Although the bargaining teams expected negotiations would be tough, both sides brought strong and committed teams. They met in good faith from the beginning. We reached a two-year contract. The pension issues have been negotiated as we have in the past. We have come to agreements on many matters. It’s been a good result overall. I think it’s a fair contract for both sides. We have been able to come to an agreement that is fair to both sides. It’s been a good outcome.

The new state-wide pension agreement includes changes to the current plan. We have negotiated a new plan that includes a reduced contribution rate for employees. This will save the state money and make the plan more affordable for employees.

We have also negotiated changes to the health care plans. We have agreed to switch to HMO plans for the state employees. This will save the state money and improve the health care plan for employees.

The contract includes changes to the retirement plan. We have agreed to a new retirement plan that includes a reduced contribution rate for employees. This will save the state money and make the plan more affordable for employees.

We have also negotiated changes to the sick leave plan. We have agreed to a new sick leave plan that includes a reduced contribution rate for employees. This will save the state money and make the plan more affordable for employees.

The new contract includes changes to the worker’s compensation plan. We have agreed to a new worker’s compensation plan that includes a reduced contribution rate for employees. This will save the state money and make the plan more affordable for employees.

The new contract includes changes to the time off plan. We have agreed to a new time off plan that includes a reduced contribution rate for employees. This will save the state money and make the plan more affordable for employees.
The fights! Portal-to-portal on appeal, RUO challenge far from over

Period to portal: An unions have rallied against MCO's in the portal-to-portal lawsuit. The judge agreed with the union argument that the Labor Board's action to exclude them from the types of hours if the state doesn't consent to be sued. MCO's pursuing to the Circuit Court of Appeals. The case has been scheduled for mediation, ruling on the case is expected to begin at the application date.

Right to Work: The Michigan Supreme Court announced Jan. 30 will rule on the Right to Work law. The Supreme Court has no deadlines for making a ruling.

A/L formula: The Supreme Court will also examine the four percent provision.

...Again, the Supreme Court has no deadlines for making a ruling.

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. The Attorney General's office argues that the elimination was necessary to ensure the continued availability of law enforcement services.

But one Michigan officer's death was largely forgotten until a researcher stumbled upon the state's list of fallen officers. The case was eventually settled, but the officer's family never received the recognition they deserved.

MCO attorney with US Supreme Court case that could spell RTW for all government workers

MCO staff attorney Jeff Foldes contributed to a case that ended up in the US Supreme Court. The case involved the interpretation of a law that allows state employees to unionize.

The case involved the interpretation of a law that allows state employees to unionize. The court ruled that the law did not permit employees to unionize in order to negotiate better working conditions.

Officer slams more than 100 years ago and gets recognition

Commission decisions hold deep meaning for their fellow officers. Recent cases and awards have been honored with the annual MLCC (Michigan Law Enforcement Coordinating Council) awards.

One of the officers honored was for his role in a critical incident that saved multiple lives. The officer was praised for his quick thinking and actions during the incident.

State employee protest finds support for what's fair

The Michigan State Employees Union (MSEU) is the largest labor union in Michigan, representing over 100,000 public employees. The union is dedicated to improving working conditions and protecting the rights of its members.

The union has been active in advocating for better pay and benefits, and for greater recognition of the contributions of public servants.

Michigan Central Staff

Karen Daily, Treasurer
Terry John, Vice President
Ed Clements, Recording Secretary
Robert Fisher, Executive Director

Michigan State Executive Board

Tangye Luns, Local 569 President
Michael Long, Local 569 Vice President
Robert Fisher, Executive Director

Jeff Hutchisons

Jeff Hutchinson

Stand up for what's fair: Tell us what you value and why!

MCO would like to feature more positive stories and comments about your coworkers and volunteers in your communities. This can help increase public support for corrections officers if you or someone at your facility volunteers, please let us know. Fill out and mail this form if you are volunteering a volunteer form on our website.
Together, especially when the challenges are so great.

Corrections. We’re experiencing what can happen when prisons are run like business.
MCO is meeting with a small consulting firm to build a stronger and better union despite all the challenges thrown at us by the department and legislatures.

They have this Executive Board every month to meet with the Executive Board for a full day to make questions about the union unanswered. Long-term goals, where work well and what could be improved. Board and staff members also completed follow-up surveys.

Three are the preliminary steps the Board is taking to create a strategic plan for member engagement and to engage all officers in union leadership training.

At this point in time, approximately 97 percent of all correctional and forensic officers have chosen to stay with MCO.

But even with those strong numbers, the Board is retiring from the Board, it was decided to continue the process after Executive Board elections May 8.

Board members agree to monthly meetings to share their experiences in corrections at Right to Work states.

Heyrman made $16.80 when he started in 2010 and when he left the job in 2013. Heyrman's take-home pay didn't go up much in 3 years. Getting a raise is something the union is fighting for.

"That’s when I made my mind up and applied for the Corrections Officer position started working roughly 8 hours at a rate and had been hired, to get legal advice from the Michigan Department of Correction.

The Michigan Department of Corrections (MDOC) provides direct care to offenders in Michigan’s prisons, and they are responsible for ensuring that these offenders are rehabilitated and prepared for reentry into society.

Seniority in each class was assigned randomly, not by merit or performance, so there was no incentive for officers to work hard or gain experience.

"I just left my friend, my house and everything that I earned. It’s not really what you wanted to test yourself, it’s not what you expected Meerman would do, but it also was not what I thought I’d be doing," he said. "We’re going to go to a place that has a low job satisfaction, relatively few opportunities for advancement, and low earnings compared to other states.

"That was one of the reasons we wanted to move to another state, to get some experience. Without any effort or assistance in his cell, he didn’t think his cell would be taken care of.

Seniority-based transfers are handled by the Michigan Department of Corrections, and MCO is working with them to make improvements.

None of the information was used to determine an individual’s status or pay, but it did provide insights into the trend of job satisfaction and correctional officers.

But even with those strong numbers, the Board is retiring from the Board, it was decided to continue the process after Executive Board elections May 8.

That’s what made me want to apply and applied for the Michigan Department of Corrections, Heyrman said.

There was a seniority system for experienced officers, but it was weak. Heyrman heard from other officers that the system was not fair.

But nevertheless, the union is still an organization made up of thousands of officers who work hard under tough conditions.

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George Haight, a guard/employee at the Michigan State Prison, was finally recognized this spring for making the ultimate sacrifice in 1939. As MCO reported in the winter 2014 issue, Haight was punished by none other than Robert Irving Levine. Haight died, but Levine was exonerated 40 years later.

This spring, Haight’s name was engrained in the marble at the National Law Enforcement Officers Memorial in Washington, DC. His name was formally dedicated May 15 during National Police Week. More than 20,000 law enforcement officers from around the world attended a candlelight vigil, when Haight and the name of others added to the memorial this year were read.

Michigan DOC Honor Guard and MCO member Jeff Rootman made the trip to Haight’s memorial.

The Michigan Corrections Organization (MCO) has 2014 issue, Haight was poisoned with cyanide in the kitchen. His family waited six years and who was responsible. Gubernatorial candidate Mark Schauer, while in the senate, introduced a law to outlaw private prisons. The Michigan Corrections Organization (MCO) has announced its plans to include Haight’s name to the memorial. He attended the memorial and his family were present.

In other business, there was discussion concerning 12 hour shifts. A motion was made to require signatures on the ballot and the motion was approved. Sholtz previously served on the Executive Board. They replace Brian Mahoney (MBP), Dennis Backham (MT) and John Ott (RGC). Mahoney has re-tired; Ost and Beecham plan to retire soon. MCO thanks them for their dedication and their service.
**Special Section — Get Involved, Shape Your Future**

You’re read it before — MCO is always encouraging members to do their homework. When it comes to legislative, bargaining, and other activities. Now is the more important than ever for members to step up and get involved. The MCO wants members to know that they are a part of the legislative process, and their voices can be heard.

**The Michigan Legislature**

The Michigan Legislature is one of three branches of government in our state, along with the executive and judicial branches. The legislative branch is made up of the Senate and the House of Representatives, which work together to make laws for our state. Members of the legislative branch are elected by the people of Michigan.

**Proposed laws (known as bills) must be ap**

The Michigan Legislature is responsible for making laws for our state. These laws are called bills, and they must be approved by both the Senate and the House of Representatives before they can become law. Once a bill is passed by both chambers, it is sent to the governor for approval. If the governor signs the bill, it becomes law.

**Benefits of a candidate to your local newspaper.**

Contacting your local newspaper can be a great way to get your message out to the public. Whether you’re a member of the Michigan Civil Service Commission, labor movement, or any other organization, reaching out to local media is a good way to get your voice heard.

**A traitor to the cause.”**

British lawmaker Edmund Burke is credited with this phrase, which means that a person who works against their own interests or causes harm to the group they are part of.

**Are you volunteering? Tell us.**

If you are interested in volunteering, please contact us at the MCO office. We would love to have you join us in making a difference in our communities.

**Volunteer contact number**

(906) 226-6531 AMF

**Volunteer contact email**

Volunteer@MCO.org

**Upcoming volunteer events**

<table>
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<th>Event</th>
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<tr>
<td>Lansing</td>
<td>Community Service Day</td>
<td>November 10</td>
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</tr>
<tr>
<td>West Springfield</td>
<td>Clean-Up Day</td>
<td>December 20</td>
<td>10:00 AM</td>
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**The MCO Report**

The MCO Report is an award-winning publication of the Michigan Correctional Organization (MCO). The MCO is a labor union representing state employees in Michigan. The MCO is dedicated to advocating for its members and ensuring that their voices are heard.

**Research and Advertising**

MCO does not accept paid advertising in the MCO Report. The MCO Report is produced by members of the Michigan Civil Service Commission (MCSC), and it is available online at the MCO website.

**MCO Legislative Resources Guide**

The MCO Legislative Resources Guide is available online at the MCO website. This guide provides information on how to contact your elected officials, how to vote, and how to stay informed about legislative issues.

**MCO State Executive Board**

The MCO State Executive Board is made up of elected officers of the MCO. The board is responsible for making decisions on behalf of the members of the MCO.

**MCO Local Presidents**

MCO Local Presidents are elected by the members of each MCO local. The local presidents are responsible for representing the interests of their members and making sure that their voices are heard.

**MCO Community Relations**

MCO Community Relations is a division of the MCO that is responsible for community outreach and engagement. The MCO Community Relations team works with local organizations to promote the interests of MCO members and ensure that their voices are heard.
Wendy is the head of the Michigan Department of Corrections. (I will address later the governor’s policies.)

I would like to publicly recognize the Parnall and Cotton chapters in Jackson. I would like to remind everyone of the Nov. 4 election and why it’s important. The last four years have been the worst in my 30-year career. It has been a difficult time for our organization and the state. The governor has been criticized for his management of the department and his inaction on the many issues facing our organization. The Michigan Department of Corrections (MDOC) is the largest employer in the state of Michigan, with over 32,000 employees.

The Michigan Corrections Organization (MCO) is the largest employee organization in the state of Michigan, with over 32,000 members. MCO represents the employees of the Michigan Department of Corrections, who are responsible for the care, custody, and rehabilitation of individuals sentenced to state prison. The MCO is a non-profit organization and is maintained by its members through annual dues and contributions from employers.

The MCO has a long history of advocating for the rights of its members and their families, and has been instrumental in improving working conditions, benefits, and pay for its members. The MCO has been successful in securing wage increases, improved healthcare benefits, and other improvements in the workplace.

The MCO also plays a key role in representation and advocacy for its members. The MCO has been successful in representing its members in negotiations with the Michigan Department of Corrections, and has been instrumental in securing improvements in the workplace.

The MCO has a strong track record of success in representing its members, and has been a leader in the labor movement in Michigan. The MCO is committed to ensuring that its members have a voice in the workplace, and will continue to advocate for their rights and interests.

For more information, please visit the Michigan Corrections Organization website or contact them directly.
**Special - MCO's endorsed candidates for Nov. 4 elections**

**Vote for these candidates and help MCO help you!**

MCO is better able to advance for you when you donate or volunteer. We know that voting today means fight- ing to come to agreements with you and other unions instead of changing the rules that we are forced to live by. Choose the candidate who shows you that he or she stands with us in this dialogue. Don't forget to vote for your MCO-endorsed candidates.

Mark Schauer (Democrat)
Candidate for Governor

Gary Peters (Democrat) Candidate for U.S. Senator

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

**Mark Schauer (Democrat)**
Candidate for Governor

Mark Schauer served in the Michigan Legislature for 12 years, first as a representative and later for a senator. From 2009-2011 he was a U.S. Senator from Michigan’s 7th district, which at the time included Jackson, Kalamazoo, Colby Lake, Battle Creek, the southeast sector of Lansing and the western half of Washtenaw County. Schauer was the first Democrat from Michigan’s 7th district to serve as speaker of the House. In 2013, he led the House during a decision to move to Great Gravel, Schauer voted to lend money to Michigan auto-makers.

**Gary Peters (Democrat)**
Candidate for U.S. Senator

Gary Peters represented Michigan’s 8th Congressional district from 2009-2015. He represented West Bloomfield, Troy, Bloomfield Hills, Groves, Pontiac and Farmington Hills in his district. He now serves Michigan’s 4th congressional district. Peters is a retired Michigan football player and a law enforcement officer. He won the special election to come to agreements with us and other unions.

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

Bonnie Johnson is running for 65th district state representative. The district includes parts of Jackson, Hills, Southfield and Pontiac are in this district.

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