With the New Year upon us, we as officers will also have many challenges. The reelection of Gov. Rick Snyder, and a Senate, House, Attorney General and Supreme Court all under one party's control will make our battle an uphill one. Needless to say, many here in Michigan, myself included, are disappointed with

MCO wasted no time in arranging meetings with lawmakers individually and in the field so we can educate them on the many difficulties we are facing in the trenches. Watch our KYIs, website and Facebook group to review the schedule of upcoming events. Your attendance and participation is much needed and much appreciated. Lawmakers like to hear from their constituents in their dis-

The first meeting with legislators was in Marquette with Sen. Tom Casperson (R-Escanaba) and Rep. John Kivela (D-Marquette). About 30 officers attended. (See related story on the inside center page.)

While advocating our issues with lawmakers is definitely one route available to MCO, another is the court system, in which we find ourselves on a pretty regular basis. MCO and the Coalition of State Employee Unions went before the Michigan Supreme Court arguing a lawsuit on the pension system and Right to Work

Also on the legal battlefront, we had filed a federal suit on the portal-to-portal issue and have also filed suit in the state Court of Claims under the Michigan Minimum Wage Law of 1964. MCO has left no stone unturned trying to obtain justice for officers.

The RUO classification dispute is also still alive and working its way through the Civil Service arena. Last summer, the Civil Service technical review board sided against MCO. We appealed the decision and are awaiting a decision from the Employment Relations Board.

Speaking of Civil Service, Gov. Snyder has appointed a new commissioner. Janet McClelland served as the interim personnel director the last few years and fills the seat vacated by Commissioner Blockett.

One piece of good news is the reinstatement of the Department-operated paid training academy. MCO predicted there would be a drop off in applicants when the academy was eliminated about a year ago. The return to the centralized, paid academy ensures no one will be priced out of a corrections career, and that Michigan's nationally-recognized, first-class training of corrections officers will

The Executive Board is already planning our bargaining strategy for later this year. One potential hurdle: the Senate Fiscal Agency has projected a \$162 million revenue gap this fiscal year, which ends in late September. We still don't know how that will shake out.

Since we last chatted, there was a violent assault in which CO Kevin Ott (SRF) was one blow away from being murdered (see related story on inner left page). On Oct. 17, he was brutally assaulted – hit with a lock in a sock and stabbed multiple times. He was working in a Level II unit that had three officers assigned to it for years, but, like units across the state, its staffing level had been reduced. Former Warden Lloyd Rapelje reduced officer positions in that unit. MCO central office attended labor management meetings and said this put COs in too much danger. There was an informational picket to protest the cuts.

Time and again, dollar-driven corrections has failed Michigan citizens. We need to stick together now. The MCO membership and central office staff are the only ones advocating for safe and effective prisons.

#### Civil Service Commission make up changes with new appointment

The Civil Service Commission recently lost a dedicated public servant who had a great understanding of state employee issues.

Charles Blockett left the Civil Service Commission when his term expired Dec. 31.

Blockett publicly criticized MDOC over Aramark's abysmal service and stood with state employee unions during the 2014 contract battle. He repeatedly voted against the impasse panel's recommended contract, with its changes to health care and the 12-hour shift pilots.

In September, Blockett proposed a special civil service work group to examine outsourcing rules. Vetting contracts and their impact on state workers is "one of the core reasons the Civil Service Commission was established," Blockett said at the time. The commission deadlocked, resulting in no action. Unions had pushed for the group throughout 2014. Gov. Rick Snyder appointed Janet McClelland, sion like Blockett's did during the contract fight.





At best, her vote could deadlock the commis-

Janet McClelland (left) has taken the place of Charles Blockett (center) on the Civil Service Commission. At left, MCO Executive Director Mel Grieshaber testifies before the Civil Service Commission in January 2014 when contracts were imposed.

retired interim state personnel director, to the comissioners who serve stag-

mission. It's doubtful her appointment will mix up gered eight-year terms. the commission.

meeting, which would have been McClelland's first as commissioner, was

The Jan. 14

The Civil Service Commission

\$970,794

\$16,542

canceled.

#### Officers play Santa at Shop with a Cop

Christmas was a little sweeter for some kids in low-income families, thanks to Shop with a Cop.

Sometimes the children don't have a positive impression of police, but seeing the softer side of cops as they help pick out toys and push a shopping cart can help.

"Every year, the kids seem to enjoy it," said OCF Officer Steve Lehto. More than thirty kids in his area got to shop

This year was SRF Officer Bill Henderson's third year shopping with kids in Saginaw. "We just help some kids from Carrollton (schools) who are less fortunate," Henderson said.



What is your chapter doing

to give back to the community?

Tell us at mail@mco-seiu.org.



From left: OCF officers Buc, Kenyon, Lehto and Kadrlik. Officer Lehto with a shopper. Law enforcement officers (including MCO Treasurer Bill Henderson fourth from left) who participated in the Saginaw-area Shop with a Cop.

Membership Dues

Non-Member Fees

#### AMF BUCK CONTEST NETS MONEY FOR CRISIS FUND

The AMF chapter held their second annual Biggest Buck contest during deer season 2014.

Officer Ken Truesdell won half the proceeds, about \$100, for shooting a 220-pound buck on opening day. He shared the

prize with two officer's children, who also participated in the con-

The other half of the proceeds was donated to the MCO Crisis Fund.

Thanks, AMF chapter!



#### KETIREMENTS

David Adamczak Aaron Alexander Willie Allen Michael Anderson Bonnie Armstrong Alvin Austin Marwood Backing Marc Baker Chris Ballinger Ernest Banks Randy Bard Christopher Baynton Dennis Beecham Dean Bendt Edna Bennett Craig Boatman Barb Boland Phillip Bouknight Blaine Breault Jonathan Butler Danny Castellon Andre's Chappell Jacqueline Crews Floyd Cross Chris Dankert Robert Davidson Steven Jeffrey Davis Haines Dennis Archie Dick Douglas Dykema Billy Letson Silas Eboh Gary Loonsfoot

Michele Edelbrock Joel Martin Jeffrey Elston Sylvia Martinez John Emmons Robert Masters Sharon Ernest Kenneth McCall James Finch Richard Mclavish Richard Gary Miller Fitzmaurice Rose Mitchell James Foote Michael Mutter Marcia Freese Michael Niciporek Rodrick Fuller Thomas Nowacki Arthur Glasscoe Sixto Orozco Darrell Graver Michael Page Kevin Halfman Christopher Gary Haney Gordon Hansen Gregory Patricio Harry Hartunian John Pefferman John Haynes Scott Peterson Michael Hodge Dwight Ranck Carl Horvath Michael Charles House Reffruschinni Ralph Johnson Robert Riedel Shawn Keenoy Robin Saathoff Paul Kingsley Louis Salak Thavisak Saycoc. Nichole Kline Timothy Gary Schaub Kurowicki Gary Schertz Terry Schmidt Lamontagne Jason Schultz Jack Larzelere Spencer Seybold Douglas Leland Richard Shaw

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#### \$3,800 \$9,302 Miscellaneous From Affiliates \$2,880 **Total Revenues** \$1,003,318 Expenses Arbitration \$6,584 \$707 Books \$11,255 Collective Bargaining \$2,280 Computer Consulting \$2,583 \$646 Continuing education Contributions \$125,200 Depreciation \$17,588 3rd \$36,277 Insurance \$3,197 Leased Equipment \$13,350 Legal and Accounting \$4,801 MCO Report Meetings and Conferences Office and Administrative \$8,003 Organizational Unity materials \$5,225 Statement of \$1,177,278 Internal Organizing \$23,731 **Pension Contribution** \$1,088 \$2,070 Postage \$8,066 Repairs and Maintenance \$178,034 Salaries \$15,000 Scholarships Social activities \$22,509 \$13,318 Taxes - Payroll \$266,139 Taxes - Per Capita \$32,203 Taxes - Property \$7,328 Telephone \$15,956 Utilities \$2,053,343 **Total Expenses** Change in Unrestricted Net Assets -\$1,050,025

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Proudly Representing Michigan Corrections and Forensic Officers for over 40 Years



# RIGHT TO WORK AND THE STOLEN 4% — LEGISLATURE'S WRONGDOINGS NOW BEFORE SUPREME COURT

suits culminated in just two hours of arguments in January before the Michigan Supreme Court.

Spectators filled the courtroom and listened to the arguments. Most of the debate circled back to the question: how much authority does the Michigan Civil Service Commission really have?

"There's no question but that the people intended the (Civil Service) commission to have a sphere of authority, but the parties differ on the size of that sphere," said Assistant Solicitor General Ann Sherman in her arguments for the state.

The Michigan Constitution addresses public employees in a few places:

• Article IV, Section 48 states, "The legislature may enact laws providing for the resolution of disputes concern-

Years of waiting on the Right to Work and pension lawing public employees, except those in the state classified civil service."

> • Article IV, Section 49 states, "The legislature may enact laws relative to the hours and conditions of employ-

> • Article XI, Section 5 states, "The (Civil Service) commission shall ... fix rates of compensation for all classes of positions ... and regulate all conditions of employment in the classified service."

William Wertheimer, who argued for the state employee unions in both cases, said those provisions aren't in conflict because specific language trumps broad language.

But Sherman argued the Constitution created a hierarchy of power, with the legislature at the top. The MCSC is not a fourth branch of government, and its authority

Story continues on inside center page...

Photos clockwise from top: Michigan Supreme Court justices (from left) Mary Beth Kelly, Bridgette McCormack and Richard Bernstein listen to arguments in the Right to Work and 4 percent lawsuits. Monoletoe McDonald (SAI), Bill Henderson (SRF), MCO staffer Jeremy Tripp and MCO President Tom Tylutki at the hearings. Vice President Andy Potter and Executive Director Mel Grieshaber. Chief Justice Robert Young and state's attorney Ann Sherman. The Michigan Hall of Justice. William Wertheimer, attorney for the unions, makes his case.

## SPECIAL REPORT — KEVIN OTT OPENS UP ABOUT HIS ASSAULT, RECOVERY AND MDOC SHORTFALLS

Kevin Ott was like many corrections officers – stressed out and overworked for years. He worked all the overtime he could. He only slowed down when he was diagnosed with cancer, and the first time he left work early was when his appendix burst. Both times, he recovered and went back to work.

But over the course of about one minute, all of that changed. Life slowed down, this time for

Ott was assaulted Oct. 17 in the 700 unit at Saginaw Correctional Facility. He was packing up a Level II inmate to move to a higher classification.

The prisoner suddenly turned around and swung a sock with two locks, striking the right side of Ott's head. The inmate stabbed him in his right side. Ott, who is left-handed, wore a Taser on his right hip, and it absorbed some of the jabs. When the shank bent on the Taser, the convict pulled out another one. Ott says staff later told him the inmate had three improvised weapons on him at the time of the CO Paul Stine – Ott's only partner in a unit with

240 inmates – responded when he heard a clipboard clatter on the floor. Ott also pulled his PPD. Within seconds, officers were running from far corners of the prison. CO Karin Florey dashed from the yard, and CO Jason Stoltenberg sprinted all the way from

Ott suffered a broken rib and his right lung collapsed. A piece of his skull broke off and a blood clot developed on his brain. His hands were stabbed when he tried to protect himself. It was the worst assault on a Michigan corrections officer since 2009, when an inmate on a work crew battered CO Sam Olivo and left him in a ditch

Heyns and Gov. Rick Snyder visited Ott at Covenant Cooper Hospital. He hasn't heard from them since.

MCO President Tom Tylutki also visited him in the hospital.

Mending hasn't been easy. His head injury impaired his balance, and walking required intense concentration, like "walking a tight rope." He's feeling better, but he still gets headaches at least twice a week, which his doctors say is a normal part of healing from head trauma. His wife, Audrey Ott, tells him he's forgetting little things, like turning off the lights and TV when he goes to bed, usually in the early morning.

Audrey, who is retired from corrections, has

helped a lot. He also has a daughter, Amber Ott, and do the best they can two stepchildren, Stephen Wier and Breanna Ford.

Ott has not returned to work. He's had time to reflect on that day and what happened. The "what ifs" flood his mind.

Daniel J. Derda, 26, has been charged in Ott's attack. Derda faces several charges, including assault with intent to murder. Ott plans to testify against

Derda at trial. But

Ott isn't

instigated

assault. A

earlier, he

inmate a

few weeks



CO Kevin Ott was attacked in a Level II unit at Saginaw Correctional Facility last October. It was the worst officer assault in possession several years.

needles. He doesn't regret finding them – that's his tions.

Staffing is his chief concern. The Level II units at SRF now have a third officer. It's an improvement, Ott says, but it's not enough.

"They can pull that officer out at any time. It doesn't mean they increased staffing, they just have a third officer in there. ... That person should be in there on a regular basis. They shouldn't have to pull In the days after the attack, MDOC Director Dan them to do zone checks, they shouldn't have to pull them to maybe watch health care. I think that's just superficial, but it's a start."

He wonders if a third CO would have made a difference that day in October. Three to 240 means you're still outnumbered by hundreds.

Plus, custody staff found at least 50 knives in 700

unit from March to September last year. "There's fights, people are getting stabbed, it's just ridiculous. That's not a Level II unit. And you've got two staff working in there. We kept telling them and telling them, 'We need an extra body in there, we need something,' but nobody could do anything about it because we only have so much money for each facility and so many staff," he said.

But Ott is convinced the front line staff care and

"The staff I work with are just great. Those people aren't afraid to jump in and take care of business. The staff at SRF, I think they're an outstanding group of people."

Ott hopes that his experience might convince officers to always wear their PPD. He was wearing his when he was assaulted.

"If it's not for you, it's for your partner. If he's getting his butt kicked, and you may not have time to even respond on the radio, but you should be pulling that PPD.'

Ott earned a degree in corrections and management from Saginaw Valley State University. He picked the major because he knew he'd land a job. He got his start at Straits Correctional Facility. A Straits inmate punched him, but that was his only assault until that day last October.

He transferred to SRF when it opened in 1993. For several years, he was a sergeant and then an ARUS. Because of furlough days, he wanted added job protection, so he returned to the MCO bargaining unit in 2005. He started working as much overtime as he could.

Now he isn't sure if he'll return to correc-

"I'm kind of worried that if (the administration doesn't) get (its) act together, if this department doesn't change things, we're going to end up with more people hurt," Ott said. "I got lucky. I got real lucky. But luck runs out, you know? It's just a system I don't know if I want a part of anymore."

In the weeks after the attack, people around the state stepped up to show Ott encouragement and

Several MCO chapters held fundraisers for Ott and the MCO Executive Board gave him a contribution from the Crisis Fund.

He even got one card from an SRF visitor.

"Right after I got hurt, I literally got hundreds of emails from staff around the state. They're just great, the people in corrections...They were very thoughtful. I'm very grateful for what they did. And most of the people, I don't even know."

Please join MCO staff and leaders in wishing Ott all the best, no matter what comes next.

#### GOVER STORY CONT...

doesn't eclipse the legislature, Sherman said. Furthermore, the collective bargaining process, which agency fees once funded, is not itself a condition of employment, although Sherman eventually conceded it affects working conditions.

Another point of disagreement was what it means to "regulate" versus "enact."

Chief Justice Robert Young asked Sherman what rights are encompassed under regulate. That

question wasn't clearly answered. In the 4 percent case, Assistant worked with the commission to Attorney General Patrick Fitzgerald said the legislature has passed plenty of laws affecting classified

state employees. Furthermore, pensions weren't considered compensation when they were created for state employees in the 1940s,

Young asked if a pension isn't compensation, is it a condition of employment? Fitzgerald said no; pensions are an ancillary benefit. Young didn't seem

Wertheimer said pensions were never considered trivial supplements. The commission cared about them greatly

"In 1940 ... the commission mandated the creation of a pension plan. In 1942, the commission prepared a pension plan. In 1943, the commission submitted the proposed pension plan to the governor and the legislature, and in 1943, the legislature passed the retirement act. Those are the facts," Wertheimer said.

Justice Brian Zahra asked if the commission would have had a remedy if the legislature wouldn't have cooperated. Wertheimer said the question now

becomes whether the Commission can appropriate funds. But where would the money come from,

"If they can't fund it, I don't understand what the power is," Young said.

In the past when issues

concerning classified civil

service employees came up,

the legislature and governor

find a resolution

In the past when issues concerning classified civil

the legislature and governor worked with the commission to find a resolution,

service employees came up,

Wertheimer said. A few justices didn't seem to accept that answer.

Throughout arguments

in both cases, the unions' attorney maintained a simple argument: all means all. That's a lot easier to swallow than convoluted arguments that make assumptions

or hinge on a single word. The justices have no deadline for making a deci-

#### More Legal updates...

The fight continues by MCO to seek compensation for post and pre-shift activities despite a Federal Court of Appeals dismissing our

As reported earlier, MCO's attorneys argued to a three-judge panel of the United States Sixth Circuit Court of Appeals that MCO members are entitled to compensation for activities that occur before and after their shift. The COA disagreed. The Court pointed to legal barriers which prevent MCO's suit from going forward in the federal courts.

The union has taken a two-prong approach to



the Michigan Minimum Wage Act. Secondly, MCO lead-

dealing with

the unfortu-

nate ruling.

First, MCO

has filed suit

in the state

ers and

court under

attorneys are discussing the possibility of challenging the decision of the Sixth COA to the United States Supreme

The fight against what MCO believes was the illegal abolishment of the RUO positions con-

The next step is an appeal of the Technical Appeal Officer's decision that went against MCO. MCO attorneys have filed their appeal to the Employment Relations Board and have asked to have oral arguments on the matter.

MCO's appeal has been a comprehensive and exhaustive collection of evidence and data showing that the "abolishment" of the positions was nothing more than a sham to save money off the backs of corrections officers.

Both the Attorney General's Office (representing the MDOC) and the Technical Appeal Officer have asked for an extension until Feb. 23 to file their

Stay tuned for more info on our legal challenges.

Jeff Foldie at a federal courthouse in Cincinnat for a portal-to-portal hearing.

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#### MCO's 24-Hour Answering Service

When a critical incident occurs at your facility, contact MCO's 24-Hou Answering Service by dialing 1-800-451-4878 and pressing 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

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







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

a traitor to the cause." -- Samuel Gompers

### GOVERNMENT WATCH: 2014 ELECTION AND LAME DUCK WRAP UP

A new legislative term got under way in January. Republicans now control the Michigan Senate 27-11 and the House of Representatives 63-47.

Gov. Rick Snyder won reelection, too, securing two more years of oneparty rule in Lansing.

MCO will notify members when important legislation is introduced

Notable bills last term:

cember.

lems they'd seen.

Casperson took

the Department

of Corrections

• HB 4133, which would have al lowed COs to carry concealed pistols in gun-free zones, was not called up for a vote in the Senate. We anticipate

officers at a corrections town hall meeting in De-

Aramark trouble and short staffing dominated

the conversation. The legislators brought up Ara-

mark, and officers shared stories of kitchen prob-



emy Tripp (left), MCO Deputy for Governmen and Community Affairs, with U.S. Sen. Gary

it will be reintroduced this • HB 5928-5931 concerned

sentencing reform. Two bills

were passed and two were scrapped. Bills that called for presumptive parole and changes to probation conditions failed, in part due to opposition from law enforcenent and prosecutors, including Attorney General Bill Schuette. Bills requiring a new sentencing commission and

updated reentry plans passed.

• HB 5216-5218 aim to improve felons' job prospects. MDOC will give certain parolees certificates of employability and protect employers who hire them from lawsuits. These bills passed.

• SB 1128 and 1137 would have required Hepatitis C testing for all incoming and discharged inmates. The bills did not pass.

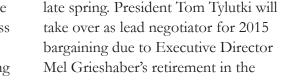
Republicans also won control of the U.S. Congress, but the party makeup of U.S. representatives from Michigan didn't change – Republicans held on to their seats and Democrats kept theirs, too.

Michigan elected Democrat Gary Peters to replace long-serving Democratic Sen. Carl Levin.

#### EXECUTIVE COUNCIL, CENTRAL COMMITTEE MEETING UPDATES

MCO leaders are gearing up for bargaining this fall. At an **Executive Council** meeting questions for the bargaining survey.

in December, chapter leaders and the Members can look for the survey in Executive Board went through the contract article by article to discuss possible changes. The Executive Board also serves as the bargaining team. The bargaining team may not be able to take all the suggestions to the table, but it helped them under-



stand members' priorities.

The group also discussed possible

eft: Ponda Esu (MRF), Angela Dalton (DDC) and Hans Vogt (TCF). Above: MCO Vice President Andy Potter listens and takes contract notes at the executive Council meeting

The November election and a vicious assault on Saginaw CO Kevin Ott dominated discussions at the **Central Committee** meeting in Octo- the governor's race.

Mark Schauer visited the meeting. He told the crowd the budget shouldn't be balanced on the backs of middle-class earners like corrections officers while corporations get a \$1.8 billion tax break. Schauer also vowed to get rid of Aramark on his first day in office. Unfortunately, Schauer lost

Central committee delegates also watched news coverage of Kevin Ott's assault, which occurred a few days before the meeting. His brother, Paul Ott, attended the meeting as a delegate from Saginaw.







LEGISLATORS AND OFFICERS WEIGH ARAMARK, STAFFING SHORTAGE

When legislators meet ownership of the corrections officers, they dilemma, said Ed better understand the arguments MCO is making in Lansing. That's why MCO is setting up town hall meetings around the state in the coming months. Read the KYI and visit our website to find out when there's a town hall meeting in your area.

Sen. Tom Casperson (R-Escanaba) and Rep. John to put food service up for bid. Casperson has since as possible. Kivela (D-Marquette) met with about three dozen been a vocal opponent of Aramark's shoddy service and asked the

> Civil Service Commission to terminate the contract.

At the meeting, Casperson and Kivela discussed with officers food service

how to make better. More

accountability is needed, the legislators said. Kivela said friends who work at Marquette

filled him in on the staffing crunch. Both legislators agreed that staffing equates to safety, and action should be taken to fill the vacancies as soon

Casperson and Kivela didn't say if they would





Sen. Tom Casperson and Rep. John Kivela meet with corrections officers in Marquette in December.

take concrete steps on Aramark or staffing, but Clements felt the meeting was beneficial.

"Any time these guys take time to listen to us is good," Clements said.

# Hans Vogt, Thumb Darren Ansorge, West Shoreline Jerry Williams, Woodland



Grieshaber at the Central Committee

**WINTER 2015** 

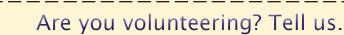
# Robert Fisher, St. Louis

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

Editor - Anita (Pere) Lloyd







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:
<u></u>

Upcoming	volunteer events
What:	

Date and Time:

No doubt, a lot has happened in the last few months.

First and foremost, we bid farewell to Executive Director Mel Grieshaber, who has been an advocate for corrections officers not only here in Michigan but across the United States. For more than 30 years, he fought for better training, staffing, and medical safeguards, such as inmate HIV and Hepatitis testing. He advanced our profession while lobbying against private prisons.

MCO conducted a nation-wide search for Mel's replacement. The MCO Executive Board decided to redefine Mel's position and rename it Chief of Staff to meet new expectations. This move was part of an effort to examine the roles and responsibilities of the Board, MCO staff and chapter officials. (More on that later.)

The Board selected Andy Potter as Chief of Staff. Andy will continue to serve as Vice President, too. He was a fearless voice on the Training Council for eight years and has held elected position with MCO for 20 years.

The MCO Central Committee said goodbye to Mel and embraced Andy's new responsibilities with a standing ovation at their May meeting.

As everyone knows by now, Director Dan Heyns has resigned his post and accepted another position in Gov. Rick Snyder's administration. These last four years have been tough for MCO members, to say the least. We wish Director Heyns well.

At the same time, we welcome new Director Heidi Washington. MCO leaders and staff have had positive dealings with her in her previous roles in the MDOC executive office and as warden at Scott Correctional Facility and Egeler Reception and Guidance Center. We welcome and embrace this move.

MCO is in full prep mode for the upcoming bargaining, which should kick off in August. The MCO OEL committee made suggestions on Article 17. In December, the Executive Council (made up of all chapter presidents) met and gave suggestions based on issues they're seeing in the trenches.

MCO recently sent out bargaining surveys to members as yet another venue to gage opinions on the next contract. Your input is important. Staff and members of the bargaining team will go through every survey

If you haven't already, I encourage members to join the MCO Facebook group to keep up with bargaining news and other information. The MCO website, mco-seiu.org, also has great information, including member discounts. You can also use it to communicate with the central office on critical incidents and other issues as your facility. Never assume we know what's happening at your joint. Communication is a two-way street – please try to help

As many of you know, MCO has been working with outside facilitators to improve MCO. Members are now seeing some tangible steps we're taking to move forward. The Executive Board is leading listening sessions around the state. At the time of this writing, there have been three sessions. Members shared some enlightening feedback, and I thank them for their candor. If you're asked to participate in a listening session, I hope you attend with an open mind. We're also working to address PTSD in corrections and how we can serve our military members. (See inside pages for more info.)

Thank you for your continued membership and support. Stay safe.

In solidarity,

#### NEW MDOC DIRECTOR NAMED



Right before the Spring MCO Report went to press, Dan Heyns stepped down as MDOC director and Heidi Washington, RGC warden, was announced as his

Gov. Rick Snyder appointed Washington, and she

MCO supports this move and looks forward to continuing to work with Washington in her new role.

# Long-serving Executive Director Mel Grieshaber retired this Spring

Executive Director Mel Grieshaber retired in May after a storied career with MCO.

Grieshaber became an MCO member in 1979 when he worked at the Forensic Center. He attended his first MCO Central committee meeting that year. In 1984 and 1986, Central delegates elected him as an at-large Executive Board member. In the early years, he laid the groundwork for the union's foundation. He motioned the Central committee to meet twice a year and establish a COPE (political) fund. He also urged officers to contact their legislators, vote, and volunteer with elections or political

Grieshaber became a full-time union staff member in the late '80s. He was hired as MCO's legislative director and began lobbying Michigan lawmakers for corrections officer protections, such as enhanced retirement packages and inmate AIDS testing. In 1988, MCO Central conference delegates elected him vice president.

Grieshaber became the executive director in 2005. As director, he managed the office staff, provided input to the Executive Board and also served as MCO's legislative director.

He has always been a passionate activist for labor unions, social justice and, of course, corrections officers. Through associations like the International Association of Corrections Officers and the Public Safety Justice Campaign, he fought prison privatization at the national level.

Members teach youngsters our

About 40 Boy Scouts in the Grand Rapids

area have earned the American Labor Merit

Badge with the guidance of ICF members.

Steve Hammond, who leads his son's

through a mock arbitration, labor manage-

boys played the role of the employer and

others pretended to be union workers. ICF President Paul Jensen and Chief Steward Joe

Wohlfert gave a presentation on their experi-

about labor union history in America, includ-

A troop in Marne heard about the great

program in Comstock Park and asked Ham-

MCO leaders applaud these members

for educating the next generation of union

mond to help them earn the badge, too.

members!

ences as union leaders. Scouts also learned

ing strikes and other activism in Michigan.

ment meeting and contract bargaining. Some

troop in Comstock Park, took the boys

COUNTRY'S RICH UNION HISTORY

Grieshaber has served in many SEIU leadership roles. He served on the SEIU International Execu-





Clockwise from top: Mel Grieshaber testifies before a legislative committee in 2012. A letter from SEIU President Mary Kay Henry. Grieshaber and his predecessor Fred Parks ingle at a party in this undated photo. eshaber at the MCO Central Office, 2013



tive Board and numerous committees over the

Grieshaber is a graduate of Eastern Michigan University and a U.S. Vietnam War veteran. He and his wife, Linda, have seven children and several grandchildren.

Please join MCO leaders and staff in wishing him all the best in retirement.

#### **Bargaining Surveys** sent

Revenues

Bargaining surveys were mailed to members in

The survey helps guide the bargaining team through negotiations. Understanding members' priorities and concerns enables the bargaining team to negotiate a contract members will approve.

Please complete your survey and return it in the provided envelope. If you did not receive a survey in the mail, contact the MCO central office at (517)485-3310.

Amount

	Membership Dues	\$834,54
	Non-Member Fees	\$12,68
	Interest	\$77
	Loss on disposition of assets	-\$120
	From Affiliates	\$2,880
	Total Revenues	\$850,769
	Expenses	
4	Arbitration	\$5,080
0	Books	-\$3,379
7	Collective Bargaining	-\$2,55
<u>_</u>	Computer	\$6,63
ť	Continuing education	-\$32
<u>r</u>	Contributions	\$13,100
Statement of Activities 4th Quarter 2014	Depreciation	\$17,87
_	Insurance	\$41,81
王	Leased Equipment	\$2,819
1	Legal and Accounting	\$39,62
S S	MCO Report	\$4,72
ţ	Meetings and Conferences	\$78,83
<u> </u>	Office and Administrative	\$11,989
<u> </u>	Organizational Unity materials	\$47,92
ď	Organizing	\$4,31
J C	Internal Organizing	\$1,177,278
<u>п</u>	Pension Contribution	\$55,22
Į.	Picket	\$1,082
ne	Postage	\$11,410
e	Repairs and Maintenance	\$11,879
at	Salaries	\$282,629
St	SEIU Political Education and Action Account	\$60,100
	Social activities	\$3,01
	Taxes - Payroll	\$16,32
	Taxes - Per Capita	\$261,57
	Taxes - Property	\$4,580
	Telephone	\$8,49
	Utilities	\$17,550
	Total Expenses	\$1,002,364
	Change in Unrestricted Net Assets	-\$151.59

# Change in Unrestricted Net Assets -\$151,595















# MDOC HIRES THOUSANDS TO OFFSET RETIREMENTS

The Department of Corrections has hired more than one. 450 corrections officers this year and plans to bring in 3,000 in the next three years, in what is the biggest hiring boom since the 1980s.

"The thousands of officers hired back then are retiring at a rate of nearly 70 per month. We're glad the Department is rapidly hiring officers, because there's safety in numbers," MCO President Tom Tylutki said. "We've heard of some facilities closing half a dozen positions on a shift due to this staffing crisis. That's unacceptable, and we're hopeful it will end for good this year."

MCO meets with all recruit classes during their first week as state employees. Jeremy Tripp, MCO's deputy for governmental and community affairs, leads presentations for recruits. Tripp explains MCO's history, the impact of voting and state politics. He tells them they're welcome in MCO and covered by our contract from day

"Ninety-eight percent of Michigan corrections officers are MCO. That's not a mistake. That's not a fluke," he said at a recent class meeting.

Tripp urged recruits to pay attention to state politics. The fact that MDOC gets the largest share of general fund revenue – plus the "out of sight, out of mind" mentality most citizens have toward prisons – means corrections is always targeted for budget cuts. And most legislators who make these crucial decisions have no corrections experience and have never stepped foot into

"Most of the perception these guys have is what they've seen in the movies," Tripp said.

Education and advocacy is the job of the union, but when legislators hear from several officers, it gives some validity to our arguments that union leaders and staff

Story continues >>>>>

Photos clockwise from top: The Warden David Smith class on their first day in March at the MSP Training Post. MCO Board member Cary Johnson and Vice President/Chief of Staff Andy Potter address the Smith class. The Warden Greg McQuiggin class practices for the PT test at the closed Hiawatha Correctional Facility. MCO's Jeremy Tripp talks to the Smith class about the contract. The McQuiggin class during PT time

# MCO SENDS PLAQUES TO HONOR FACILITY OFFICERS OF THE YEAR

to all facility officers of the year to thank them for year for more than 30 years. their professionalism and positive representation of Michigan corrections officers.

West Shoreline Chapter President Darren Ansorge presented his facility's recipient, Donnise Gooden, with her plaque at a union meeting.

MCO is very proud of the excellent members chosen as officers of the year, but union leadership declined to participate in the selection process and banquet again this year. MCO officials still believe the Department administration does not genuinely care about officers. This is seen through budget reduction measures that increase the level of danger behind the walls, including the closing of positions.

MCO also received a proclamation from the governor designating May 3-9, 2015 as Correctional Officers Week. Michigan governors have granted

Last month, MCO sent congratulatory plaques MCO's request for a CO week proclamation every

From top: ICF Member and troop leader

Steve Hammond (left) and ICF President

Paul Jensen talk to scouts about labor.

ICF Chief Steward Joe Wohlfert talks to

Left: The Boy Scouts American Labor



West Shoreline Chapter President Darren Ansorge presents MCO's congratulatory plaque to Donnise Gooden, MTF's

#### Cover story cont...

can't get otherwise. Recruits seem to understand our message – a huge majority have joined the union.

MCO leaders are thrilled that hiring is finally picking up. MCO is constantly advocating for increased staffing and opposing the closure of positions. The facts are on our side. Before the hiring surge of the 1980s, "assaults were a constant hazard, weapons proliferated, predators became more aggressive

and, in general, conditions

deteriorated until officers

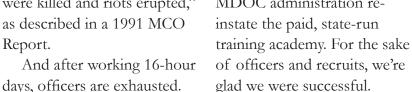
MCO believes workers must MCO is constantly advocating for increased

days, officers are exhausted.

staffing and opposing the closure of positions.

have time to decompress from the stressful environment behind the walls.

For these reasons, MCO repeatedly demanded the



MCO is still fighting to get officers who paid for community college training reimbursed. Leaders have been discussing this with MDOC administration and legislators

of 360 recruits are scheduled for June. A class starts at in the Lansing area June 22.

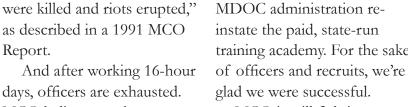




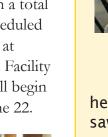








Two academies with a total Hiawatha Correctional Facility June 8, and another will begin



RECRUITS TO THE RESCUE! A few car loads of new officers were headed to MCO's recruit party when they

saw a four-car wreck. Their training kicked in - they stopped to see if they could help. A few of them tapped on the car windows and asked people inside if they were OK. Melissa Stewart and Tory Moore helped a woman out of her car.

"She was shocked. She was freaking out." Stewart said.

The recruits sat with the injured folks and kept them calm until paramedics ar-

An improper left turn at Lansing Road and St. Joe Highway caused the collision,

It just goes to show - corrections officers are on duty serving the public 24/7!

uccessfully finishes her PT test.

Six photos at above left: Recruits hear from MCO leaders

and ask questions at an OJT reception in April. The reception was held at a UAW hall due to the large size of the

From far left: Recruits cheer on Melissa Stewart after she

Recruits support Joshua Wurmlinger after he successfully

A group photo of the Hiawatha class at their graduation in

finishes the PT test. Recruits laid a solid foundation of sup-



Change was in the air at the May Central Committee meeting in Lansing.

For starters, it was the first Central meeting in about 30 years without Mel Grieshaber (see the back page for a story about Grieshaber's retirement). Central delegates gave him a standing ovation when President Tom Tylutki described Grieshaber's career and achievements - AIDs testing for inmates, networking with CO groups around the world, and

staving off prison privatization efforts, to name a few. Vice President Andy Potter will take over Grieshaber's responsibilities as the

The Central delegates brought up glitches with the new OEL software. The Executive Board heard reports of inaccuracies. MCO is continuing to work with MDOC to fix the issues.

new MCO Chief of Staff.

Jeff Foldie gave updates on MCO's legal fights, and Jeremy Tripp briefed delegates on bills moving in the legislature. Staff helped delegates call their representatives on HB 4467 (see Government Watch below for more).

But the most transformative changes are yet to come. MCO is renewing its commitment to member service with some dynamic new programs detailed in the following story.

#### CENTRAL DELEGATES APPROVE OF MCO'S MEMBER ENGAGEMENT INITIATIVES

It's no secret – times are changing and labor unions across the nation are facing a level of distrust not seen in decades. Union power is diminishing, and meanwhile, the middle class is evaporating. We talk about it at work, at union meetings, in our homes and at town hall meet-

The attacks are so frequent, they've been successful in keeping us on the defensive.

"It seems like there's one urgent thing after another. We don't have time to take a deep breath and say 'what can we do to build?" Vice President/Chief of Staff Andy Potter said at the May Central Committee meeting.

With these challenges in mind, the MCO Executive Board and central office staff have devised three initiatives to connect with members and ensure future strength. They are:

- a membership listening campaign
- a military members' outreach
- PTSD research and advocacy

The listening campaign got under way in May. Executive Board members are leading small group discussions at all chapters to better understand members' hopes and fears about the direction of MCO,

our state and our country. Chapter presidents have been your feedback. At mco-seiu.org, members will find a scheduling meetings and recruiting members MCO doesn't usually hear from. The Board hopes to hear from 5 percent of the membership, roughly 325 people, Executive Board, staff and Central delegates in support

The military members program will address how

MCO can better serve the membership's large number of active military members, veterans and their families. Board members Ray Sholtz and Ed Clements are heading this effort. The union is planning a meeting, possibly this fall, for interested members to gather and tell MCO how the union can serve our servicemen and women.

MCO wants to be an industry leader in the area of corrections PTSD. We'll start by compiling and studying research on corrections PTSD. From there, we plan on taking a formal position on PTSD and possibly funding new research. We will educate members on how to detect PTSD, and we plan to advocate in the media and with MDOC administration for real solutions to this problem. Work on this initiative will launch later this year or early next year.

Central delegates were positive about the programs. We won't be able to transform MCO or the condi-

> tion of unions in our country overnight. But with persistence, we can improve. MCO leadership is taking concrete steps to better understand our members' needs in these changing times and how the union can better serve all members.

We encourage you to get involved with these initiative and we welcome

form where you can give feedback or sign up to take an active role in a campaign. We hope you'll join the MCO of these initiatives.





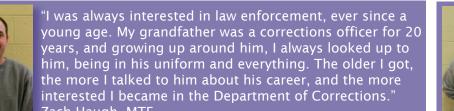




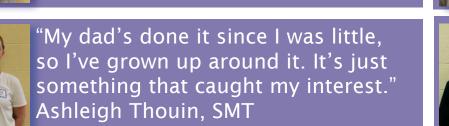
Top row: Central del egates applaud former xecutive Director Mel rieshaber's years of Bottom row, from left: /ice President/Chief of Staff Andy Potter addresses the Central Committee Executive Board mem bers Byron Osborn, Bill Henderson, Ed Clements. Brent Kowitz and Andy MCO Staffer Jeff Foldie MCO Staffer Jeremy President Tom Tvlutki addresses the Central













efore this I worked at Baker College, and there we had armed afety officers. And a lot of them worked at LRF in Muskegon. I alked to them about it, they said it was great, they loved the jol hey never regretted a single day of it ... I spent many years in the military, (and) I enjoyed that, I enjoyed giving back, helping out. And this was another way I could do that." Ricky Hall, LRF



n high school, I did a criminal justice program in Coldwa ter. And I did on-the-job training at Florence Crain facility en it closed), and ever since then, it's interested me And then as soon as I got my associate's degree, I ap-Brogan Veysey-White, LCF



I'm current service military. I'm in reserves righ now...And just like military, this seems like family, so I thought it would be a good way to get into (law enforcement). It's a good career." Derek Wyant, LCF

#### CHECK OUT SUMMER DISCOUNTS NOW

Members will find great deals at Great Wolf Lodge, Cedar Point, Kalahari (Sandusky and Wisconsin Dells) and more at mco-seiu.org. The website also has deals for AT&T cell

phone service, rental cars, hotels and concealed carry permits.



Looking for retirements? Retirements since January will be in the Summer MCO Report.

#### THE FIGHTS! UPDATES ON 4 PERCENT. RTW. PORTAL-TO-PORTAL AND RUO

GOVERNMENT WATCH: GEO BILL. GUN BILL MOVING THROUGH LEGISLATURE

MCO and other state employee unions are still waiting on the Michigan Supreme Court to rule on

HB 4467 allows inmates of

any security level to be housed at

Private prison company GEO owns the prison.

GEO pushed for the legislation. GEO represen-

tatives claim they only want to house out-of-state

inmates at the facility, but the bill as passed would

permit Michigan prisoners to be housed there, too.

The Senate rejected an amendment that would have

The House passed the bill 57-53. The Senate

disallowed Michigan inmates at the private prison.

the 4 percent and Right to Work lawsuits. Both cases were argued before the court in January. The justices have no deadline in making a deci-

The portal-to-portal dispute lawsuit has been filed in state court.

passed it 23-14, sending it to Gov. Rick Snyder's

Find out how your legislators voted at mco-seiu.

Gov. Rick Snyder's office reached out to MCO

MCO views this bill as another back-door at-

for input on HB 4159 (the gun bill) in April. His

office wanted more detail on CO's handgun training

tempt to privatize Michigan corrections.

and threats they encounter.

MCO is accusing MDOC of violating the Michigan Minimum Wage Act by refusing to pay officers for required pre-shift and post-shift work.

Efforts to sue the department through the federal courts were unsuccessful.

The Employment Relations Board said MDOC was justified in abolishing the RUO and CMUO classifications.

MCO told Snyder's representatives this bill

protects officers and the public by adding another

layer of security. Officers are well-trained on weapon

retention and use-of-force determination, MCO said.

HB 4159 would amend the Handgun License

Act to authorize an active or retired CO who holds

a concealed pistol license to carry in gun-free zones.

The bill passed out of the House 89-21 in February.

The gun bill is awaiting action in the Senate.

The ERB, which is part of the Civil Service Commission, agreed with MDOC's position that the RUO and CMUO positions were never fully developed as originally intended. The MCO Executive Board is deciding our next steps.

#### MCO STATE EXECUTIVE BOARD

Bill Henderson, Financial Secretary rent Kowitz, Recording Secretary

Byron Osborn, Trustee

arry Henley, Alger

Ed Clements, Baraga

Beverly Morse, Brooks

Eric Stott, Carson City

Byron Osborn, Chippewa

Lee Gatson, Detroit Reentry

cott Allen, Forensic Center

cott Waggoner, Gus Harrison

Rita Wise, Huron Valley Womens

Ricky Ries, Jackson Cooper Street

Dave Pasche, Handlon Michigan Training Unit

Arthur Alvarado, Cotton

Paul Jones, Egeler

Paul Jensen, Ionia

Michael Wilds, Kinross

oe Voorheis, FOA

Alan Augustine, Bellamy Creek

Marcus Collins, Detroit Detention

Ray Sholtz, Trustee

#### Paul Jones, Trustee MCO CHAPTER PRESIDENTS

Kamal Cariuty Jr., Lakeland Ponda Esu, Macomb Edward Snively, Marquette Tim Blain, Central Michigan Emmanuel Ekeagwu, Muskegon Teresa Nolan, Newberr Christopher Schmidt, Oak. Ronald Niemi, Ojibway Joe Hemenway, Parnall Michael Presley, Pugsley Adam Earley, Michigan Reformatory Michael Guerin, Saginaw Monoletoe McDonald, SAI Program Robert Fisher, St. Louis Hans Vogt, Thumb Darren Ansorge, West Shoreline Jerry Williams, Woodland

#### MCO CENTRAL STAFF

Mel Grieshaber, Executive Director

Cangee Laza, Labor Relations Representative Karen Mazzolini, Lahor Relations Representative Cherelyn Dunlap, Labor Relations Representative Jeff Foldie, Labor Relations Representative Anita (Pere) Lloyd, Communications Specialist

Cindy Kogut, Bookkeeper Lori Iding, Grievance Coordinator Stephanie Short, Receptionist/Secretary Jeremy Tripp, Deputy of Governmental &

#### 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 and pressing 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

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

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 Gompers

#### 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.

	nteer	name(s) a	nd facility	
inteer centeet number				

Please list and describe your volunteer activities:

Upcoming volunteer events

Date and Time:

Location:

**SPRING 2015** 

As MCO members continue to face the many obstacles laid by several outside forces, the broad majority continue to realize we are much stronger together, and that we are all on a survival mission.

We are vastly outnumbered inside the walls, but we use our skills to endure. The same holds true with our current political climate here in Michigan. Corrections officers and forensic security aides never run from a fight. We will

The MCO bargaining team opened negotiations with our first meeting Aug. 19. The bargaining team has been meeting for several months preparing for the upcoming negotiations. MCO, MSEA, AFSCME, SEIU and UAW requested coordinated bargaining on economics and health care, and while Civil Service rules allow coordinated bargaining, the Office of State Employer denied our request. We move forward prepared to advocate in the best interests of the men and women doing Michigan's most dangerous job.

MCO has appealed the RUO classification abolishment to the Ingham County Circuit Court. The case has been assigned to Judge William Collette. We will keep members informed on future court dates and action.

MCO has formally met with new MDOC Director Heidi Washington and Deputy Director Ken McKee. We discussed several issues, and Director Washington made it clear she intends to have a good relationship with MCO. Will we always agree? Absolutely not. But being able to have discussions and offer solutions is important to MCO, and we're glad to be getting back to that type of relationship with MDOC leaders.

We appreciate the new administration rescinding a memo that forbade chapter union officials from attending post incident and mobilization critiques. This new administration also has not shown an interest in allowing retirees continue to work part-time for reduced wages.

Another academy with approximately 300 recruits starts Sept. 14. MCO has no rights in new officer assignment, but we continue to ask the Department to place recruits at facilities with the highest number of mandatory overtime oc-

Kudos to the Crisis Fund Committee for a successful Crisis Fund Golf Outing in the UP, netting \$3,000. The downstate outing, which at the time of this writing was just a few days ago, was sold out. We are also doing a Crisis Fund gun raffle, but this year, there are many prizes other than firearms. The Crisis Fund gives out thousands of dollars to members and their families in time of need. We hope many will participate so we can continue to help members.

More good news: Oct. 1 officers will receive a 2 percent wage increase.

MCO's Andy Potter and Jeremy Tripp are scheduling meetings with members and legislators in districts. We encourage members to attend meetings in their area and voice their concerns to lawmakers. They need to hear your stories from inside the walls. They need to know what you do daily and about the many challenges you face when you walk through the gates.

In closing, I'll again remind you that elections have consequences. One-party rule has ruled the Governor's office, Senate, and House for more than four years. And recently, the Supreme Court told us where they stood, too. As public employees, we elect the governor, legislators and justices. Please pay attention and vote accordingly.

Stay safe.



#### CHECK OUT MCO'S NEW ONLINE STORE



Many members have been asking, "Where can I buy MCO gear?" The answer is, at our new online store! You can order T-shirts, polo shirts, hats and mugs with the MCO logo. It's all online at co-store.com/mco. All merchandise is made in the U.S. and will be hipped right to your door.

Because the store is brand new, we are starting with a limited inventory. If there's something you'd like to see added to our store, please let us know! Email cindy@mco-seiu.org or leave a message when you

#### Crisis Fund news: raffle tickets on sale now; several events raise money for fund

Due to popular demand, the UP Crisis Fund Golf Outing made a return this summer.

The event was held June 19 at the Newberry Country Club.

The outing featured a rib dinner and silent auction. Detroit Lions and Tigers memorabilia and beautiful framed photographs of UP scenery went to the highest bidder.

Charles Chamberlain, an MCO member at NCF, planned the event.

"I was very pleased with the turnout, and we couldn't have asked for a more beautiful day," Chamberlain said. "I've already heard some interest in having an event next year."

MCO's traditional Lansing outing was sold-out this year. Thirty-two teams took to the greens for the Crisis Fund Aug. 21.

"Thank you to all of you who golfed and sponsored this year. Your contributions mean so much to corrections officers in need," Vice President/Chief of Staff Andy Potter said. "MCO staff also deserves a thank you for all their hard work in planning this event every year."

#### MCO's fall gun raffle is bigger and better this year!

The first prize is a deer hunting getaway, valued at \$2,200. Two crossbows and five firearms are up for grabs.

For those who don't like hunting, gift certificates for Kalahari, Great Wolf Lodge, and outdoor stores will also be raffled off.

Tickets are \$5 each or 3 for \$10. See your chapter leaders to buy tickets. The raffle will be held Oct. 23, the day after the MCO Central Conference.

MCO Board member Ed Clements and his wife sold cotton candy at the Lake Trout Festival in Baraga early this summer. They raised \$366 for the MCO Crisis Fund. Thanks, Ed!

The Grey Dragons MCO Crisis Run for the Fund is Saturday, Sept. 26.











und Golf Outing. amed photos and memorabilia auctioned f at the UP outing. dge Meadows golf course. MCO Board mber Ed Clements and his wife at a raise oney for the Crisis Fund. winning team at the downstate golf outng. Team members are Barry Wickman, ree Read, John Rubitschun and Russ eft: Martin-Foldie Law Firm's team at the

The Grey Dragons - Manistee chapter will leave at 9 a.m. from Meijer at M55 and US 10. You can also catch them at 10 a.m. at the Shell Gas Station at US 10 and M37 in Baldwin. They'll ride to Cops and Doughnuts in Clare. From Cops and Doughnuts, the group will go on another

Participants are asked to make a donation to the MCO Crisis Fund, which helps members facing a catastrophe.

Revenues

#### RETIREMENTS

Edward Anderson William Phillips Demetrius Glover Todd Anderson Corey Goetz Patrick Pohl Carlos Gomez Tina Pope William Applekamp David Baklarz Michael Powell Douglas Green Mark Rasmusson Charles Bazinaw James Gustafson Dale Beard David Hagen Pete Reno Bryan Bellingar Lynette Harris Daniel Roberts Louis Berlinger David Heydlauff Johnnie Robinson Ronald Blackmer Owen Hilgendorf Mary Robinson Danny Blankinship Harlan Jackson Alan Roeder Jimmy Brandow Cynthia Janis Clarence Rondeau Ken Johnson Douglas Savela Thomas Bray Michael Schaefer Robert Brehm Jody Kallio William Brown Kirt Kangas Janice Schmidt Ross Shubert Sheri Carman William Keilen William Skriba Patrick Carmody Mark Kerckaert Brian Kestila John Smart Robert Carmody Carol Chieves Charles Kichak Kary Sowels Michael Clase Bryon King Joseph Spicer Mary Cooke Karen Kingsley Sherry Stellino David Sumner Guy Cooper Kenneth Kipp Keith Koper Raedine Vanbeelen Delcarlos Duncan Steven Kronberg Barbara Walker JackieDyer Jack Kuchar Ola Walker Edwin Eklin Jeffery Lance Scott Walther Jerry Elliott Gerald Langlois Charles Wartella Ronald Elvert Michael Lavergne Keith Weber Keith Fairfield Michael Wieand Stephen Lay Susan Fejes Jerry Marcussen Mark Wilcox Linn Mattila Jerry Williams Jay Ferguson Randall Mcleod Marcia Williams Laura Filppula Doyle Foster Jeff Moncada William Willour Randall Fowler Lincoln Wilson Keven Myers John Ost Christina Fox Erick Wiser Bruce Franti Joel Parks Andrew Zelinski Michael Patrick Kevin Zorza Scott Friesorger Loren Peake Patrick Fruik David Galesk *JackiePenn* 

William Pesola

	kevenues	Amount
	Membership Dues	\$953,251
	Non-Member Fees	\$13,751
	Interest	\$2,935
	Miscellaneous	\$5,980
	From Affiliates	\$2,880
10	Total Revenues	\$978,797
statement of Activities 1st Quarter 2015	_	
0	Expenses	
, C	Arbitration	\$2,488
e	Books, dues and subscriptions	\$3,121
ヹ	Collective Bargaining	\$1,393
т П	Computer expense	\$4,396
Ō	Continuing Education	\$774
ب	Contributions	\$5,000
	Depreciation	\$17,628
	Insurance	\$36,010
eS	Leased Equipment	\$2,820
Ť	Legal and Accounting	\$20,573
<u>:</u>	MCO Report	\$4,843
C	Meetings and Conferences	\$44,025
Þ	Office and Administrative	\$6,356
) t	Organizing	\$23,998
<u> </u>	Pension Contribution	\$26,590
Į.	Postage	\$1,360
ne	Repairs and Maintenance	\$11,395
e L	Salaries	\$163,455
at	Social activities	\$702
St	Taxes - Payroll	\$17,119
	Taxes - Per Capita	\$254,421
	Taxes - Property	\$381
	Telephone	\$6,772
	Utilities	\$11,675
	Total Expenses	\$667,295
		,
	Change in Unrestricted Net Assets	\$311,502

# MCCReport

Proudly Representing Michigan Corrections and Forensic Officers for over 40 Years



Employer opened Aug. 19.

kes reports to Gov. Rick Snyder.

what updates should be considered.

controversial topics.

The Board is negotiating with input gathered from

the 882 surveys returned. Board members have also

combed through every contract article and discussed

So far, the state and MCO have passed tentative

significant changes. There has been some debate on

# Working toward a fair contract

Bargaining between MCO and the Office of the State Wages and benefits typically are the last piece of the contract to be settled. OSE has refused to allow the As in past years, the Executive Board is serving as the Coalition of State Employee Unions, which includes bargaining team. President Tom Tylutki is MCO's chief MCO, to bargain together on items with an economic negotiator. Marie Waalkes, Director of the Office of the impact, like wages and health care. OSE also refused to State Employer, is leading negotiations for OSE. Waalallow coalition bargaining two years ago, despite saying it worked well in prior negotiations.

To help understand the state's economic climate, CSEU leaders attended a presentation given by the state taken guidance from chapter presidents. At an Executive treasury department in August. The state and nation's Council meeting late last year, presidents and the Board economic forecast is mostly positive. Michigan's unemployment has fallen to 5.3 percent, and consumer confi-

"We think the positive signs outweigh the negative agreements on certain contract articles that don't require signs," Jay Wortley, with the Michigan Department of the Treasury, said.

But a continuing revenue drain is the Michigan Eco-

STORY CONTINUES >>>>>

**SUMMER 2015** 

Photos clockwise from top: MCO staffer Cindy Kogut, MCO Executive Board members Bill Henderson and Ray Sholtz, and staffer Jeremy Tripp go through returned bargaining surveys. The opening bargaining session Aug. 19. President Tom Tylutki, Vice President/Chief of Staff Andy Potter and the rest of the MCO Executive Board listen to a presentation on the nation's and Michigan's economic health. Jay Wortley, with the Michigan Department of the Treasury, gives a presentation to help both the state and unions understand the economic climate.

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Marcia Ganun

nomic Growth Authority tax credits for businesses. MEGA credits are expected to be more than \$500 million every single year through 2029 That's right – while we have to plead for reasonable cost of living increases and status quo on health care, our lawmakers have committed to giving away about \$9 billion of revenue. (Side note – have you voted in the last few elections?)

Other factors at play include the drop in fuel prices, which has hurt sales tax revenue.

During negotiations two years ago, as Gov. Rick Snyder was touting Michigan as the "come back state" in the press, OSE offered unions a pitiful wage proposal. Wages were one item the parties took to impasse. The impasse panel actually gave union members a better wage increase

than OSE wanted.

Remember, MCO and OSE avoid sharing information on negotiations in writing. Any information put in writing, even to membership, will likely be leaked to the media, and that compromises the integrity of the bargaining process. As we get closer to reaching an agreement, more information will be shared.

#### FORENSIC SECURITY AIDE WITH DECADES OF EXPERIENCE WINS BACK JOB AT ARBITRATION

James Miller has seen a lot in his 45 years working in mental health care. The landscape has changed a lot over the decades, with modifications to patient care and the introduction of technologies such as video recording, but it's always been a

It nearly collapsed when he was unfairly accused of using excessive force against a patient.

Miller started working at the Wayne County Psychiatric Hospital when he was 19. The county hospital eventually closed, and the state of Michigan offered its employees jobs. Miller went to work at the Walter Reuther Psychiatric Hospital. In the

rumors swirled that Reuther would close too. Miller again found himself running from closure. He told a friend about his dilemma,



couraged Miller to apply at the Center for Forensic Psychiatry. Miller has worked at CFP since 1990. He has been a state employee serving mental health patients for 40 years.

Training for mental health jobs has evolved over the years, Miller said. When Miller started his first job in the 1970s, aides passed patients' prescriptions, so learning medication names was a must. Like today, they learned techniques to restrain patients, although the use of restraints and seclusion is less common now.

He's learned a lot of soft skills along the way.

"The thing about this job is you have to establish They didn't disclose their reasons to the union. a rapport with patients and you do that by showing your sincerity and taking care of their needs," Miller

**Looking for** 

legislative updates?

Legislators have been on

hasn't been much action on

the bills MCO is monitoring.

To get the most up to date

summer break, so there

information

legislative

action, go

to mco-

seiu.org.

said. "That's the only way you can do this job."

That sincerity helped when he found himself under fire for alleged patient abuse in October 2013. Here's what happened: Miller and another forensic security aide were consoling an agitated patient. They were walking the patient back to his room when he stopped, threatened the FSAs, and walked away from his room. The patient lifted his arms, and Miller thought he was planning to follow through on his threat. Miller attempted an authorized technique to restrain the patient, but he resisted and broke the technique. The patient's own momentum caused him to fall. The Department

of Community Health's position was that Miller threw the patient to the floor. Miller was fired, based on a report prepared by the Office of Recipient Rights (ORR).

Miller was also charged with misdemeanor assault – a charge that was dropped on the eve of trial.

Two cameras caught the incident. ORR's report was based on one camera's perspective and "does not take into account what can be seen from further away video 2," Arbitrator John Obee wrote in his findings.

Video 2 shows Miller's partner accidentally tap the patient's left ankle, Obee wrote. This probably caused the patient to lose his balance and contributed to his fall.

At arbitration, management testified Miller's actions constituted unreasonable force because they violated CPI Nonviolent Crisis Intervention training, the guidelines for FSAs to diffuse situations with reasonable force. But Forensic Center's own policy concedes no guide addresses every hypothetical scenario, and staff will have to use other techniques at times.

DCH Labor Relations refused to settle the case.

"I didn't know how this arbitration thing was going to go. But all I ever wanted was a fair chance

to tell my side," Miller said. "(MCO Labor Rep Jeff Foldie) told me in the beginning, before we went into the arbitration, he said, James, just go from the heart,' and that's what I did," Miller said.

Foldie, MCO Labor Rep Karen Mazzolini, CFP President Scott Allen, and MCO President Tom Tvlutki supported Miller at his arbitration. He knew arbitration was a gamble, and Obee was hard to read. But MCO and Miller were victorious. He returned to work in mid-July. His decades of seniority were reinstated and he was awarded back pay.

In this case, a video nearly ended Miller's career, and another video exonerated him.

"(Video) has its good points and its bad points. But I think overall, it's a good thing."

Now that Miller's name has been cleared and his kids are finished with college, he's considering retirement in the next few years.

Miller and his wife have four children and six grandchildren. MCO leaders wish him well in the rest of his career and in his future retirement.

MCO doesn't win every case it akes to arbitration. And once a case goes to arbitration, any settlement offer from the employer becomes iid. That's why we're working to ec cate members on how staff and th oard determine what cases should go to arbitration.

This winter, MCO will host an depth leadership training with a anel of arbitrators for current and uture union leaders. We plan on haring the content of the meeting in a future MCO Report and on the ebsite, so all members can learn nore about grievances, arbitrations

Stay tuned for more details.

# THE FIGHTS! UPDATES ON RTW, 4%, PLUS TWO ACTIVE SUITS

ployee unions did not prevail

four percent or Right to Work lawsuits at the Michigan Supreme Court.

The court released both decisions in late July. Justices rejected the unions' argument that the Civil Service Commission has sole authority over the wages and working conditions of state

Unfortunately, these decisions cannot be appealed to a higher court. They cannot be tried in federal court, including the U.S. Supreme Court, because they are state matters.

We appreciate our members' continued support despite these setbacks.

The portal-to-portal lawsuit was dismissed at the state Court of Claims.

Judge Michael Talbot said the complaint falls

vice Commission.

MCO will take the issue to the MCSC or will address it in bargaining

The portal-to-portal dispute concerns time officers need to perform required pre-shift tasks, such as gathering equipment and walking to their assignment. MCO is arguing officers should be paid for this time.

MCO has filed a challenge of the RUO and CMUO classifications elimination at the Ingham County Circuit Court.

According to Civil Service rules, our challenge first had to be filed through the Civil Service Commission. Now that we have exhausted that venue, we can move our complaint to the courts.

No hearing has been filed in court. We'll keep

Congratulations to MCO and Union Plus scholarship winners! family all of its own," she said. "Being a part of

the union has benefited by family time and time

again." Congratulations, Chelsea!

Of course, MCO also gives scholarships every year to children of members.

MCO awards 20 scholarships of \$750 each A three-person committee selected scholarship winners last month. All of them are children of MCO members and are attending college this fall. Information on 2016 scholarship opportunities will be posted at mco-seiu.org in December.

Please join us in congratulating all scholarship recipients!

#### **Corrections Fatigue Research and Awareness Initiative**

Substantial work will start on this initiative in

ing a repository of published studies on corrections

MCO actually did some related research in the late 1980s. About 1,000 COs representing all prisons and camps participated in an in-depth survey on stress. The study found 60 percent of officers had moderate or high stress levels, and there was a correlation between stress level and use of sick time. Inmate relations and quality of administration were the top two stress factors, respectively.

#### Member Listening Initiative

labor strong. MCO enlisted the help of consultant

Simon Greer to make our goals a reality.

Here's an update on our initiatives:

MCO tackled the listening initiative first, with the ambitious goal of speaking with 5 percent of members, roughly 325 people, by the end of the summer. At the time of this writing, meetings were still being scheduled at certain chapters

Greer attended a few of the listening meetings. He will help us analyze information gathered at the meetings.

Our findings and next steps will be presented at the October Central Committee meeting. After that, we will release details all to members.

#### Military Members Initiative

MCO Board members and staff are planning an initial meeting with at least one military member or veteran from each

have hopes and concerns, too. We fear more attacks facility. As of this writing, an October date was being finalized. At the meeting, we'll talk to members

about the unique challenges veterans and active service men and woman face, and how MCO can better

To show your interest in this project, email cindy@mco-seiu.org or sign up at mco-seiu.org.

The first step, which has already begun, is creat-

To express interest in these initiatives or to give feedback, go to mco-seiu.org. Thanks for your participation and support!

#### Charles Sinclair class graduates: Barbara Bouchard class starts in September

MCO WELL ON ITS WAY TO A STRONGER UNION, THANKS TO INITIATIVES

MCO is making strides on our strategic initiatives retain and inspire members to take action to keep

The West Shore

Prosecutors, police and crime victims rely on corrections officers to keep dangerous people locked up, but that's just the start of a CO's job. They also are role models, first responders, interventionists and rehabilitators.

could come in the future, but we hope MCO can

for member strength and future growth.

Many members have big-picture concerns and

hopes for their future and the future of their fami-

lies, labor unions and our country. MCO leaders

This was the message at the Charles Sinclair class graduation Aug. 14. Almost 300 new officers took the oath and are now working in facilities across the

"These officers wield the power cold steel can't hold," said Charles Sinclair, a former MDOC deputy director, said at the ceremony.

Congratulations, recruits! We'd also like to congratulate Nicholas Ogle, winner of the Josephine McCallum Award; Derrick West, winner of the Jack Budd Award; and Ryan Rayner and Bryan Cress, who tied for the Academic Achievement Award.

264 more recruits start training Sept. 14 in Lansing. As MCO does with all classes, we'll meet with them for an hour to describe the union's services and explain why it's so important to join.

Another successful Children's Day picnic is in

This year's event featured Disney characters,

a DJ, games for kids, bounce houses, and of

and school supplies were given to children.

bers in the Detroit area.

scholarship from Union Plus.

win a Union Plus scholarship.

with a 3.9 GPA.

course tons of fellowship and food. Back packs

The annual picnic is organized by MCO mem-

The daughter of an MCO member won a \$500

Chelsea Ross, daughter of Chippewa member

Timothy said Chelsea has always been a hard

worker. She's held two jobs this summer and will start

a nursing program at Alpena Community College this

fall. Chelsea hopes to become a physician's assistant.

She graduated this year from Pickford High School

A statement from Union Plus described Chelsea

as grateful for the benefits union members, includ-

ing her father, are provided. "A union is almost a

Timothy Ross, was one of only six SEIU members to

the books!

MCO CHILDREN'S DAY PICNIC FUN FOR THE WHOLE FAMILY









2015 MCO Scholarship Winners

Kiersten S.

Reinholdt O.

Kirsten F

Jacob B.

Jessica S.

Victoria C

Taylor G.

Josilyn E.

Amanda A

Ray A.

Atlanta G.

Trevor G.

Casey D.

Noah B.

Kayla J.

Jessica O.

Kolton K.

Andrea W.

Madalin S.

Taylor H.

ing at a graduation ceremony, Recruits at their graduation MDOC Honor Guard Presentation of the Colors.

# ter speaks to a recruit at MCO's irector Heidi Washington speak



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

#### 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.

olunteer	name(s	and (	facility.	

Volunteer contact number

Please list and describe your volunteer activities:

Upcoming volunteer events

Date and Time

**SUMMER 2015** 

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When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 and pressing 2.

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





