plunge this year in honor of her friend Steve. Steve had Down Syndrome and passed away last summer, Brock said. Steve participated in Special Olympics, and he was known for being Springport

# Volunteers do good around the state

MCO members' volunteer work isn't limited to Special Olympics. Here are two stories from members making a difference in their communities. Thank you, officers!

Bryon Nelson



Much of what the public knows about prisons and corrections officers is negative. But COs like Bryon Nelson are changing that, one community at a time. Nelson, an MBP officer, coaches junior high basketball and high school girls' fast-pitch softball, umps

softball

school basketball and manages a girls' t-ball league and little league club in Negaunee. He was a volunteer firefighter for 20 years.

"Other than my family, (this is how) I give back," he said.

Nelson helped organize a girl's t-ball league last summer. They play with a softer ball to help girls train for the fast-pitch team later.

"It builds a lot of confidence and makes them stronger," Nelson said.

Many people don't realize the commitments corrections officers make to their communities, Nelson said.

"We're umping or refereeing your game, we're coaching your son or daughter, we're everywhere. Especially in Marquette and Negaunee, I can say that," he said.

Volunteer work and visibility in communities counteracts some of the negative stereotypes the

RETIREMENTS

onald Amman Dennis Barnett ohn Borashko **Richard Brouchoud** Kenneth Burton Michael Butkiewicz Craig Collins Scott Collins Patrick Daly Sharon Duncan Harry Dwyer Gary Erdman Dennis erickson John Ermatinger Keith Forrister Richard Gerzetich Michael Gill Paul Godward Kenneth Harris Robert Hoag

Robert Hoenicke James Howard Gregory Kantola Andrew Keplinger David Kestila Gary Kott StevenLarsen Mark Leclair Randy Lewis James Loveless David Maleitzke Peter Maniez Herbert McGowan James Mosca Lori Mroczek Curtis Olexa Mark Peters Thomas Pohl Patrick Powell Scott Preston

High School's most dedicated sports fan, rarely missing a game or match.

Cotton Officer James Sims is involved in Special Olympics because of the kindness of the athletes.

"Once you befriend them, you have a friend for life," Sims said. "Also they have such spirit and drive. The athletes always treat you as a best friend, regardless of your station in life. They have an unconditional love and offer of friendship. I wish all people had such respect for each other and others."

public has about prison work and corrections officers. The impact of officer's volunteer work is especially clear in small communities, Nelson said. "There've been times when I've coached games,

> and had two fellow

Share your volunteer story. Fill out the form in this MCO Report or go to mco-seiu.org.

officers refereeing my game," Nelson said. "It's like, wow, we've got two refs and a coach that are MCO, and if you took them away now, imagine where you'd be

at. We're strong in numbers. We're all around. And I think, the community, when they see that, then would say, 'hey, that's a corrections officer,' not just some – I hate the term – knuckle dragger or whatever. We're a part of your community."

Athletics is a family affair for Nelson. His daughter, Rheana, 6, plays t-ball with the girls t-ball league and his son Alec, 8, plays little league baseball. His stepdaughter Hannah, 13, plays softball and basketball, and stepson Erik, 15, keeps busy with hockey and football. His wife, Erica, coaches a seventh grade traveling basketball team. Between coaching and cheering at games, "we're all over the place," Nelson said.



Thumb Officer Cory Reid was a guest speaker last fall at a meeting of the Sagnaw Valley State Uni-

versity Criminal Justice

Cory Reid

Society, an extracurricular club for students interested in law enforcement careers.

Several club members are working toward ca-

Edward Rademacher Robert Ream Robert Reeder Robert Robarge Clara Salak **Richard Schram** Kim Sheffer L.K. Skidmore Billy Mith Eric Smith Douglas Snacker Daniel Soper Jackie Steppes Philip Toczynski Bennie Torsch James Van Acker Jean Warmington Greg Watson



high school softball, referees high

Special Olympics photos clockwise from top left on page 1: The Jackson ERT team takes the Polar Plunge. Photo by Dawn Jones The Cotton Club Prison Plungers. Photo by Jessica Prins. The MDOC Honor Guard at the kick off of the 2011 Law Enforcement Torch Run.

Olympians at the 2013 Summer Games. Photo courtesy of Olympians at the 2013 Summer Games. Photo courtesy of

The Jackson Polar Plunge, Photo by Jessica Prins. Last three photos are Olympians at the 2013 Summer Games. Photos courtesy of SOMI.

reers as corrections, parole or probation officers. The students asked many questions about security levels, prison movement and weapons, Reid said.

Reid warned them the CO's job is nothing like what you see in the movies or on TV. "These guys are in your face all day," he said.

"We do get assaulted; we to defend ourselves."

every day.

It's a high-stress environment that requires officers to hit the ground running



do have

"I explained when we come on shift, operations are already going

on. There's programs going on in the school, yard is out," Reid said.

Reid attended SVSU and saw the opportunity to speak to the group as a way to give back.

"It felt very good to be able to give some insight to the students that want to join our ranks," he said.

### Revenues Amount Membership Dues \$877,110 Non-Member Fees \$20,982 \$2,854 Interest Loss on disposition of assets -\$9,610 From Affiliates \$2.880 **Total Revenues** \$894,216 Expenses Arbitration \$10,617 0 \$1,097 Books, dues and subscriptions **Collective Bargaining** \$50,526 Computer expense \$8,189 Continuing education \$10,650 Contributions \$17,600 C \$17,694 Depreciation th Elections \$1,804 \$56,397 Insurance 4 \$5,283 Leased Equipment Legal and Accounting \$66,155 MCO Report \$4,665 \$12,500 Media Use Meetings and Conferences \$54,209 Office and Administrative \$6,888 of Organizational Unity Materials \$57,611 Pension Contribution \$37,892 \$9,865 a Postage Repairs and Maintenance \$15,711 J Salaries \$287,755 Stai SEIU Political Education and Action \$63,100 Account -\$12,289 Social activities \$16,381 Taxes - Payroll \$280,338 Taxes - Per Capita \$38,639 Taxes - Property \$9,337 Telephone \$18,010 Utilities **Total Expenses** \$1,137,624 Change in Unrestricted Net Assets -\$243,408



MDOC MAKES BIG CONTRIBUTIONS TO SPECIAL OLYMPICS

Special Olympics

brings joy to athletes

and officers

Once again, MCO members pitched in to raise money for Special Olympics. More than 50 MDOC employees donated at least \$75 to dive into ice cold water this past winter at Polar Plunge fundraisers around the state. Participants often dress up in elaborate costumes or sport team shirts. Proceeds go to Special Olympics Michigan, which will hold its summer games May 29-31 at Central Michigan University.

"The contributions made by the MDOC Employees are greatly appreciated by the athletes of Special Olympics Michigan," said Andrea Rachko, Law Enforcement Torch Run Liaison and Development Director for Special Olympics Michigan. "The general donations and fundraising efforts that the employees do for the Law Enforcement Torch Run and Special Olympics Michigan do not go unnoticed. These volunteers spend countless hours helping to provide more opportunities for nearly 20,000 athletes who compete year round for Special Olympics Michigan."

Personal relationships inspire many people to get involved in Special Olympics.

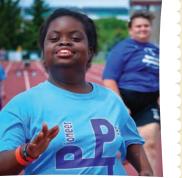
RGC Officer Charles Fausak's little brother JR has Cerebral Palsy. Charles raised money for Special Olympics and took the plunge for the first time this year

STORY CONTINUES ON BACK PAGE

# Spring 2014









OC has a long tradition of involvement i

r Plunge events around the state. Just h at was the Department's impact this yea

\$17.603.18

57 and took the plunge

Polar Plunge events MDOC yees attended around the sta

# Executive Board Looks to future

MCO is working with a union consulting firm to build a stronger and better union despite all the challenges thrown at us by the department and legislators.

Tony Bennae Richards of the Bennae Group met with the Executive Board for a full day and with MCO staff for a half a day to ask questions about the union's Board elections May 8. long-term goals, what's working well and what could be improved. Board and staff members also completed follow-up surveys.

These are the preliminary steps the Board is taking to creating a strategic plan for member engagement and to explore ways to enhance leadership developBoard knows MCO needs a plan for continued strength.

Since some Executive Board members are retiring from the Board, it was decided to continue the process after Executive

There's room for change at any organization. MCO leaders hope to explore how we can grow and better support members during this time.







he MCO ecutive ith Tony nnae he Bennae group in ebruary o discuss MCO's future and where mprove



ard meets Richards of nents can



Every day, politicians are quoted in news stories boasting or dissing Right to Work laws. But why ask a politician what it's like to work in a Right to Work state when you can ask workers?

MCO asked two members to share their experience in corrections in Right to Work states.



# PAY RAISES NEVER COME

Up around Marquette, people still talk about the Mining Journal ad announcing job openings with the Wyoming Department of Corrections. Duane

worked irregular hours at a saw mill and had been trying to get hired on with the Michigan Department of Corrections. But it was 2009, and the Department wasn't hiring. Heyrman was young, his wife was out of work, so they figured they had nothing to lose by moving to Wyoming. He estimates three dozen other Michiganders went, too.

He worked at the Wyoming Honor Farm, where Level 1 inmates broke wild horses, bailed hay, showed animals at auction and carried out other farm chores.

In many aspects, work in Wyoming wasn't bad. The Level 1 inmates were respectful, and the worst contraband usually found was tobacco and alcohol. Heyrman said he was making more in Wyoming than he's making as an OJT in Michigan, thanks to the fact that Wyoming has no state income tax. And Wyoming's retirement plan was good. In 2010, Heyrman was employee of the year at the Wyoming Honor Farm.

But the month before Heyrman finished the Wyoming academy, the state legislature instated a pay freeze. Heyrman made \$16.80 when he started in 2010 and when he left the job in 2013.

"That's what pissed me off the most," he said. "They had a 10-week academy there, too, and we graduate in April. But in March, they said, 'OK, we're going to put a pay freeze on this.' "

Officers were promised raises in 2012 but they never materialized. Heyrman thought he would be making about \$19 an hour by that point.

"I left my family, my house and everything to come over here and better myself, but the (promised raises) aren't happening," he told his warden.

At the warden's suggestion, Heyrman wrote a letter to the Wyoming DOC director. He and others from Michigan weren't getting what they were promised, he wrote. The letter made its way all the way to governor and the legislature, but they "shut it right down," Heyrman said. In Wyoming and most states, there's no entity like the Civil Service Commission to guard state workers against the political whims of legislators.

"That's when I made my mind up and applied for the Michigan Department of Corrections," Heyrman said.

There was a union that represented Wyoming officers, but it was weak. Heyrman heard nothing from them during the pay raise debacle. In fact, Heyrman said he never knew of the union until an organizer made rounds at his facility right before he quit. Heyrman didn't know of any grievance process for unfairly disciplined workers.

Now Heyrman is back in the mitten state and working emy. Seniority in each class was assigned randomly, not at Baraga.

For Officer Heyrman, his main objective, whether he working in Wyoming or Michigan, is getting everyone "home the way they came in."



# Who's got my back?

Corrections officers in Arizona are left with little recourse when inmates accuse them of wrongdoing.

Ryan Tomadewicz worked at an Arizona prison operated by the Management Training Company and said employees at the facility were trying to unionize when he quit a little more than year ago.

It wasn't uncommon for inmates to retaliate against new rules by falsely accusing an officer in hopes he'd be moved to a different post.

"That was one of the reasons we were trying to unionize, (to get some) representation," Tomadewicz said. "You know, so someone had our back. It was nice to know someone was there when we were done wrong ...

"I always did what I was told, but I didn't always get backed up by my supervisors. Once the union came in, right toward the end of my career there, I had that back

Tell us about your

corrections experience

in other states. Email

mail@mco-seiu.org.

up, which was nice to have. And here, it's nice to know I have that representation.'

Tomadewicz said he liked

the training in Arizona, especially "fight for your life" drills in which trainers simulate an attack and officers practice self-defense. He also got valuable inmate contact in the acad-

according to test scores. The starting wage at the private prison was \$11 an hour when Tomadewicz started in 2010. He was making \$14.25 an hour when he left three years later. No pension was offered. He left the job so his family could move to Michigan to be near his wife's family and raise their kids in the mid-west. Tomadewicz works at LCF.

Higher pay is nice, Tomadewicz said, but he appreciates solid union representation the most.

"It's nice to know if I'm doing my job correctly, I got someone looking out for me," he said.

# Again, the Court has no deadline

is would hear the case.

decision.

MCO

SEIU Public Services Division Leader Eileen Kirlin visited Ionia Correctional Facility after the February escape to show the international's support.

Kirlin and MCO President Tom Tylutki spoke with officers, toured the segregation and general population housing units, and stopped by the control center.

MICHIGAN LABOR PRESS MCO Report wins four awards from the

The MCO Report received four awards at the Michigan Labor Press conference April 10-13.

The MCO Report won:

• First Place for photographic excellence. (The photo in the Spring 2013 edition shows recruits taking the corrections officer's oath.)

• Second Place for best news article. ("Detroit Detention Center up and running, thanks to MDOC officers," Fall 2013 edition.)

• Third Place for best editorial ("Presidential Ponderings," Winter 2013 edition.)

• Honorable Mention for best collage ("Concessions

for no reason? Unions Fight back!" Fall 2013 edition.) You can view PDF versions of these past editions at mco-seiu.org.

We couldn't do it without our members. Thanks for your support!

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 to: Anita Lloyd, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to anita@mco-seiu.org. Contact Anita when your name should be removed from the list.

The Exchange Transfer List can also be found online at www.mco-seiu.org. Please note:

You cannot transfer to Woodland or Forensic Center. Officers at these facilities are a different classification. If you would like to work at one of these prisons, you must apply. Those with the E-8 classification may not transfer until they achieve E-9 status.

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NAME	CLASSIFICA- TION	CURRENT FACILITY	CURRENT FACILITY PHONE NUMBER	DESIRED FACILITY	NAME	CLASSIFICA- TION	CURRENT FACILITY	CURRENT FACILITY PHONE NUMBER	DESIRED FACILITY
Candace Mitchell	E-9	IBC	(616)527-2510	SRF/SLF/STF/DRF	Kevin Chaffin	E-9	IBC	(616)527-2510	St. Louis area/DRF
leffrey Zukowski	E-9	ARF	(517)265-3900	DRC/DDC/WHV	Shawn Brunett	E-9	TCF	(810)667-2045	ICF/RMI
David Westhaus	E-9	ECF	(231)723-8272	SLF/STF/SRF/IBC/DRF	Christopher Balmes	E-9	IBC	(616)527-2510	RGC
Jason Lane	E-10	SAI	(734)475-1368	JCS	Don Gaines	E-9	JCF	(517)780-5000	RGC
Mark Moritz	E-9	SMT	(517)780-6312	SAI/DDC/DRC	Kyle Dorris	E-9	DRF	(989)584-3941	SRF/St. Louis area
Edward Swayne	E-8	RGC	(517)780-5600	DRF	Courtney Wilson	E-9	JCF	(517)780-5000	DDC/DRC/TCF
Charles Hopkins	E-8	ARF	(517)265-3900	TCF/DRC/MRF	Lamont Adams	E-8	JCF	(517)780-5000	MRF/DRC
Daniel Porter	E-9	MPF	(231)563-5253	ECF	Rachel Snyder	E-9	SLF	(989)681-6444	SRF
Jamie Wild	E-9	JCF	(517)780-5200		Scott Johnson	E-9	MTF	(231)773-1122	TCF/SRF/MRF/STF/SLF
		IBC		SMT/JCS TCF/SRF	Frances Stites-Bennett	E-9	DDC	(313)368-8300 ext.	TCF
Kyle Eddy	E-9 E-9	LCF	(616)527-2510		Nathaniel Zilisch	E-9	DRF	52152 (989)584-3941	TCF
Jacob Creek			(517)278-6942	TCF/MRF/DRC/SRF	Shannon Gatza	E-9	Thumb	(989)681-6668	Saginaw
Brian Enrici	E-9	SMT	(517)780-6312	MRF	Scott Norder	E-9	JCF	(517)780-5000	JCS/RGC
Dawn Wilson	E-9	IBC	(616)527-2510	Jackson area	Brent Sowa	E-9	URF	(906)495-2275	LMF
Joseph Pary	E-8	RGC	(517)780-5600	DRC/DDC/MRF	Marilyn Zachery		WHV	(734)572-9893	DDC/DRC
Brian Green	E-9	ARF	(517)265-3900	JCS	Tonya Wysong	E-9	RMI	(616)527-2500	Macomb/Thumb/DDC
Alex Turner	E-9	DRF	(989)584-3941	MCF	Josh Joyal	E-9	URF	(906)495-2275	AMF
Josh MIIIs	E-9	LCF	(517)278-6942	SMT/RGC	Michael McBride	E-9	Alger	(906)387-5000	MBP
Christopher Bates	E-9	мвр	(906)226-6531	AMF	Nathan Brown	E-9	LRF	(231)773-9200	ECF
Kevin Volz	E-9	URF	(906)495-2275	TCF/SRF	Mike Berro	E-9	JCS	(517) 780-6175	DDC/DRC/MRF/WHV
Markus Huizar	E-9	IBC	(616)527-2510	TCF/SRF	Dennis Kellar	E-9	Alger	(906)387-5000	SAI/SLF/SRF
Arturo Martinez	E-9	JCS	(517)780-6175	RGC	Melanie Coleman	E-9	WHV	(734)572-9893	DDC/DRC
Abigail Brown	E-9	SAI	(734)475-1368	ARF	Donald Krchmar	E-9	MTF	(231)773-9200	TCF/MRF/SRF
Rick Holmberg	E-9	IBC	(616)527-2510	Jackson Area	Malcolm Cook	E-9	MRF	(586)749-4900	DRC/DDC
Ryan Smith	E-9	SMT	(517)780-6314	TCF	John Monville	E-8	МВР	(906)226-6531	AMF
					Michael Morse	E-9	URF	(906)495-2275	MPF
Frank Gordon	E-9	LMF	(906)387-5000	KCF/URF	Richard Koski	E-8	LMF	(906)387-5000	MBP
Jacob Haralson	E-9	LMF	(906)387-5000	MBP	William McQuade	E-9	IBC	(616)527-2510	SLF, STF, SRF
Dominic Morales	E-9	RMI	(616)527-2500	DRC/DDC	Shawnda Cope	E-9	LCF	(517)278-6942	ARF
Brian Welch	E-9	LRF	(231)773-9200	MCF	Christine Hemry		ARF	(517) 265-3900	Jackson Area
Dariusz Jatel	E-9	RGC	(517)780-5600	DDC/DRC	J. Holtz	E-9	MCF	(231)773-3201	SLF/STF
Chad Baldini	E-9	LMF	(906)387-5000	МВР	Marc Tervo	E-9	MTU	(616)527-3100	RMI
Dominique Romero	E-8	WHV	(734)572-9900	DDC/DRC	Dean Morris	E-9	RGC	(517)780-5600	TCF
Brandon Williams	E-9	SMT	(517)780-6312	MRF/DRC	Gustavo Regus	E-9	JCS	(517) 780-6175	DDC/DRC/MRF
Charise Mayers	СТО	DRC	(313)368-3200	MRF	Amy Bungart	E-9	JCF	(517)780-5000	RGC
Martin Rumohr	E-9	MCF	(231)773-3201	MRF	Dylan Coston	E-9	STF	(989)681-6668	SLF
Kendri McLean	E-9	DRF	(989)584-3941	SRF/SLF/STF	David Patterson	E-9	Alger	(906)387-5000	Newberry
Troy Groesbeck	E-9	ARF	(517)265-3900	SMT/RGC/JCS	James Demenov	E-9	IBC	(616)527-2510	DRF
Ryan Jaykka	E-9	LMF	(906)387-5000	MBP/AMF	Crystal Pieper	E-9	MTU	(616)527-3100	STF/SLF
Ashley Cheeks	E-8	JCF	(517)780-5000	Detroit area/WCC/MRF	Brandon Bell		ARF	(517)265-3900	DRC/Mound/Macomb
Damon Robinson	E-8	LCF	(517)278-6942	Detroit area	David Cox	E-9	JCS	(517) 780-6175	MRF/DDC/DRC/WHV
Chad Poynter	E-8	LCF	(517)278-6942	IBC/ICF/RMI/MTU	Lou Ann Kasprzycki	E-9	WHV	(734)572-9893	Jackson area
Roseanna Alfaro	E-9	RMI	(616)527-2500	TCF	Ken Holman	E-9	Alger	(906)387-5000	Marquette
Jeremy Bolen	E-9	MTF	(231)773-9200	LCF	Anthony Corsi	E-9	SMT	(517)780-6314	MRF/TCF/DRC/DDC
Brad Yadon	E-8	SMT	(517)780-6312	DRC/DDC/MRF/TCF	Ahmed Bazzi	E-8	SMT	(517)780-6314	Detroit Area
Kenneth Coolbaugh	E-9	JCF	(517)780-5000	RGC	Allen Beonka	E-8	JCF	(517)780-5000	TCF
Eric Moslimani	E-8	SMT	(517)780-6004	Detroit area	Samantha Mason	E-9	WHV	(734)572-9892	STF
Matthew Dugus	E-9	DRF	(989)584-3941	SRF/SLF/STF	Keith Chamberlin	E-9	LRF	(231)773-9200	LMF
Corey Graebner	E-9 E-9	DRF	(989)584-3941	SRF/SLF/STF	Latricia Pates	E-8	JCF	(517)780-5250	Detroit Reentry Center
leff Hutchinson	E-9	DRF	(989)584-3941	STF	Drew Freed		IBC	(616)527-2510	DRF
Brian Mays	E-9 E-9	IBC	(616)527-2510	DRC/DDC	Douglas Richards	E-9	LCF	(517)278-6942	ARF
· · ·	E-9	IBC RMI			Chad Smith	E-9	ARF	(517)265-3900	RGC/JCS
Christopher Vandenak- ker	L-0		(616)527-2500	MCF/LRF/MTF	Mercedes Heath	E-8	SMT	(517)780-6314	MRF/DDC
Richard Wyatt	E-8	ICF	(616)527-6331	TCF/SRF	Thomas Richardson	E-9	LRF	(231)773-9200	Ionia area
Chris Gattshall	E-9	JCF	(517)780-5000	RGC	Josiah Bush	E-9	NCF	(906)293-6200	URF/KCF
Craig Miller	E-9	RMI	(616)527-2500	SLF/SRF/STF/DRF	Matt Vasquez	E-9	мти	(616)527-3100	TCF
Angela Thompson	E-9	MRF	(586)749-4900	DDC	Derrance Parker	E-9	RMI	(616)527-2500	DRC/MRF/WHV

# THE FIGHTS! PORTAL-TO-PORTAL, 4%, RTW LAWSUITS STILL ALIVE

Just as the MCO Report was

going to press, a back-

door privatization bill was

introduced in the senate.

Please visit mco-seiu.org

for information on this bill

and other breaking news

on our fights.

• The four-percent lawsuit is still at the Michigan and no hearing has been scheduled. Supreme Court awaiting action.

No hearing has been set, and the Court has no deadline to make a

The Court announced in January

• The Supreme Court is also sitting on the Right to Work law**suit** filed by the Coalition of State Employee Unions, which includes

SEIU BACKS MCO THROUGHOUT AFTERMATH OF ICF ESCAPE

ileen Kirlir

Kirlin said it was important to her to visit ICF after the escape. "It was important for me to visit the Ionia Cor-

• The RUO technical appeal is still in the hands

making a decision.

review officer.

portal case.

court action.

of a Civil Service Commission

The officer has no deadline for

uled for May 6 in the portal-to-

MCO and the Department are

in legal mediation, meaning the case

could be resolved without further

• A status conference is sched-

rectional Facility, particularly given that an escape occurred a few weeks before," Kirlin said. "And I also wanted to express SEIU's support for the MCO members who work there and do an incredibly stressful job. I was so impressed with how hard MCO members

• Once again, MCO will award 20 scholarships worth \$750 each to children of MCO members.

More QUICK NEWS....

Applicants must be enrolled in college this fall their parents must be an MCO member in good standing for at least the past three years.

Print an application from mco-seiu.org. All applications must be postmarked by June 1, 2014.

• May is the open window to apply for a senioritybased transfer. Seniority-based transfers are handled by the

Department. To apply, see your personnel office. For more information on seniority-based transfers, see

Article 15, Part D, Section A-2 in your contract.

work to do their jobs under very tough conditions. The lack of funding to maintain the infrastructure of the facility makes the job of a corrections officer even harder." SEIU has offered MCO assistance in defending the of-

ficer unfairly reprimanded for the escape.

ICF members were appreciative of the international's concern and offer to help, Tylutki said.

# MCO STATE EXECUTIVE BOARD

Tom Tylutki, President Andy Potter, Vice President Bill Henderson, Financial Secretary Brent Kowitz, Recording Secretary John Ost, Trustee MCO CHAPTER PRESIDENTS

arry Henley, Alger	
Ed Clements, Baraga	
lan Augustine, Bellamy Creek	
Vade Wakefield Brooks	
Eric Stott, Carson City	
Byron Osborn, Chippewa	
braham Peraza, Detroit Detention	
ee Gatson, Detroit Reentry	
rthur Alvarado, Cotton	
aul Jones, Egeler	
pe Voorheis, FOA	
cott Allen, Forensic Center	
cott Waggoner, Gus Harrison	
Dennis Beecham, Handlon Michigan Training	Unit
Rita Wise, Huron Valley Womens	
Paul Jensen, Ionia	
Ricky Ries, Jackson Cooper Street	
lichael Wilds, Kinross	

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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) Lloyd

> > You

"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

# Are you volunteering? Tell us.

MCO would like to feature more positive stories and photos about our members' volunteer work in their communities. This can help us increase public support of corrections officers. If you or someone at your facility volunteers, please let us know! Fill out and mail this form to MCO or fill out a volunteer form on our website

Volunteer name(s) and facility

Volunteer contact numbe

Volunteer contact email

Please list and describe your volunteer activities:

ocoming	volunteer events
What:	

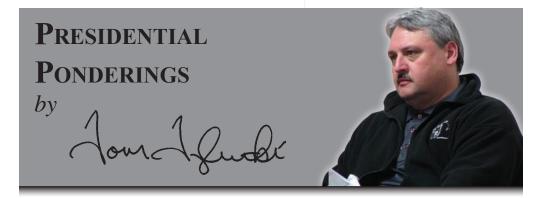
Date and Time Location

Cary Johnson, Trustee Ed Clements, Trustee Dennis Beecham, Trustee Brian Mahoney, Trustee nal Cariuty Jr., Lakeland da Esu, Macomb vard Snively, Marquette n Blain, Central Michigan ae Simmons, Muskegon sa Nolan, Newberry topher Schmidt, Oak ald Niemi, Oiibwav Hemenway, Parnall r**ry John,** Pugsley cy Datema, Michigan Reformatory hael Guerin, Saginaw oletoe McDonald, SAI Program ert Fisher, St. Louis ns Vogt, Thumb ren Ansorge, West Shoreline y Williams, Woodland

# MCO CENTRAL STAFF

utive Directo dy Kogut, Bookkeeper ri Iding, Grievance Coordinator ohanie Short, Receptionist/Secretary my Tripp, Deputy for Governmental ぐ

a traitor to the cause." -- Samuel Gompers



I would like to start with saying thank you, troops, for holding our prison system together. Many MDOC decisions have been made that the MCO central office was opposed to. The harsh reality of it is that you are the ones picking up the pieces 24 hours a day, seven days a week.

It's no secret to anyone that MCO, on several occasions, told MDOC we opposed the elimination of the academy. The training and standards were admired across the nation and was second to no other state. It brought recruits together in an esprit de corps. But now the training is done through colleges. MDOC says "give it a chance" and "we are working on letting veterans use GI bill funding for tuition." Meanwhile, the troops in the trenches of our prisons suffer the repercussions of being 20, 30 and even 40 or more officers short at facilities. Officers are frequently mandated and forced to work long, excessive hours, while those who made this decision enjoy their evenings at home.

MCO has written a letter to Director Dan Heyns asking him to run a few academies of 200 COs each to help alleviate the pressure. (Recruitment for this should not be a challenge – OSE testified at the impasse panel that every vacancy in state employment has 150 or more applicants).

Due to this strain, MCO is asking members to not volunteer to work out of class. MCO usually has no issue with members working out of class, but in this current staffing crisis, we ask you stay in uniform and slow down the mandatory overtime.

While the catastrophe in the MDOC kitchens continues, let's be fair and remember this: Director Heyns did not advocate bringing in a private food service vendor. The real culprits are Gov. Snyder and the Michigan legislature. They forced this down Heyns' throat. They forced the Department to bid out food service, and their actions have resulted in a disrupted prison system and thousands in hidden costs. Now, legislators are missing in action. They refuse to clean up the mess they created. We all hold our breath and hope it ends peacefully sooner rather than later.

I feel obligated to comment on remarks Rep. Joe Haveman, chairman of the House Committee on Appropriations and the former chair on the House corrections budget committee, gave to the media in early July. Haveman said these problems were going on in the kitchens before Aramark took over, but now, union members are just reporting it. Really, Rep. Haveman? If corrections officers didn't take an active role in the kitchen crisis, the situation would undoubtedly be worse. We owe custody staff thanks for bringing problems to the attention of wardens and administrators and for keeping the peace.

MCO members, educate yourselves as to who allowed this to happen in the prison kitchens. Remember everything that has happened to you the last four years and who was responsible. Gubernatorial candidate Mark Schauer, while in the senate, introduced a law to outlaw private prisons here in Michigan. Recently, he has asked Gov. Snyder to discontinue the Aramark contract.

Another hot topic within the ranks is 12-hour shifts. The previous MCO Executive Board stopped petitions last year because bargaining was upon us. As you know, MCO was at impasse on this matter. We retained mutual agreement. I won't get into our strategy here in a document OSE could read, but I will say, as long as we retain mutual agreement, we have a mechanism for members to choose their shift length.

We bid farewell to outgoing board members John Ost, Dennis Beecham and Brian Mahoney. They have over 70 years of combined service as union representatives and over 80 years in the trenches. I would like to thank them for their years of hard work and dedication to MCO.

We welcome new trustees Byron Osborn (URF chapter president with many years of experience in different roles), Ray Sholtz (SLF vice president with experience as a chapter president and six years of experience on the board), and Paul Jones (RGC chapter president in his second term; Jones has been bumped several times due to closures.) The new board looks forward to serving the membership.

Stay safe.

# Nichigan CO's name added to officer memorial

George Haight, a gatekeeper at the Michigan State Penitentiary, was finally recognized this spring for making the ultimate sacrifice in 1893.

As MCO reported in the winter 2014 issue, Haight was poisoned by inmate Robert Irving Latimer. Haight died, but Latimer was released 40 years later.

This spring, Haight's name was engraved in the marble at the National Law Enforcement Officers Memorial in Washington, D.C. His name was formally dedicated May 13 during National Police Week. More than 20,000 uniformed law enforcement officers from around the world attended a candlelight vigil, where Haight and the names of others added to the memorial this year were read.

Michigan DOC Honor Guard and MCO member Jeff Reasoner made the push to include Haight's

name to the memorial. He attended the commemoration in Washington, along with other members of the Michigan Department of Corrections Honor Guard. But the guests of honor, in Reasoner's opinion, were Haight's family.

"The best part is George Haight's decedents were able to make the trip to Washington," Reasoner said. "They are so appreciative. It's very humbling."

Photos clockwise from top: An MDOC patch and other law enforcement memorabilia under George Haight's name on the National Law Enforcement Officers Memorial./ George Haight's survivors (from left) Daniel Evans, Kia Evans, Terese Evans, Mark Evans and Kathy Evans with the Michigan DOC Honor Guard member Jeff Reasoner outside the U.S. Capitol./ Reasoner next to the memorial./ MDOC Honor Guard members (from left) Jeff Reasoner, Stan Lenord, Petra Lopez, John Cordell and Kirk Downs. Photos by Dawn Jones, Petra Lopez and Jeff Reasoner

said.



# Another Special Olympics Summer Games in the books

The Special Olympics Summer Games were May 29 - 31 at Central Michigan University in Mt. Pleas-

The games kicked off with a Law Enforcement Torch Run send-off at the Capitol.

Several volunteers representing the Michigan Department of Corrections and police agencies attended to show their support.

"It is just an unbelievable experience watching the athletes and the excitement that they get, especially when they medal," MTU officer Barb Choryan said.

MTU officer Marianne Hunsinger said some of the athletes are like family.

# **CENTRAL PHOTOS**







get to know you. And because we work in such

a negative environment, this is such as positive

to Central Michigan University in Mt. Pleasant,

gled Banner at the torch run event, and MDOC

JCF Officer Rennia Funches sang the Star-Span-

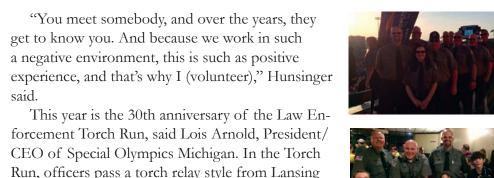
where the summer Olympic games are held.

Director Dan Heyns gave remarks.



Photos clockwise from top: Ray Sholtz sits at the Board table shortly after being sworn in./ John Ost (RGC) speaks. Greg Patricio (LRF), Wade Wakefield (LRF) and Bev Morse (LRF)./Ross Shubert (URF) speaks while Teresa Nolan (NCF) watches./Joe Wohlfert (ICF) and others vote./ Executive Director Mel Grieshaber advises Central delegates on bylaws relevant to voting while President Tom Tylutki and Recording Secretary Brent Kowitz look on./ Mike Chantelois (MBP) speaks./ Scott Kurtz (DRF) and Larry Henley (LMF) collect Board ballots.

SUMMER 2014



Top: Corrections officers at Central Michigan University for the 2014 Special Olympics summer games. Cour tesy photo.

Below: COs Marc Bragg, Jason Duncan and James Sims and athletes show off MCO gear. Photo by Lacy Duncan.

	Revenues	Amount
	Membership Dues	\$1,016,994
	Non-Member Fees	\$21,585
	Interest	\$3,958
	From Affiliates	\$2,880
4	Total Revenues	\$1,045,417
atement of Activities 1st Quarter 2014	Expenses	
<u> </u>	Arbitration	\$700
te	Books, dues and subscriptions	\$614
ar	Collective Bargaining	\$19,566
n	Computer expense	\$6,865
O	Continuing education	\$4,521
St	Contributions	\$18,275
-	Depreciation	\$17,332
S	Insurance	\$54,434
. <u>e</u>	Leased Equipment	\$2,847
vit	Legal and Accounting	\$5,600
, ti	MCO Report	\$3,236
	Meetings and Conferences	\$40,106
Ţ	Office and Administrative	\$4,581
0	Organizing	\$4,120
nt	Pension Contribution	\$35,774
Je	Postage	\$2,313
Ц	Repairs and Maintenance	\$17,772
lte	Salaries	\$152,928
,to	Taxes - Payroll	\$16,597
	Taxes - Per Capita	\$280,434
	Telephone	\$12,190
	Utilities	\$9,898
	Total Expenses	\$710,703
	Change in Unrestricted Net Assets	\$334,714
		opeiu/50afl_c





# CENTRAL COMMITTEE ELECTS EXECUTIVE BOARD, STRIKES DOWN CHANGE IN 12-HOUR SHIFT VOTING RULES

Three new at-large members were elected to the MCO Executive Board at the May Central Committee meet-

Byron Osborn (URF), Paul Jones (RGC) and Ray Sholtz (SLF) were elected. Sholtz previously served on the Board. They replace Brian Mahoney (MBP), Dennis Beecham (MTU) and John Ost (RGC). Mahoney has retired; Ost and Beecham plan to retire soon. MCO thanks them for their dedication and their service. Cary Johnson (JCF) and Ed Clements (AMF) were reelected to at-large positions. President Tom Tylutki (CFP), Vice President Andy Potter (MTU), Treasurer Bill Henderson (SRF) and Secretary Brent Kowitz (SMT)

ran unopposed and were reelected.

Thanks is also due to the Election Committee, led by Larry Henley (LMF). The six-person committee collected ballots and tallied votes.

Also at the Central Committee meeting, reports were given by MCO president Tom Tylutki and Executive Director Mel Grieshaber. The current contract and the negotiation process, and the RUO, 4 percent, Right to Work and portal-to-portal challenges were addressed. (Find updates on lawsuits at mco-seiu.org). Ongoing concerns included problems with the private food service vendor and other privatization matters. Legislation and the 2014-2015 budget was reviewed as well.

In other business, there was discussion concerning 12 hour shifts. A motion was made to require signatures of at least two-thirds of the chapter members to petition for a vote on 12-hour shifts. After lively debate, the motion was tabled.

Photos clockwise from top: The newly elected Board is sworn in./ The election committee counts votes./Cory Reid (TCF) and other Central delegates review an OT procedures chart./ Vice President Andy Potter speaks./ Kevin McDaniel (MPF), Kacy Datema (RMI) and Wayne Sipperley (RMI) vote. See back page for more Central photos.

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# SUMMER 2014

# Special section — Get involved, shape your future

You've read it before-MCO is always encouraging members to do their homework when it comes to legislators' votes and candidates' stances. Never is this more important than in elections for state office. Governor, state legislators, one U.S. senator and U.S. representatives will be on the ballot Nov. 4.

MCO is asking members to kick it up a notch. The election is three months away—how are you going to spend that time? Are you willing to set aside some time to volunteer on a campaign? Or with your party's campaign activities in your county? Maybe contact a group like the League of Women Voters to see if they need help organizing a debate?

Even if you don't have time to dedicate hours a week to a cause, or the health to canvass a large neighborhood on foot for hours on end, everyone can donate something. Maybe you can make calls a few hours one afternoon, or send a letter touting the benefits of a candidate to your local newspaper.

The potential benefits of your involvement are plenty. First and foremost, you could shakeup our state leadership. The majority of our state representatives and legislators are not sympathetic to the fact that middle class wages are stagnant while the wealth of the 1 percent skyrockets. Most of them aren't appreciative of the stress and danger of your work environment, either.

By their votes, they forced the Department of Corrections to request proposals from private prison and food service companies. The bids to privatize a prison didn't meet a minimum threshold of savings, but Aramark took over food operations last year (despite their initial bids showing only small savings). Meanwhile, the governor hired DOC leadership who chose to downgrade the inmate classification system, close most gun towers during most shifts, close positions, eliminate around-

### training academy.

Volunteering is a great way to educate and bond with potential lawmakers. People like Jeremy Tripp, MCO's deputy for governmental and community affairs, and MCO Executive Director Mel Grieshaber lobby for you, but when you get involved, legislators can put a face with the issues. They better understand their actions affect real people, who work a tremendously hazardous and demanding job. This builds MCO's strength in a different way than the Executive Board and the few staff members at the MCO central office can do.

Be responsible with your freedom. Don't waste it. Make your voice count, and when it comes to the





# DID YOU KNOW?

• Michigan's state government (and the government of most other states) closely mirrors the federal government's structure. It is composed of three branches - the legislative, executive and judicial. Each branch provides "checks and balances" on the other two – meaning if one branch oversteps its authority, the other branches will use their authority to bring it back into line.

• Proposed laws (known as bills) must be approved by the Senate and House of Representatives to become law. The governor must also sign off on Employer. Since the OSE director is appointed by the law.

But any law can be challenged in court, as the State Employee Union Coalition has done with the 4% wage contribution and Right to Work. Both lawsuits have worked their way through the lower courts and are now awaiting action by the Michigan Supreme Court.

• The Michigan Civil Service Commission sets our state apart from most others. The MCSC is a constitutional entity which, among other things, classifies all positions, fixes rates of compensation, and regulates all conditions of employment. Its four commissioners are appointed by the governor and have 8 year staggered terms. Several decades ago, the Commission instituted an Employee Relations Act that allowed a form of collective bargaining with the State, through the Office of the State the governor, contract negotiations are really with the governor, although all final contracts must be approved by the Civil Service Commission.

The Civil Service Commission's Hearings and Mediation Division is handling the RUO dispute • The media "checks" government and shapes

public debate and opinions which can influence the

three branches of government to act. That's why it's sometimes referred to as "the Fourth Estate." British lawmaker Edmund Burke is credited with coining the term in the 1700s.

It's also why MCO frequently talks to the Michi-

gan media and encourages reporters to cover prison issues.

more. Visit mco-sei

# MCO RECOGNIZES OFFICERS OF THE YEAR

Although MCO did not participate in MDOC's Corrections Officer of the Year ministration does not truly care about of-Awards Ceremony and Appreciation Banquet this year, the union sent congratulatory plaques to the officers of the year at all 35 chapters.

MCO wanted to recognize this achievement without formally supporting the banquet.

As MCO reported in the Jan. 17 KYI, MCO dropped out of the banquet because MDOC's actions indicate the adficers. Hosting an annual banquet seems like lip service. Actions speak louder than words

The awards banquet was started through MCO and MDOC's joint effort several decades ago. The Department wanted to expand it to include other classifications. Although MCO appreciates the work others do, we take particular

pride in the work COs do and believe they deserve an event of their own.

MCO also received a proclamation from the governor designating May 4-11, 2014 as Correctional Officers Week. Michigan governors have granted MCO's request for a CO week proclamation every year for more than 30 years.

Left: 2014 MTU CO of the Year Dennis Beecham with his MCO plaque. Photo by Ron McComb.



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 to: Anita Lloyd, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to anita@mco-seiu.org. Contact Anita when your name should be removed from the

The Exchange Transfer List can also be found online at www.mco-seiu.org.

Exchange

Craig Berryman

Brandon McMurp

Leon Raleigh

Chad Hallock

Jason Maurer

Joseph Van Buskir

Gayle Hutchinsor

James Rupright

Jennifer Denney

Lawanna Hall

Ron Fitzpatrick

David Bosley

Ronald Fenner Andrea Anderson

Bruce Cartwright

Jeremy Randall

Dave Zakrzewski

Joseph Agosta

Daniel Moreau

Jeffrey Zukowski

Candace Mitchell

David Westhaus

Edward Swayne

Charles Hopkins

Daniel Porter

Jamie Wild

Jacob Creek

Brian Enrici

Dawn Wilson

Joseph Pary

Brian Green Alex Turner

Josh Mills

Kevin Volz

Christopher Bates

Markus Huizar

Arturo Martinez

Abigail Brown

Rick Holmberg

Ryan Smith

Frank Gordon

Jacob Haralson Dominic Morales

Brian Welch Dariusz Jatel

Chet Baldini

Dominique Rome

Brandon Williams

Charise Mayers

Martin Rumohr

Kyle Eddy

Mark Moritz

Mike Wirth

Jason Peltier

Transfer

List

_				
	CLASSIFI- CATION	CURRENT FACILITY	CURRENT FACILITY PHONE NUMBER	DESIRED FACILITY
	E-8	DRC	(313)368-3200	TCF
	E-9	RGC	(517)780-5846	ECF/MPF
hy	E-9	DRF	(989)584-3941	SLF
	E-9	RGC	(517)780-5250	MRF/DRC/DDC
	E-9 E-9	DRF DRF	(989)584-3941 (989)584-3941	SLF SLF
irk	E-9	DRF	(989)584-3941	SLF
1	E-9	STE	(989)681-6668	SLF
-	E-9	STF	(989)681-6668	SLF/TCF
	E-9	STF	(989)681-6668 ext.	SRF
			8243	
,	E-9	KCF	(906)495-2282	MPF
	E-8 E-8	RGC	(517)780-5600 (517)780-5000	DDC/DRC/MRF
	E-9	JCF RMI	(616)527-2500	DRF/SLF
	E-9	LMF	(906)387-5000	URF
	E-9	LRF	(231)773-9200	MCF
son	E-9	LRF	(231)773-9200	MCF
	E-9	SMT	(517)780-6312	DRC/DDC
	E-9	ECF	(231)563-5253	MPF
	E-9	LRF	(231)773-9200	MCF
	E-9 CTO	DRC	(313)368-3200	MRF
	E-8	MTU	(616)527-3100	Jackson area
	E-9	JCF	(517)780-5200	JCS
	E-9	MTU	(616)527-3100	RMI
	E-9	WHV	(734)572-9893	Jackson area
	E-9 E-9	WHV JCF	(734)572-9893 (517)780-5200	TCF RGC
	E-9	MPF	(231)263-5253	MTU/IBC
	E-8	MTU	(616)527-3100	TCF
ı	E-9	WHV	(734)572-9900	DDC
	E-9	RGC	(517)780-5600	DRC/DDC
	E-9	SRF	(989)695-9880 ext.	STF
	50	MCE	1141	
	E-9 E-8	MCF MTU	(231)773-3201 (616)527-3100	MRF/TCF
	E-8	JCF	(517)780-5200	MRF/TCF/DRC/DDC SLF/STF
	E-9	ARF	(517)265-3900	DRC/DDC/WHV
	E-9	IBC	(616)527-2510	SRF/SLF/STF/DRF
	E-9	ECF	(231)723-8272	SLF/STF/SRF/IBC/DRF
	E-9	SMT	(517)780-6312	DDC/DRC
	E-8	RGC	(517)780-5600	DRF
	E-8	ARF	(517)265-3900	TCF/DRC/MRF
	E-9	MPF	(231)563-5253	ECF
	E-9	JCF	(517)780-5200	SMT/JCS
	E-9	IBC	(616)527-2510	TCF/SRF
	E-9	LCF	(517)278-6942	TCF/MRF/DRC/SRF
	E-9	SMT	(517)780-6312	DRC/DDC/MRF
	E-9	IBC	(616)527-2510	Jackson area
	E-8	RGC	(517)780-5600	DRC/DDC/MRF
	E-9	ARF	(517)265-3900	JCS/RGC/SMT
	E-9	DRF	(989)584-3941	MCF
	E-9	LCF	(517)278-6942	SMT/RGC
S	E-9	MBP	(906)226-6531	AMF
	E-9	URF	(906)495-2275	TCF/SRF/SLF
	E-9 E-9	IBC JCS	(616)527-2510 (517)780-6175	TCF/SRF RGC
	E-9	SAI	(734)475-1368	ARF
	E-9	IBC	(616)527-2510	Jackson Area
	E-9	SMT	(517)780-6314	TCF
	E-9	LMF	(906)387-5000	KCF/URF
	E-9 E-9	LMF	(906)387-5000	MBP
	E-9	RMI	(616)527-2500	MRF/TCF
	E-9	LRF	(231)773-9200	MCF
	E-9	RGC	(517)780-5600	DDC/DRC
	E-9	LMF	(906)387-5000	MBP
ero	E-8	WH∨	(734)572-9900	DDC/DRC
5	E-9	SMT	(517)780-6312	MRF/DRC
	СТО	DRC	(313)368-3200	MRF
	E-9	MCF	(231)773-3201	MRF

NAME	CLASSIFI- CATION	CURRENT FACILITY	CURRENT FACILITY PHONE NUMBER	DESIRED FACILITY
Kendri McLean	E-9	DRF	(989)584-3941	SRF/SLF/STF
Troy Groesbeck	E-9	ARF	(517)265-3900	SMT/RGC/JCS
Ryan Jaykka	E-9	LMF	(906)387-5000	MBP/AMF
Ashley Cheeks	E-8	JCF	(517)780-5000	Detroit area/WCC/M
Damon Robinson	E-8	LCF	(517)278-6942	Detroit area
Chad Poynter	E-8	LCF		IBC/ICF/RMI/MTU
,			(517)278-6942	
Roseanna Alfaro	E-9	RMI	(616)527-2500	TCF
Jeremy Bolen	E-9	MTF	(231)773-9200	LCF
Brad Yadon	E-8	SMT	(517)780-6312	DRC/DDC/MRF/TCF
Kenneth Coolbaugh	E-9	JCF	(517)780-5200	RGC
Eric Moslimani	E-9	SMT	(517)780-6004	Detroit area
Matthew Dugas	E-9	DRF	(989)584-3941	SRF/SLF/STF
Corey Graebner	E-9	DRF	(989)584-3941	SRF
Jeff Hutchinson	E-9	DRF	(989)584-3941	STF
Brian Mays	E-9	IBC	(616)527-2510	DRC/DDC
Richard Wyatt	E-8	ICF	(616)527-6331	TCF/SRF
Chris Gattshall	E-9	JCF	(517)780-5000	RGC
Craig Miller	E-9	RMI	(616)527-2500	SLF/SRF/STF/DRF
Angela Thompson	E-9	MRF	(586)749-4900	DDC
Kevin Chaffin	E-9	IBC	(616)527-2510	St. Louis area/DRF
Christopher Balmes	E-9	IBC	(616)527-2510	RGC
Don Gaines	E-9	JCF	(517)780-5000	RGC
Kyle Dorris	E-9	DRF	(989)584-3941	SRF/St. Louis area
Courtney Wilson	E-9	JCF	(517)780-5000	DDC/DRC/TCF
Lamont Adams	E-8	JCF	(517)780-5000	MRF/DRC
Rachel Snyder	E-9	SLF	(989)681-6444	SRF
Frances Stites-	E-9	DDC	(313)368-8300 ext.	TCF
Bennett	E-9	DDC	52152	TCF
Nathaniel Zilisch	E-9	DRF	(989)584-3941	TCF
Shannon Gatza	E-9	Thumb	(989)681-6668	Saginaw
Scott Norder	E-9	JCF	(517)780-5000	SMT
Marilyn Zachery		WHV	(734)572-9893	DDC/DRC
Michael McBride	E-9	LMF	(906)387-5000	MBP
Nathan Brown	E-9	LRF	(231)773-9200	ECF
Mike Berro	E-9	JCS	(517) 780-6175	DDC/DRC/MRF/WHV
Dennis Kellar	E-9	LMF	(906)387-5000	SAI/SLF/SRF
Melanie Coleman	E-9	WHV	(734)572-9893	DDC/DRC
Donald Krchmar	E-9	MTF	(231)773-9200	TCF/MRF/SRF
Malcolm Cook	E-9	MRF	(586)749-4900	DRC/DDC
John Monville	E-8	MBP	(906)226-6531	AMF
Michael Morse	E-9	URF	(906)495-2275	MPF
Richard Koski	E-8	LMF	(906)387-5000	MBP
William McQuade	E-9	IBC	(616)527-2510	SLF/STF/SRF
Shawnda Cope	E-9	LCF	(517)278-6942	ARF
Christine Hemry		ARF	(517) 265-3900	Jackson Area
Marc Tervo	E-9	MTU	(616)527-3100	RMI
Dean Morris	E-9	RGC	(517)780-5600	TCF
Gustavo Regus	E-9	JCS	(517) 780-6175	DDC/DRC/MRF
Amy Bungart	E-9	JCF	(517)780-5000	RGC
Dylan Coston	E-9	STF	(989)681-6668	SLF
David Patterson	E-9	Alger	(906)387-5000	Newberry
James Demenov	E-9	IBC	(616)527-2510	DRF
Crystal Pieper	E-9	MTU	(616)527-3100	STF/SLF
Brandon Bell		ARF	(517)265-3900	DRC/DDC/MRF
David Cox	E-9	JCS	(517)780-6175	MRF/DDC/MRF
	E-9 E-9	JCS WHV		
Lou Ann Kasprzycki			(734)572-9893	Jackson area
Ken Holman	E-9	LMF	(906)387-5000	MBP
Anthony Corsi	E-9	SMT	(517)780-6314	MRF/TCF/DRC/DDC
Ahmed Bazzi	E-8	SMT	(517)780-6314	Detroit Area
Allen Beonka	E-9	JCF	(517)780-5000	TCF
Samantha Mason	E-9	WHV	(734)572-9892	STF
Latricia Pates	E-8	JCF	(517)780-5250	DRC
Drew Freed		IBC	(616)527-2510	DRF
Douglas Richards	E-9	LCF	(517)278-6942	ARF/JCS
Chad Smith	E-9	ARF	(517)265-3900	RGC/JCS
Mercedes Heath	E-8	SMT	(517)780-6314	MRF/DDC
Matt Vasquez	E-9	MTU	(616)527-3100	TCF
Derrance Parker	E-9	RMI	(616)527-2500	DRC/MRF/WHV

Please note:

on this list for planning purposes

mco-seiu.org/2011/09/07/exchange-transfer-list/.

• Due to space constrictions, the Exchange Transfer List will be removed from the MCO Report, starting with the Fall 2014 edition. Please visit the exchange transfer list at www.

You cannot transfer to Woodland or Forensic Center. Officers at these facilities are a different

Those with the E-8 classification may not transfer until they achieve E-9 status. E-8 officers are

classification. If you would like to work at one of these prisons, you must apply.

ndy Potter, Vice President Bill Henderson, Financial Secretary Brent Kowitz, Recording Secretary Byron Osborn, Trustee

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rry Henley, Alger	Kar
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thur Alvarado, Cotton	Joe
ul Jones, Egeler	Ter
e Voorheis, FOA	Kao
ott Allen, Forensic Center	Mic
ott Waggoner, Gus Harrison	Mo
ennis Beecham, Handlon Michigan Training Unit	Rot
ta Wise, Huron Valley Womens	Ha
ul Jensen, Ionia	Dai
cky Ries, Jackson Cooper Street	Jeri
ichael Wilds, Kinross	

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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: amco-seiu.org.

If you have changed your address, phone number, or e-mail, please inform MCO mmediately 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) Lloyd

> > You Tu

"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

# Are you volunteering? Tell us.

MCO would like to feature more positive stories and photos about our members' volunteer work in their communities. This can help us increase public support of corrections officers. If you or someone at your facility volunteers, please let us know! Fill out and mail this form to MCO or fill out a volunteer form on our website.

Volunteer name(s) and facility

Volunteer contact number

Volunteer contact email.

Please list and describe your volunteer activities:

Upcoming volunteer events

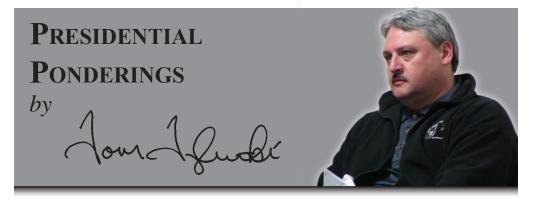
What:	
Date and Time:	
Location:	

Looking for retirements? See the Fall 2014 MCO Report for a ist of members who retired since May 2014.

# 

Due to space constrictions, the Exchange Transfer List will be removed from the MCO Report, starting with the Fall 2014 edition. Please visit the exchange transfer list at www.mco-seiu. org/2011/09/07/exchange-transfer-list/.

a traitor to the cause." -- Samuel Gompers



Well, the verdict is in. The governor has deemed Aramark a success and an asset to the Michigan Department of Corrections. (I will address later the gubernatorial election and how out of touch Gov. Rick Snyder is with the citizens of Michigan. This contract is just another example.)

I would like to once again thank the members who gave us information, contacted lawmakers and the media, and showed up for the informational picket on Aug. 14 at the governor's office.

I encourage all members to stay vigilant at all times, especially in the kitchens, which we all know are the most vulnerable spots in the prisons. Keep the information on Aramark flowing to the MCO Central Office. Never assume we know what's going on at your facility. We don't know unless someone tells us. Your help enables leaders and staff to advocate for a safer environment for you.

I would like to remind everyone of the Nov. 4 election and why it's so important. The last four years have been the worst in my 30-year career. It has been nothing short of persistent attacks on COs and FSAs with no end in sight. I don't need to remind you, under Gov. Snyder's watch, the 4 percent, RUO classification and full-time PSVs were taken away. Gun towers were closed, assignments were closed and food service was privatized (could we be next?). Snyder endlessly defends Aramark and refuses to terminate the contract, even after a KCF Aramark worker allegedly asked an inmate to murder another prisoner. The governor and MDOC misled the public when they failed to correct media stories citing the \$98,000 Aramark fine. No one knew the fine had been suspended until Progress Michigan, a liberal group, obtained an email from Dan Heyns saying he would call it off.

On Nov. 4, you have the opportunity to elect candidates to change all of this and bring some sanity back to our state government. MCO has endorsed Mark Schauer for governor. Mark is against privatization of any public services, Right to Work and the pension tax. In fact, when he served in the state legislature, he introduced a bill to outlaw private prisons. We have listed MCO's endorsements in this issue. We simply want all officers to know how the candidates stand on issues relevant to corrections and forensic officers and cast informed votes. Encourage your families and friends to also cast informed votes. Maybe the next time we speak, Michigan will have a new governor who shares officers' concerns and fights for their safety.

In other news, 12-hour shift petitions were submitted and verified for Alger, Baraga and West Shoreline, but MDOC pulled the plug on new pilots. Keep in mind, pilots are started by mutual agreement between MDOC and MCO. The lack of officers and new recruits were factors the Department cited. I can't say I'm surprised the current academies are failing to recruit candidates. I have asked Director Dan Heyns to hold paid academies to fill desperate vacancies. But the Department is now covering half of the training tuition, and five classes are scheduled this fall.

The SLF chapter had a vote before the Department's moratorium and did start a 12-hour pilot. MCO Treasurer Bill Henderson and I recently toured to address the officers' concerns and meet briefly with the warden. The tour went great, and I will be back to speak with other shifts soon.

I would like to publicly recognize the Parnall and Cotton chapters in Jackson. They recently held fundraisers for the MCO Crisis Fund and together raised well over \$3,000. As we all know, the MCO Crisis Fund is strictly made up of donated money and allows MCO to give out thousands of dollars yearly to members and their families in times of catastrophe. Thank you, employees and volunteers at Parnall and Cotton. And here's a special thank you to Warden Randall Haas for helping these events take place.

Kudos to the many officers and their families that planned and worked to make the annual Southeast Children's Day Picnic a success. Several hundred members and their families and friends attended the event. See the back page for a story and photos.

Stay safe.



# Looking for the **Exchange Transfer List?**

As announced in the Summer MCO Report, the Exchange Transfer List has been removed due to space constraints. You can still view the list on our website, mco-seiu.org.

# Detroit Children's Day picnic brings smiles

Officers and their families enjoyed food, fellowship, music and games at the 2014 MCO Children's Day Picnic.

Hundreds of people attended. They caught up day of outdoor fun at the picnic. with old coworkers and made new friends.

This year, 250 kids received a backpack full of school supplies at the picnic. Gift cards to Meijer and restaurants were also awarded for winning games like wheel barrel and sack races and an egg

Chappell said he and others have kept the event going all these years for the smiles and be-

cause "the kids would kill me if I didn't," he said. Some children don't get to go on summer trips to amusement parks or beaches, but they can have a

Funding this year came from the employee clubs at the Forensic Center, Macomb and Woodland. Detroit Reentry Center and MCO also sponsored.

Thank you to all who volunteered and donated resources to make the picnic a success. See you next year!

Clockwise from

for the three

at the picnic.

at the picnic

every year.

Tom Tylutki

bounce houses

Face painting is

a big attraction

**MCO** President

with DDC Chaper President

Angela Dalton

Board Trustee

Treasurer Bill

Henderson with

Disney charac-

Tylutki grills

with DRC Chap-

ter President

Lee Gatson at

the Children's

Day picnic.

Paul Jones and MCO Executive

MCO Executive

top: Kids flipped









# RETIREMENTS

Jeffrey Alexander Gerald Allen Cary Alvarado Roger Anderson Portia Andrews Robert Ankney Beverly Applegate Sonya Barbee Terry Barker Gregory Beam Ronald Beaudoin Tracy Berg Jeffrey Bernath James Bird **Richard Boody** Ruth Booth Cody Boucher Christopher Bourne Mark Bradshaw Susan Brookins James Brugman Kevin Burns Larry Bushard Constance Campeau Larry Carpenter Marilyn Chadwick Todd Chapin *Millie Cheatham* Barbara Choryan Bonnie Christian John Clark Randall Cole Ronald Coleman Zerita Conley Rose Conner Kimberly Cook Rodney Coston Jeff Couch Larry Crouch

Randy Croyle Glen Cummins George Davidson Kirk Dewitt Timothy Doss Scott Doyle John Edington Douglas Erskin Walter Escoe Timothy Everts Loran Fickle **Douglas First** Norma Ford Lincoln Forrest Louis Foskett Scott Fountain Gordon Francisco Brian Gay Gregory Griffes Laura Grinnell James Hamilton Steven Hazen Robert Hazlett Douglas Hickman George Hodges Roblee Holyfield John Honzik Donald Hoopes Robert Hoseth Sammie Hughes Daniel Humphreys Garth Parish Darrell Isaacson James Isaacson Leenort Jackson Gregory Jolokai Latora Jones William Joyce Deborah Kallio David Kangas Larry Kitchen Harry Kolka

Teresa Kotsch Tod Lavictor Daniel Lawrence Kendall Lemke Ray Lenz Rick Lewis Ronald Long Brett Lowden Brian Mahoney Victoria Manfrin Wayne Marta Sebastian Martin Brian Mastaw Greg Mattson Phillip Maynard Duane McKitterick Sharon Medlin Gail Merten John Miller HB Moes Tim Monroe David Moody Marion Moore Kenneth Moss Michael Moye Deborah Mullins Michael Murray Molly Nelson Fred Neubecker Gene North James Parker Roger Parr Charles Peckham James Peterman Kevin Peterson Jack Pickett Dennis Piontek Lisa Quibell Clair Randolph

John Rankin

Robert Reeves Henry Reilly Mark Rockafellow Elvis Rodgers Lori Sahl Michael Salas Keith Salmi Edward Schneide Shelly Sercombe Martin Sherlund James Shonamon Brian Slawinski Sean Smith Thomas Smith **Richard Snyder** Sandra Snyder-Sumner Timothy Sprague Gary Stromer JosephTenney Michael Thieman Rico Torreano Randall Trierweiler Wayne Trierweiler Randy Trudell Paul Turner William Vernetti Howard Wade Leon Weidmann Keith Wieber Dean Willey George Williams Karen Wills David Wilson Gayle Wilson Joseph Wollan Ronald Worden Peter Zissimos

Fall 2014

# MCO asked a few officers, "What's your favorite part of the picnic?"

like to see everybody smiling and ind the walls)." - CO Collins, DI

e positive atmosphere it brings 's good seeing everybody from th fferent facilities coming together put something like this together." - CO Dorsey, DDC

hat I love about the picnic is tha family friendly, and they have d food. And they always mana to pick a beautiful day." - CO McLeod, WHV

ou get to see all your retired er is come and gather. You get i ir kids ... I like how we come ba CO Bolton, WHV

like the food and the fellowship 's nice to catch up with some ol CMO Davis, CFP

Interest\$2,0From Affiliates\$2,0From Affiliates\$2,0Total Revenues\$872,0ExpensesArbitrationArbitration\$4,0Books\$6,0Collective Bargaining\$3,0Computer expense\$7,0Consulting\$2,0Contributions\$3,0Contributions\$3,0Contributions\$17,0Elections\$17,0Insurance\$55,0Legal and Accounting\$22,0MCO Report\$4,0Meetings and Conferences\$78,0Office and Administrative\$6,0Organizational Unity materials\$20,0Organizing\$4,0Postage\$2,0Repairs and Maintenance\$14,0Social activities\$8,0Taxes - Payroll\$16,0Taxes - Per Capita\$273,0Telephone\$5,0Utilities\$9,0		Change in Unrestricted Net Assets	\$62,44
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# THE RACE IS ON .... · sot your backs GOVERNOR, ATTORNEY GENERAL, **U.S. S**ENATOR AND STATE LEGISLATORS ON NOV. 4 BALLOT

It's been a long time since the consequences of a state election were so great. Four years ago, Rick Snyder was elected governor, and the Department of Corrections and state employment will never be the same.

Candidate Snyder's talking points seemed somewhat fair - shared sacrifice would be required from state employees, business owners and others to bring Michigan's economy out of the doldrums. Snyder said the best approach was to ask state employees to sacrifice one time, so they didn't have to worry about being tapped on the shoulder year after year. Doing so would create an "adversarial environment," he said. But under Snyder's guise of wanting to reinvent Michigan, Corrections and other departments have endured attacks even outside of bargaining times. RUO pay was abolished. Prisons were closed, resulting in transfers and layoffs. Snyder's MDOC administration lowers inmate classification levels so much, we're hearing more stories of violence in Level I housing units than we have in decades. As the governor and many legislators pursue a "business model" for corrections, they have ignored or dismissed safety concerns and privatized prison food services. Four percent of salary was demanded from employees in the defined benefit plan. Pensions were taxed and middle-class tax credits were eliminated to offset huge corporate tax breaks. Despite saying Right to Work wasn't on his agenda, Snyder signed the legislation when it landed on his desk, and then blamed labor unions for the move.

In 2011, Snyder asked for steep concessions. State employees agreed to take the hits if it would help Michigan's revival. But in 2013, state negotiators again tried to take even more. They focused on health care this time. When the parties went to impasse, the state wanted to give MCO members 1 percent raises while demanding they pay more for health care.

This election may be the most important one of your career.

As state employees, we elect our own bosses. We can help paint a new picture, one where all of Michigan can prosper.

Don't forget the impact of other state offices - the state legislature, Attorney General and members of the Michigan Supreme Court. Federal offices are up as well – U.S. representative and one U.S. senator.

Please see MCO's endorsements on the next page and cast an educated vote Nov. 4. We're stronger together.

Photos clockwise from top: A view of the Capitol from the Michigan Supreme Court. • Gov. Rick Snyder. • Corrections officers train for a mobilization • Gubernatorial candidate Mark Schauer speaks to corrections officers in Jackson.

Michigan Correction 421 W. Kalamazoo S Lansing, MI 48933

# FALL 2014



# Special section — MCO's endorsed candidates for Nov. 4 elections

Vote for these candidates and help MCO help

MCO is better able to advocate for you when our elected leaders are people of character who are willing to come to agreements with us and other unions instead of shutting us out.

Your vote is your choice. We hope you consider these MCO-backed candidates.



## Mark Schauer (Democrat) Candidate for Michigan Governor Schauer served in the Michigan legislature for 12

years, first as a representative and later as a senator. From 2009-2011 he was a U.S. Representative from Michigan's 7th district,

which at the time included Jackson, Adrian, Coldwater, Albion, Battle Creek, the suburbs west of Lansing and the western half of Washtenaw County. Schauer was the first Democrat to hold the seat in more than 100 years. In the U.S. Congress, Schauer voted to loan money to Michigan auto makers.

Schauer has always stood up for corrections. While in the Michigan state senate, Schauer introduced a bill to prohibit private prisons. At a meeting with union members in Jackson early this fall, he pointed to COs in the crowd and said, "You really built this community."

Schauer, who has strong union roots, is still against outsourcing, whether it be prisons, schools or other public services. He singled out the prison food contract as an example of what goes wrong when profits come before people.

"This is a contract that never should have been entered into in the first place. A nerd should know better," Schauer said

He also vowed to work with the legislature to repeal Right to Work.

"That was nothing more than an attack on working people, on the labor movement and a power play."

Gun tower closures and the elimination of perimeter patrols have impacted security, he said.

"They're not listening to you on the front lines." MCO believes Schauer is our best bet to reverse the trend of gutting public employees and corrections.

for the economic crisis. He previously worked for the U.S. Department of Justice. Totten is dedicated to justice for victims and preventing crime. As attorney general, he will close loopholes that allow elected officials to skirt open records and open meetings laws.



account ability

Mark Totten (Democrat) Candidate for Michigan Attorney General

Mark Totten is a professor at Michigan State University College of Law. One of his areas of legal interest is establishing

Gary Peters (Democrat)

Candidate for U.S. Senator

Michigan's 14th Congressional

Detroit, West Bloomfield Town-

ship, Grosse Pointe, Farmington

Hills, Southfield and Pontiac are

in his district. He voted to rescue

district since 2009. Parts of

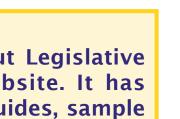
Gary Peters has represented

Eaton and Lenawee counties. If elected, she will be the first CO to serve in the state legislature.

At a meeting with union members early this fall, Johnson blasted lawmakers for going on their summer break without agreeing to fix crumbling roads.

"I learned very quick, when you're a farmer, you don't go home and go to bed before you're done





Don't forget to check out Legislative Linkup on the MCO website. It has helpful links to voting guides, sample ballots and legislators' voting records.

## with your work."

Being a single mom is tough, Johnson said. "But I had a partner helping me. I had my union. Without my union, I wouldn't have been able to send them to college.'

Johnson also said she would "love to be the one to introduce a bill to repeal Right to Work."

# 1

Scott Dianda (Democrat) Candidate for 110th District State Representative

Scott Dianda is a former president of Michigan State Employees Association and former transportation maintenance employee with the Michigan Department of Transportation. He took office in 2013 and is seeking reelection.

Baraga and Ojibway correctional facilities are in his district.

Last fall, he supported state employees' fight for a good contract. He was there when state employees rallied outside the impasse panel's meeting.

Dianda voted against the bill that paved the way for retired COs to work part-time at a lower wage and still collect a state pension. He voted for the bill that would allow COs to carry firearms in gun-free zones. Dianda also advocates against prison privati-

Michigan Supreme Court Endorsements **Richard Bernstein Bill Murphy Deborah** Thomas



U.S. Senate.

union steward.

# Bonnie Johnson (Democrat) Candidate for 65th District State Representative

Bonnie Johnson was a corrections officer in Jackson for more than 20 years when she retired in 2006. She was an MCO chapter eader for many years and also served on the MCO State Execu-

tive Board. Johnson grew up on a farm and was a single mother for a time. She takes pride in her reputation as a tireless worker.

Michigan's auto industry and prevent more reck-

less behavior on Wall Street. In August, he secured

\$750,000 to repair flood-damaged roads in Detroit.

Now, Peters is running in a statewide election for

Peters' father was a teacher and his mother

worked at a nursing home, where she was an SEIU

Johnson is running for 65th district state representative. The district includes parts of Jackson,

> The gun bill is still stalled in the state senate, and we need members to contact their senators

> HB 4133, which would allow COs to carry firearms in gun-free zones, passed out of the House of Representatives and the Senate Judiciary Committee. But Senate Majority Leader Randy Richardville won't call it up for a vote before the entire senate. Contact your senator and ask Richardville to hold a vote. If this bill isn't passed before the current legislative session ends Dec. 18, it would have to be reintroduced next year and start from step one. Contact Richardville at (517) 373-3543 or at senrrichardville@ senate.michigan.gov. His mailing address is: P.O. Box 30036, Lansing, MI 48909-7536. You can look up your senator at mco-seiu.org.

MCO believes SB 909, which would artificially cap the state prison population at 38,000, will not come up for a vote before the legislative session ends Dec. 18. The legislation would mean about 6,000 inmates would be released or sent to private facilities.



# ARAMARK: JUST WHEN YOU THOUGHT IT COULDN'T GET WORSE. IT DOES

A new blemish seems to be added every month to Aramark's stained record with Michigan.

Last month, emails were revealed showing MDOC Director Dan Heyns feared "losing control of a joint" under Aramark service. It's hypocritical that the MDOC administration would blame MCO for unfair criticism while its director held the same concerns. There was clear evidence of inmate unrest - Kinross prisoners staged a protest, and Baraga and Marquette inmates have gone on hunger strikes, to name a few.

The emails also show Heyns suspended Aramark's \$98,000 fine earlier this year. The Department and Gov. Rick Snyder conveniently failed to mention the cancelation to the media or taxpayers.

MDOC redacted huge swaths of text from the emails, which Progress Michigan obtained through

# Fallen ERT member recognized nationally

Chad Charles' family has received the National Association of Police Organization's Flag for the Fallen in recognition of his sacrifice in the line of

The flag shows respect and appreciation for the sacrifice of law enforcement officers who died in

# MCO partners with Sunny Crest Youth Ranch to invest in the future

Corrections officers have first-hand experience with the aftermath of child neglect and broken homes.

There's also time for fun. One of the change the narrative. At the working ranch in Sunfield, first things new boys make in the wood shop is a hockey stick for box hockey boys bale hay, garden, tend to livestock and build everything from bedroom games. They also whittle archery bows. shelves to barns.

"Eight years ago, this was a cornfield," Director Ron Coppess said as he took the MCO Executive Board on a tour of the ranch workshops, living quarters and barns this summer.

cause of what we do. I don't want to be like every other residential place," Coppess said.

The boys, ages 10-17, live in homes on the property and share household chores. When MCO visited, there were 18 children living at the ranch.

MCO and other members of the Co-

alition of State Employee Unions are still waiting on the Michigan Supreme Court to put the Right-to-Work lawsuit on the docket.

The 4 percent lawsuit is also awaiting action at the Supreme Court. In January, the Supreme Court confirmed it would take up this suit and the Right to Work suit. Neither case has been called up. The Supreme Court has no deadline for action.

# MCO is waiting to hear if the Sixth Circuit Court of Appeals will hear the portal-to-portal

The appellate court requires mediation before considering a case. MCO and the Department of Corrections went to mediation, but it wasn't productive. Now, MCO is asking the Sixth Circuit Court of Appeals to examine the case. At the time of

# ⊒Ĥ For breaking news on these

challenges, go to mco-seiu. org, join the MCO Facebook group, or sign up for our email alerts. You can also read background on these challenges in web posts and in KYI archives at mcoseiu.org.

this writing, the Court hadn't given MCO an answer

If MCO prevails, officers will be paid for the time it takes to walk through the facility and prepare for a shift before reaching their assignment. MCO lost in federal court in Detroit and is appealing the case.

MCO is taking the RUO challenge to the Employment Relations Board, which operates under the Civil Service Commission. No hearing had been scheduled at the time of this writing.

In July, a Civil Service technical review sided with the Department's decision to abolish the RUO classification. MCO is appealing the case to the Employment Relations Board.

Fall 2014

FIGHTS! UPDATES ON LAWSUITS AND CHALLENGES, PLUS LEGISLATION TO WATCH BEFORE SESSION END

to get this important legislation passed.

# STRESS AND YOUR HEALTH —— CONVERSATION ON CORRECTIONS-SPECIFIC STRESS BROADENS

Prison work takes a toll on the body and the mind. That's no secret to corrections officers, but some new research is spreading awareness. Occupational Stressors in Corrections Organizations: Types, Effects and Solutions, a paper the



ficers. The authors call it corrections fatigue - "negative inter-related consequences upon the health and functioning of corrections professionals and the workplace culture as a whole due to exposure to traumatic, operational and organizational stressors and their interacting consequences."

All careers have organizational stressors. They stem from conflicts with coworkers, supervisors and leadership. Operational stressors refer to aspects of jobs that can't be avoided, like shiftwork, strenuous physical activity and possibly long hours outside.

But what sets corrections apart is traumatic exposure - experiences with assault or violent actions COs experience this first hand, but also indirectly that haunts through official communications and rumors.

"It has been estimated that during their careers,

the Freedom of Information Act. Public records

experts claim some of those redactions may have

Days after the emails were released, an Aramark

worker at St. Louis was fired in connection with a

"It's tragic," Mel Grieshaber, MCO Executive

Director, told the Detroit Free Press. "I don't care if

it's public employees or private employees, this is the

The next week, allegations came to light that a

kind of thing that we're always concerned about."

KCF Aramark worker asked an inmate to kill an-

other prisoner. The Michigan Attorney General is

Meanwhile, MDOC and certain legislators are

drug bust. Five inmates were caught with heroin,

marijuana, cocaine and tobacco.

United States corrections professionals experience an average of 28 exposures to violence, injury or death-related events," the research paper states. "Increases in both the total number of exposures and the number of types of exposures has also been associated with worse scores on a range of health, functioning and well-being measures."

The authors propose steps to reduce corrections fatigue. They include spreading awareness, assessing officers' perceptions about their jobs, evaluating officers' responses and introducing new programs or services to reduce stress.

Will the Michigan Department of Corrections and other administrations follow their advice? Read the report at http://nicic.gov/

library/028299

ber of state employees accused of smuggling contraband. At the September Civil Service meeting, MDOC Spokesman Russ Marlan said 10 state employees have been caught with drugs since Jan. 2012. In the same time frame, two contractors, both of them Aramark workers, were busted for drugs. Why would Marlan go back to Jan. 2012 instead of Dec. 2013, when Aramark took over? He didn't mention that there are roughly 13,000 state workers at prisons. Marlan also failed to mention about 100 Aramark workers have been fired for reasons other than contraband. At the time of this writing, Aramark workers are still being terminated for serious violations of prison policies.

MCO has created a timeline documenting Aramark's rocky relationship with Michigan. View it at mco-seiu.org.

> ing exercise in June and could not be resuscitated.

MCO thanks the National Association of Police Organization for honoring Charles. He is greatly missed.

Photos clockwise from left:

Horses at the ranch.

MCO Vice President Andy Potter

Youth Ranch director, shows the

Executive Board around the wood

Coppess and the Executive Board in

one of the houses at the ranch. The

boys made the table in the photo.

istens as Ron Coppess, Sunny Crest

MCO would like to feature more positive stories and photos about our members' volunteer work in their communities. This can help us increase public support of corrections officers. If you or someone at your facility volunteers, please let us know! Fill out and mail this form

Volunteer contact number Volunteer contact email Please list and describe your volunteer activities:

# Upcoming volunteer events

 What:
Date and Time:
 Location:

Ed Clements, Baraga Alan Augustine, Bellamy Creek Wade Wakefield Brooks Eric Stott, Carson City Byron Osborn, Chippewa **Ingela Dalton**, Detroit Detention ee Gatson, Detroit Reentry Arthur Alvarado, Cottor Paul Jones, Egeler oe Voorheis, FOA cott Allen, Forensic Center cott Waggoner, Gus Harrison Dennis Beecham, Handlon Michigan Training Unit Rita Wise, Huron Valley Womens Paul Jensen, Ionia Ricky Ries, Jackson Cooper Street Michael Wilds, Kinross

Byron Osborn, Trustee

arry Henley, Alger

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# MCO CENTRAL STAFF

Mel Grieshaber, Executive Director y **Kogut**, Bookkeeper Iding, Grievance Coordinator hanie Short, Receptionist/Secretary h**y Tripp,** Deputy for Governmental &

<b>Tangee Laza,</b> Labor Relations Representative	Cin
Karen Mazzolini, Labor Relations Representative	Lor
Cherelyn Dunlap, Labor Relations Representative	Ster
Jeff Foldie, Labor Relations Representative	Jere
Anita Lloyd, Communications Specialist	Com

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

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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 Lloyd



"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 Gomper

# Are you volunteering? Tell us.

to MCO or fill out a volunteer form on our website.

Volunteer name(s) and facility

of MCF, collapsed during an ERT train

the line of

duty. Officer

investigating.

been illegal.

Charles, 42,

# video from Charles' memorial service. Visit youtube.com/michigancorrections

# nterested in a master's degree? Wayne State offers flexible program

Wayne State University is now offering a criminal justice master's degree program entirely online. The degree was designed to be flexible for coroften work odd hours or can't commute to school. All classes are online and can be completed any time

day or night.

"For a long time, we've dealt with the working student" who may not have lots of time or flexibilrections officers and others in law enforcement, who ity, said Dr. James Geistman, facilitator of the online program.

Wayne State also offers the classes at its Detroit

campus.

The 32-hour degree can be completed in as little as five semesters. Priority registration beings Nov. 3 for the winter 2015 semester, which starts in January

shop.

2015. Visit clas.wayne.edu/CRJ for more info.

"The reason we're different is be-

The boys are paid for their work. They spend their money at The Trading Post, a consignment store where ranch-But MCO is supporting Sunny Crest ers practice good customer service and Youth Ranch, a home for at-risk boys, to learn about business operations

> "I think it's important for us as corrections officers to reach these young men," MCO Vice President Andy Potter said. "We have a responsibility to our communities to do that."

> You can help, too. The ranch is looking for mentors to hang out with kids one-on-one for at least one hour a week. Mentors provide additional role-models for the boys. There are other volunteer opportunities for those with special skills. A background check and interview are required. If you're interested, call (517)507-3144 ext. 103.







# throwing out deceptive numbers about the num-Check out MCO's YouTube channel for a