
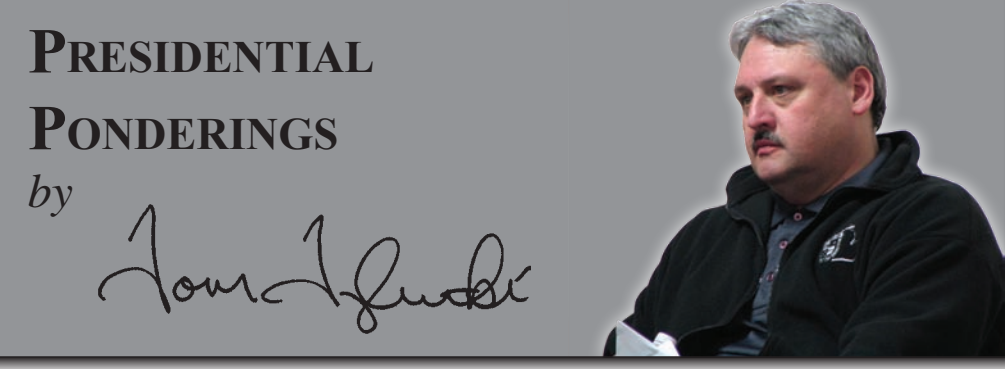


PRESIDENTIAL  
PONDERINGS  
by



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 the voter turnout.

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 KYTs, 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 district.

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 (see cover story).

Also on the legal battlefield, 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 continue.

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,



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 commission. It's doubtful her appointment will mix up the commission.

At best, her vote could deadlock the commission like Blockett's did during the contract fight.

The Jan. 14 meeting, which would have been McClelland's first as commissioner, was canceled.

The Civil Service Commission is made up of four commissioners who serve staggered eight-year terms.

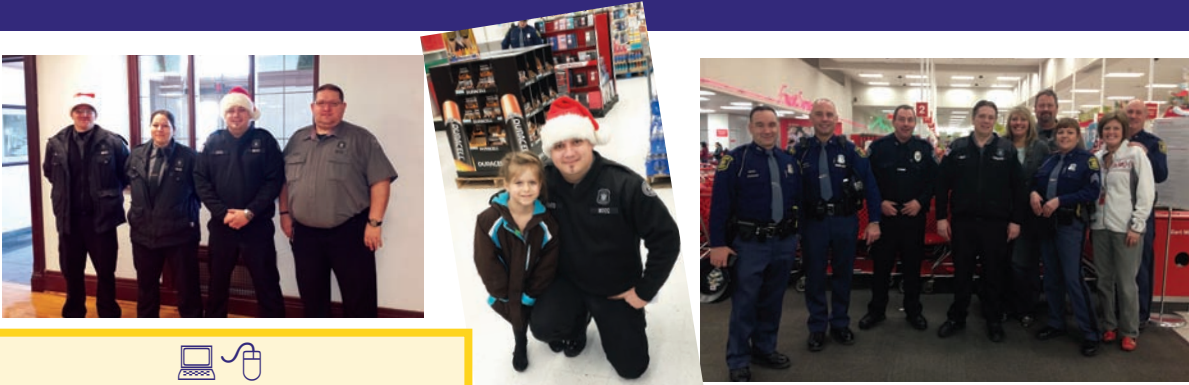
OFFICERS PLAY SANTA AT SHOP WITH A COP

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.

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 Kadriak. 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.

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 contest.

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

Thanks, AMF chapter!



Officer Ken Truesdell and his 220-pound buck.

RETIREMENTS

David Adamczak	Michele Edelbrock	Joel Martin	Monica Sperry
Aaron Alexander	Jeffrey Elston	Sylvia Martinez	Teresa Stevens
Willie Allen	John Emmons	Robert Masters	Wayne Stevens
Michael Anderson	Sharon Ernest	Kenneth McCall	Robert Stewart
Bonnie Armstrong	James Finch	Richard McLavish	Daniel Stine
Alvin Austin	Richard	Gary Miller	Rodger Stoner
Marwood Backing	Fitzmaurice	Rose Mitchell	John Swagart
Marc Baker	James Foote	Michael Mutter	Walter Sweigert
Chris Ballinger	Marcia Freese	Michael Niciporek	Jeffrey Swint
Ernest Banks	Rodrick Fuller	Thomas Nowacki	Ivan Taylor
Randy Bard	Arthur Glasscoe	Sixto Orozco	Daniel Thelen
Christopher	Darrell Graver	Michael Page	Timothy
Baynton	Kevin Halfman	Christopher	Thompson
Dennis Beecham	Gary Haney	Parsons	Kurt Tullar
Dean Bendt	Gordon Hansen	Gregory Patricio	Steve Tyner
Edna Bennett	Harry Hartunian	John Pefferman	Joseph Vanderlaan
Craig Boatman	John Haynes	Scott Peterson	William Vertanen
Barb Bolland	Michael Hodge	Dwight Ranck	Gladys Wade
Phillip Bouknight	Carl Horvath	Michael	Gary Warson
Blaine Breault	Charles House	Reffruschinni	Franklin White
Jonathan Butler	Ralph Johnson	Robert Riedel	Burgess Whitfield
Danny Castellon	Shawn Keenoy	Robin Saathoff	Debra Williams
Andre's Chappell	Paul Kingsley	Louis Salak	Jan Wilson
Jacqueline Crews	Nichole Kline	Thavisak Saycocie	Duane Winch
Floyd Cross	Timothy	Gary Schaub	John Wright
Chris Dankert	Kurowicki	Gary Schertz	Robert Wright
Robert Davidson	Steven	Terry Schmidt	Steven Wyman
Jeffrey Davis	Lamontagne	Jason Schultz	Kenneth Young
Haines Dennis	Jack Larzelere	Spencer Seybold	Terri Zischke
Archie Dick	Douglas Leland	Richard Shaw	
Douglas Dykema	Billy Letson	Curtis Snook	
Silas Eboh	Gary Loonsfoot	Kevin Sorenson	

Statement of Activities 3rd Quarter 2014

Revenues	Amount
Membership Dues	\$970,794
Non-Member Fees	\$16,542
Interest	\$3,800
Miscellaneous	\$9,302
From Affiliates	\$2,880
Total Revenues	\$1,003,318
Expenses	
Arbitration	\$6,584
Books	\$707
Collective Bargaining	\$11,255
Computer	\$2,280
Consulting	\$2,583
Continuing education	\$646
Contributions	\$125,200
Depreciation	\$17,588
Insurance	\$36,277
Leased Equipment	\$3,197
Legal and Accounting	\$13,350
MCO Report	\$4,801
Meetings and Conferences	\$55,510
Office and Administrative	\$8,003
Organizational Unity materials	\$5,225
Internal Organizing	\$1,177,278
Pension Contribution	\$23,731
Picket	\$1,088
Postage	\$2,070
Repairs and Maintenance	\$8,066
Salaries	\$178,034
Scholarships	\$15,000
Social activities	\$22,509
Taxes - Payroll	\$13,318
Taxes - Per Capita	\$266,139
Taxes - Property	\$32,203
Telephone	\$7,328
Utilities	\$15,956
Total Expenses	\$2,053,343
Change in Unrestricted Net Assets	-\$1,050,025



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

Years of waiting on the Right to Work and pension lawsuits 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-

ing 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 employment."
- 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, Bridgett McCormack and Richard Bernstein listen to arguments in the Right to Work and 4 percent lawsuits. Monolotee 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 months.

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 attack.

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 segregation.

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.

In the days after the attack, MDOC Director Dan 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 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 certain what instigated his vicious assault. A few weeks earlier, he wrote the accused inmate a ticket for possession of tattoo needles. He doesn't regret finding them – that's his job.

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 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

do the best they can.

"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-

tions.

"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 support.

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.

## COVER 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 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, he said.

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 convinced.

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, justices asked?

"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 worked with the commission to find a resolution, 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 decision.

## 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 lawsuit.**

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



Attorney John Runyan with MCO Staff Attorney Jeff Foldie at a federal courthouse in Cincinnati for a portal-to-portal hearing.

dealing with the unfortunate ruling. First, MCO has filed suit in the state court under the Michigan Minimum Wage Act. Secondly, MCO leaders and attorneys are

discussing the possibility of challenging the decision of the Sixth COA to the United States Supreme Court.

**The fight against what MCO believes was the illegal abolishment of the RUO positions continues.**

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 briefs.

Stay tuned for more info on our legal challenges.

## MCO STATE EXECUTIVE BOARD

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

Tom Tylutki, *President*  
Cary Johnson, *Trustee*  
Ed Clements, *Trustee*  
Ray Sholtz, *Trustee*  
Paul Jones, *Trustee*



## MCO CHAPTER PRESIDENTS

Larry Henley, *Alger*  
Ed Clements, *Baraga*  
Alan Augustine, *Bellamy Creek*  
Wade Wakefield, *Brooks*  
Eric Stott, *Carson City*  
Byron Osborn, *Chippewa*  
Angela Dalton, *Detroit Detention*  
Lee Gatson, *Detroit Reentry*  
Arthur Alvarado, *Cotton*  
Paul Jones, *Egler*  
Joe Voorheis, *FOA*  
Scott Allen, *Forensic Center*  
Scott Waggoner, *Gus Harrison*  
Dave Pasche, *Handlon Michigan Training Unit*  
Rita Wise, *Harro Valley Women*  
Paul Jensen, *Ionia*  
Ricky Ries, *Jackson Cooper Street*  
Michael Wilds, *Kinross*

Kamal Cariuty Jr., *Lakeland*  
Ponda Esu, *Macomb*  
Edward Snively, *Marquette*  
Tim Blain, *Central Michigan*  
Lashae Simmons, *Muskegon*  
Teresa Nolan, *Newberry*  
Christopher Schmidt, *Oaks*  
Ronald Niemi, *Ojibway*  
Joe Hemenway, *Parnall*  
Michael Presley, *Piggley*  
Adam Earley, *Michigan Reformatory*  
Michael Guerin, *Saginaw*  
Monoletoe McDonald, *SAL Program*  
Robert Fisher, *St. Louis*  
Hans Vogt, *Thumb*  
Darren Ansorge, *West Shoreline*  
Jerry Williams, *Woodland*

## MCO CENTRAL STAFF

Mel Grieshaber, *Executive Director*

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

Cindy Kogut, *Bookkeeper*  
Lori Iding, *Grievance Coordinator*  
Stephanie Trapp, *Receptionist/Secretary*  
Jeremy Tripp, *Deputy of Governmental & Community Affairs*

### MCO'S 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 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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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](http://www.mco-seiu.org)  
Editor - Anita (Pere) 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.

Volunteer name(s) and facility \_\_\_\_\_

Volunteer contact number \_\_\_\_\_

Volunteer contact email \_\_\_\_\_

Please list and describe your volunteer activities: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Upcoming volunteer events

What: \_\_\_\_\_

Date and Time: \_\_\_\_\_

Location: \_\_\_\_\_



Left: 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.



Left: Dave Pasche (MTU) and Dennis Beecham (MTU). Above: Vice President Andy Potter, President Tom Tylutki and Executive Director Mel Grieshaber at the Central Committee meeting.

## LEGISLATORS AND OFFICERS WEIGH ARAMARK, STAFFING SHORTAGE

Sen. Tom Casperson (R-Escanaba) and Rep. John Kivela (D-Marquette) met with about three dozen officers at a corrections town hall meeting in December.

Aramark trouble and short staffing dominated the conversation. The legislators brought up Aramark, and officers shared stories of kitchen problems they'd seen.

Casperson took ownership of the dilemma, said Ed Clements, MCO Executive Board member. Casperson said the legislature is to blame, and he admitted he voted for the bill that forced the Department of Corrections

to put food service up for bid. Casperson has since 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 how to make food service 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

as possible. Casperson and Kivela didn't say if they would



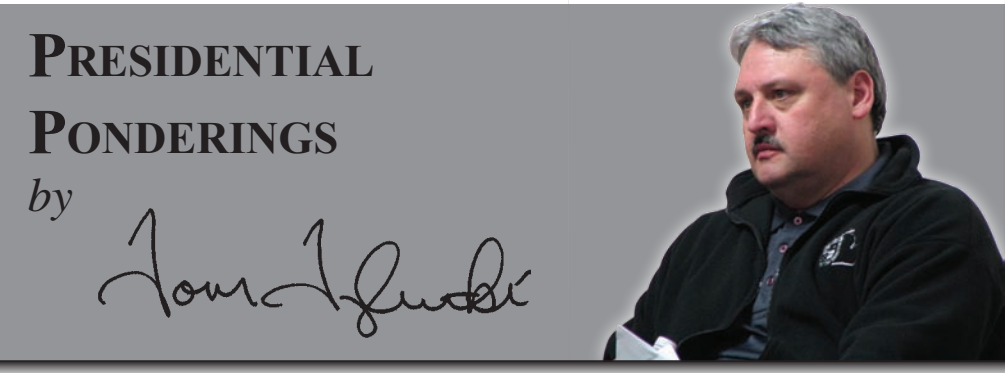
Sen. Tom Casperson and Rep. John Kivela meet with corrections officers in Marquette in December.



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.





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 gauge 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 us in this regard.

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,

*Tom Irluke*

## NEW MDOC DIRECTOR NAMED



Heidi Washington

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 replacement. Gov. Rick Snyder appointed Washington, and she takes over July 1. 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 groups.

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.

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 mingle at a party in this undated photo. Grieshaber at the MCO Central Office, 2013.



tive Board and numerous committees over the decades.

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.



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 scouts. Left: The Boy Scouts American Labor Merit Badge.



## MCO SENDS PLAQUES TO HONOR FACILITY OFFICERS OF THE YEAR

Last month, MCO sent congratulatory plaques to all facility officers of the year to thank them for their professionalism and positive representation of Michigan corrections officers.

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

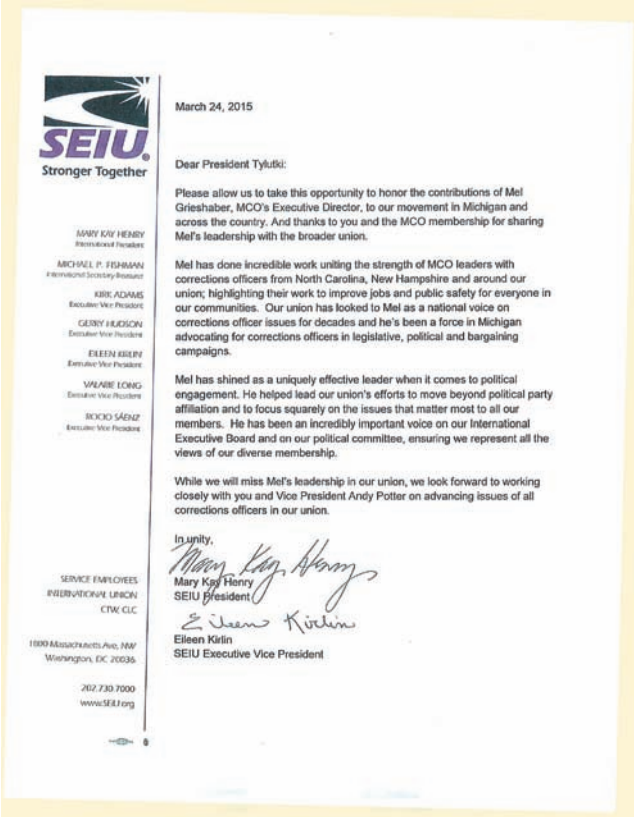
MCO is very proud of the excellent members chosen as officers of the year, but union leadership declined to participate in the selection process and banquet again this year. MCO officials still believe the Department administration does not genuinely care about officers. This is seen through budget reduction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

MCO's request for a CO week proclamation every year for more than 30 years.



West Shoreline Chapter President Darren Anson presents MCO's congratulatory plaque to Donnisse Gooden, MTF's officer of the year.



## BARGAINING SURVEYS SENT

Bargaining surveys were mailed to members in late May.

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.

Revenues	Amount
Membership Dues	\$834,544
Non-Member Fees	\$12,688
Interest	\$777
Loss on disposition of assets	-\$120
From Affiliates	\$2,880
<b>Total Revenues</b>	<b>\$850,769</b>
Expenses	
Arbitration	\$5,080
Books	-\$3,379
Collective Bargaining	-\$2,555
Computer	\$6,638
Continuing education	-\$324
Contributions	\$13,100
Depreciation	\$17,873
Insurance	\$41,816
Leased Equipment	\$2,819
Legal and Accounting	\$39,623
MCO Report	\$4,727
Meetings and Conferences	\$78,837
Office and Administrative	\$11,989
Organizational Unity materials	\$47,924
Organizing	\$4,311
Internal Organizing	\$1,177,278
Pension Contribution	\$55,221
Picket	\$1,082
Postage	\$11,410
Repairs and Maintenance	\$11,879
Salaries	\$282,629
SEIU Political Education and Action Account	\$60,100
Social activities	\$3,015
Taxes - Payroll	\$16,328
Taxes - Per Capita	\$261,574
Taxes - Property	\$4,586
Telephone	\$8,493
Utilities	\$17,550
<b>Total Expenses</b>	<b>\$1,002,364</b>
<b>Change in Unrestricted Net Assets</b>	<b>-\$151,595</b>

Statement of Activities 4th Quarter 2014

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## MDOC HIRES THOUSANDS TO OFFSET RETIREMENTS

The Department of Corrections has hired more than 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

one. "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 a prison.

"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

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.



STORY CONTINUES >>>







PRESIDENTIAL  
PONDERINGS  
by



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 survive.

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 occurrences.


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.



Tom

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 shipped 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 cindyj@mco-seiu.org or leave a message when you check out.

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.



Clockwise from top: A team at the UP Crisis Fund Golf Outing. Framed photos and memorabilia auctioned off at the UP outing. Ledge Meadows golf course. MCO Board member Ed Clements and his wife at a raise money for the Crisis Fund. A winning team at the downstate golf outing. Team members are Barry Wickman, Loree Read, John Rubitschun and Russ Cilibraise. Left: Martin-Foldie Law Firm's team at the downstate outing.

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 ride.

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

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

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



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## WORKING TOWARD A FAIR CONTRACT

Bargaining between MCO and the Office of the State Employer opened Aug. 19.

As in past years, the Executive Board is serving as the bargaining team. President Tom Tylutki is MCO's chief negotiator. Marie Waalkes, Director of the Office of the State Employer, is leading negotiations for OSE. Waalkes reports to Gov. Rick Snyder.

The Board is negotiating with input gathered from the 882 surveys returned. Board members have also taken guidance from chapter presidents. At an Executive Council meeting late last year, presidents and the Board combed through every contract article and discussed what updates should be considered.

So far, the state and MCO have passed tentative agreements on certain contract articles that don't require significant changes. There has been some debate on controversial topics.

Wages and benefits typically are the last piece of the contract to be settled. OSE has refused to allow the Coalition of State Employee Unions, which includes MCO, to bargain together on items with an economic impact, like wages and health care. OSE also refused to allow 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 treasury department in August. The state and nation's economic forecast is mostly positive. Michigan's unemployment has fallen to 5.3 percent, and consumer confidence is high.

"We think the positive signs outweigh the negative signs," Jay Wortley, with the Michigan Department of the Treasury, said.

But a continuing revenue drain is the Michigan Eco-

STORY CONTINUES ➡➡➡

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.



## BARGAINING CONT.

monic 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?)

## 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 decent career.

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 early 1990s, rumors swirled that Reuther would close too. Miller again found himself running from closure. He told a friend about his dilemma, and he encouraged 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 a rapport with patients and you do that by showing your sincerity and taking care of their needs,” Miller

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

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. They didn’t disclose their reasons to the union.

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

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.

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 Tylutki 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 takes to arbitration. And once a case goes to arbitration, any settlement offer from the employer becomes void. That’s why we’re working to educate members on how staff and the Board determine what cases should go to arbitration.

This winter, MCO will host an in-depth leadership training with a panel of arbitrators for current and future union leaders. We plan on sharing the content of the meeting in a future MCO Report and on the website, so all members can learn more about grievances, arbitrations and leadership.

Stay tuned for more details.

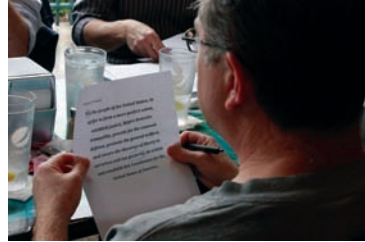
## MCO WELL ON ITS WAY TO A STRONGER UNION, THANKS TO INITIATIVES

MCO is making strides on our strategic initiatives for member strength and future growth.

Many members have big-picture concerns and hopes for their future and the future of their families, labor unions and our country. MCO leaders



Clockwise left to right: MCO Treasurer Bill Henderson leads a listening meeting at Macomb. An exercise at the listening meeting for West Shoreline. The West Shoreline listening meeting. Consultant Simon Greer is at right.



have hopes and concerns, too. We fear more attacks could come in the future, but we hope MCO can

retain and inspire members to take action to keep labor strong. MCO enlisted the help of consultant Simon Greer to make our goals a reality.

Here’s an update on our initiatives:

### Member Listening Initiative

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 facility. As of this writing, an October date was being finalized. At the meeting, we’ll talk to members

## CHARLES SINCLAIR CLASS GRADUATES; BARBARA BOUCHARD CLASS STARTS IN SEPTEMBER

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.

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 state.

“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.

## MCO CHILDREN’S DAY PICNIC FUN FOR THE WHOLE FAMILY

Another successful Children’s Day picnic is in the books!

This year’s event featured Disney characters, a DJ, games for kids, bounce houses, and of course tons of fellowship and food. Back packs and school supplies were given to children.

The annual picnic is organized by MCO members in the Detroit area.

## CONGRATULATIONS TO MCO AND UNION PLUS SCHOLARSHIP WINNERS!

The daughter of an MCO member won a \$500 scholarship from Union Plus.

Chelsea Ross, daughter of Chippewa member Timothy Ross, was one of only six SEIU members to win a Union Plus scholarship.

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 with a 3.9 GPA.

A statement from Union Plus described Chelsea as grateful for the benefits union members, including her father, are provided. “A union is almost a



Clockwise from top left: Vice President/Chief of Staff Andy Potter speaks to a recruit at MCO’s OIT reception in July. Director Heidi Washington speaking at a graduation ceremony, while class namesake Charles Sinclair listens. Recruits at their graduation ceremony. MDOC Honor Guard Presentation of the Colors. Recruits prepare to enter the ceremony.

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

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

### Corrections Fatigue Research and Awareness Initiative

Substantial work will start on this initiative in early 2016.

The first step, which has already begun, is creating a repository of published studies on corrections fatigue.

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.

To express interest in these initiatives or to give feedback, go to [mco-seiu.org](http://mco-seiu.org). Thanks for your participation and support!

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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.

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](http://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.

Volunteer name(s) and facility \_\_\_\_\_

Volunteer contact number \_\_\_\_\_

Volunteer contact email \_\_\_\_\_

Please list and describe your volunteer activities: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Upcoming volunteer events

What: \_\_\_\_\_

Date and Time: \_\_\_\_\_

Location: \_\_\_\_\_



## Looking for legislative updates?

Legislators have been on summer break, so there hasn’t been much action on the bills MCO is monitoring.

To get the most up to date information on legislative action, go to [mco-seiu.org](http://mco-seiu.org).

