



SUPREME COURT TAKES UP RIGHT TO WORK, 4% TUES., JAN. 13

The Michigan Supreme Court will hear arguments in the Right to Work and 4 percent lawsuits next Tuesday.

In both cases, state employee unions are arguing the Michigan Constitution gives the Civil Service Commission sole authority over state workers' employment conditions. The legislature stepped out of bounds when it passed RTW for state employees and a law requiring those in the de-

financed benefit plan contribute 4 percent of their wages to the pension plan.

The Right to Work suit will be heard at 9:30 a.m. and will be followed by the 4 percent case. Court hearings are open to the public, so members are welcome to attend. Please arrive early—we anticipate the courtroom will fill up fast.

The Supreme Court is located at the Michigan Hall of Justice, 925 W.

Ottawa St., Lansing, MI 48915. Members may park at MCO or pay to park at the courthouse.

MCO has confirmed the hearings will be streamed online. Go to courts.mi.gov/courts/michigansupremecourt and click "watch live video of oral arguments" on the right. After the hearings, you can watch recordings in the "find archived oral argument video" section.

AROUND THE STATE: DRF INMATE TRIES TO ESCAPE AGAIN; MASSIVE FIGHT AT ARF SENDS ONE TO HOSPITAL

A Carson City inmate attempted to escape for a second time last week.

Staff spotted the Level IV prisoner as he approached the perimeter fence the morning of New Year's Eve. A motion-sensing wire detected him. He went to seg and officers took an emergency count.

The prisoner had attempted to escape DRF at least once before, an officer said.

According to OTIS, the man is serving time for an escape in Kalamazoo County in 2009. He is also

serving sentences for breaking and entering, home invasion and burning property.

Five shanks and two locks in socks were found after a 12-inmate fight at Gus Harrison Tuesday.

A prisoner was hit in the head with a laundry bag containing batteries and was stabbed near his right shoulder. He was taken to a hospital.

The fight broke out on the north front yard. The dozen inmates involved are in seg.

MCO EXECUTIVE DIRECTOR TO RETIRE THIS SPRING

Executive Director Mel Grieshaber has announced he will retire in May. Anyone interested in filling the position may send a resume to MCO, Attn: Anita Lloyd, 421 W. Kalamazoo St., Lansing, MI 48933.

This person will operate as chief of staff. A job description and more info will be in the next KYI.

IN MEMORIAM: DENISE INGRAM, ALETHIA SINGLETON



Two members of the MCO family passed away late last month.

RGC officer Denise Ingram died at home Dec. 23. She had 27 years with the MDOC. Her funeral was Jan. 3 in Muskegon.

Member Alethia "Lisa" Singleton passed away on Christmas Day. She worked at Macomb and had been an officer for 21 years. She leaves behind a daughter, grandsons, four sisters, a fiancé and several other family members and friends. Her funeral was also Jan. 3.

Please keep the family and friends of these women in your thoughts and prayers throughout this difficult time.

FRIDAY IS THE DETROIT PISTONS' FIRST RESPONDERS' NIGHT!

Now that the stress of the holidays is over, relax with a night out at the Detroit Pistons!

A special First Responders' Night will be Friday, Jan. 9. The Pistons take on the Atlanta Hawks at 7:30 p.m.

Enjoy a birds-eye view of the game in Club 300. Club 300 ticket holders will also get free food and drinks and the chance to meet Pistons entertainers. Tickets are \$60.

Arena seats are also available for \$45.

A portion of the proceeds will benefit the Detroit Police Lieutenants and Sergeants Association; the Detroit Firefighters Association; and the Detroit Police Officers Association.

Tickets must be purchased before 5 p.m. Jan. 9. To get tickets, call Nicole at (248)375-4065 or email her at nlaidlaw@palacenet.com.



SUPREME COURT HEARS ARGUMENTS, FIRES QUESTIONS AT BOTH SIDES

As expected, the Michigan Supreme Court heard arguments in the 4 percent pension lawsuit and the Right to Work suit Tuesday.

Reactions to the hearings were mixed. Some reporters and spectators from MCO thought justices questioned both sides equally, while others say they seemed to go easier on the state's attorneys. Keep in mind, the court has a 5-2 Republican majority.

Central to Tuesday's arguments was a debate over how much authority the Civil Service Commission actually has. In the 4 percent case, more than one justice brought up the fact that the MCSC has no funding mechanism independent of the legislature, which seems to undermine its ability to make pension decisions.

Attorneys also disagreed on what it means for the MCSC to regulate

conditions of employment, as stated in the Michigan Constitution. The state's attorney argued a collective bargaining agreement is not a condition of employment.

A more in-depth story will be in the next MCO Report.

The justices have no deadline in making a decision. We'll keep you updated.

AROUND THE COUNTRY: TEXAS PRISON BUS CRASH KILLS 10; ARAMARK FOOD PROTESTS CONTINUE AT THE OAKS

Two officers and eight prisoners died in a catastrophic prison bus crash in west Texas this week.

The bus slid off an overpass, fell down an embankment and collided with a freight train. Ten people on the bus were killed, and the five others on the bus were taken to hospitals for serious injuries, according to media reports. No one on the train was hurt. The train was carrying UPS packages, which were strewn across the wreck site.

The deceased officers have been identified as Christopher Davis, 53, and Eligio Garcia, 45. Garcia's funeral is tomorrow and Davis' is scheduled

for next week.

Please pray for all of those involved.

Hundreds of inmates skipped meals on New Year's Eve and Jan. 2 at ECF.

They were protesting food quality and kitchen conditions. Prisoners heard the state pays Aramark per meal served, so they stayed in their housing units during lunch those two days, an officer said.

On Dec. 31, 57 out of about 370 Level II inmates went to chow. On Jan. 2, 384 out of about 740 Level IV prisoners ate.

MCO ACCEPTING RESUMES FOR CHIEF OF STAFF POSITION

The Michigan Corrections Organization is seeking a Chief of Staff.

The position will begin spring 2015. The COS would be responsible for supervising approximately nine staff and would work under the direction of the MCO Executive Board.

Other responsibilities would include overseeing/directing MCO programs and policies. General knowledge of labor issues, politics

and the legislative process are needed. A pro-union philosophy is required.

The position requires some in and out of state travel and occasional night or weekend work. Salary is commensurate with knowledge and experience and includes health and pension benefits.

Email cover letter and resume to anita@mco-seiu.org.



IN MEMORIAM: JIM PAFFEL, RANDY HINDS

It's with a heavy heart

we share two retirees have passed away.

Randy Hinds worked at the Oaks. He started in 1987 and retired in 2008. No funeral arrangements have been announced, an Oaks officer said.

Jim Paffel worked at the Forensic Center for 25 years. He retired in 2006. A celebration of his life will be 1 p.m. to 3 p.m. Jan. 24 at the Harry J. Will Funeral Home in Wayne, MI.

Please keep the family and friends of these men in your thoughts. May they rest in peace.

STAFFING CRISIS!

MCO continues to press the MDOC to bring back the Correctional Officer Academy.

With less than 60 new recruits now being trained at six community colleges, MDOC will continue to suffer increased vacancies as officers retire. Overtime and mandatory overtime is through the roof. MCO will not give up and is talking to legislators as well, as they are about to begin budget discussions.



BULLETIN

JAN. 23, 2015

MDOC REINSTATES TRAINING ACADEMY

MCO ANTICIPATED SHORTAGE, ADVOCATED FOR ACADEMY'S RETURN

The Department of Corrections will return to state-operated, paid training academies this spring.

The Department hopes to hire more than 300 recruits from the first few classes.

“New recruits will become state employees as soon as they begin training and their room and board will be covered by the department while they attend classes,” MDOC announced today.

Starting pay is \$16.32 per hour.

MCO has pressed the Department and legislators to reinstate the paid training academies to alleviate the statewide staffing crisis. President Tom Tylutki sent formal letters to Director Dan Heyns. Executive Director Mel Grieshaber has given several media interviews about the crisis, including one just last week in the Lansing State Journal. MCO thanks the Department for this much-needed move.

The return to centralized academies 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.

Applications are available at michigan.gov/corrections.

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SNYDER ANNOUNCES PLAN TO MERGE DHS, DCH IN STATE OF STATE ADDRESS

In his state of the state address Tuesday, Gov. Rick Snyder proposed combining the Department of Community Health and the Department of Human Services. The resulting department would be the state's largest, followed by corrections.

Merging the departments would streamline the delivery of services to

clients and address the cause of their issues, Snyder and other officials said in media reports.

MCO is trying to ascertain what, if any, impact a merger could have on FSAs.

Also of note was Snyder's plug for the road funding ballot initiative. Voters will be asked May 5 to in-

crease the state sales tax to fix roads and support education, mass transit and local governments.

Snyder hardly mentioned this year's \$325 million budget deficit revealed last week. Business tax credits created the shortfall. 2016 budget work starts next month and additional shortfalls are expected.

AROUND THE STATE: SEVERAL BRAWLS, WARNING SHOTS AT MR; GANG FIGHTS AT MBP

A rash of fights at Michigan Reformatory has kept officers busy. Notable events:

1/12 – Nine inmates sent to segregation after three separate altercations. Shots fired from post during afternoon fights. Facility was locked down. Three officers were sent to hospitals after intervening in fights. All of them have returned to work.

1/13 – Five prisoners to seg for weapons and assaults.

1/14 – One prisoner to seg for possession of a weapon.

1/17 – Nine inmates to seg. Four separate fights. Facility placed on lock down.

1/18 – Two-on-one prisoner assault. Another inmate was stabbed and taken to a hospital for treatment.

1/19 – Five prisoners to seg after a two assaults.

1/20 – Eleven inmates to segregation for assault, weapons and threatening behavior.

The prison went back to normal operations today.

Marquette officers had to use Tasers and gas to break up a fight Jan. 16 between two Level 5 inmates. Officers think the fight was gang-related.

About an hour later, a two-on-one fight broke out. Tasers and gas were used to break up the altercation, which was related to the earlier fight. A warning shot was fired.

Correction: The Jan. 16 KYI story about the Oaks contained an error. The correct information is that on Jan. 2, 384 out of 740 general population (levels II and IV) inmates ate.

FEB. 28 FUNDRAISER WILL BENEFIT IBC OFFICER

MCO members, please come to a special event to benefit a brother who is struggling with an undiagnosed medical condition.

WHAT: A dinner, cash bar, raffles and auctions to support Stephen Miller, a former MCO member and chapter official at Bellamy Creek.

WHEN: 5:30 p.m. Saturday, Feb. 28

WHERE: Sts. Peter and Paul School gym, 1433 Hamilton NW, Grand Rapids, MI 49504

The cost of admission is a donation. There will also be a cash bar, raffles and auctions at the event. Money raised will go toward medical testing and treatment for Miller.

Miller was an IBC officer for more than 10 years and had served as the MCO chapter secretary and vice president. He is now on a waived rights medical leave.

Get more details and read more about Miller in a flyer available at mco-seiu.org.

MDOC BRINGS BACK STATE-RUN, PAID ACADEMIES

Earlier today, MCO issued a bulletin on the Department's decision to return to the centralized training academy. This is excellent news!

Read the bulletin at mco-seiu.org/publications/kyi.



MCO STILL WORKING TO GET THOSE WHO PAID FOR TRAINING REIMBURSED

Since the MDOC announced the return of paid academies a week ago, MCO has received several inquiries about whether those who financed their training will be reimbursed.

This decision is ultimately up to the MDOC administration. MCO has asked them repeatedly, as every new

development in this failed experiment came to light, to compensate those who funded their own training.

While MCO is pleased with the state-run academies' return, we know the switch to the colleges, then switch back, has been confusing and frustrating for many. We will contin-

ue to ask the Department to "make things right" by their employees and reimburse those officers who paid. MCO is also talking to legislators about this issue. The state budget process starts in early February.

We will keep you posted on any updates.

AROUND THE STATE: MURDERER ATTEMPTS TO ESCAPE JCF; CRITICALS SPIKE AT LRF

An inmate serving a life sentence for murder attempted to escape from Cotton Thursday.

An alarm sounded at about 6:30 p.m. in the sally port area. Officers immediately responded and found a prisoner climbing the inner-side of the sally port outer fence. He complied when staff ordered him to get down. He had scaled the first fence by covering the razor wire at the top with a wool blanket and then sliding down torn sheets. Officers took an emergency count and all inmates were accounted for.

The prisoner had minor injuries. No staff injuries were reported.

The convict had just arrived at

Cotton Jan. 23. He is now in segregation.

Good job to the staff who quickly thwarted this escape attempt!

There were several fights Jan. 24 at Brooks, and two inmates were stabbed.

The assaults happened when Dublin unit, a Level IV, was open for yard time. The unit was locked down after the fights.

Criticals have been through the roof this month, an LRF officer said. About a week ago, an inmate tried to slash another prisoner while on the yard. The "victim" turned around and punched the attacker.

And about two weeks ago, a Level II inmate had a drug overdose while on the yard. An officer said the prisoner had consumed uncut heroin. He was taken by ambulance to a hospital, and he survived.

Top MDOC administrators made surprise visits to the facility this week.

Aramark contract monitor Ed Buss has left the job after less than five months, according to media reports.

Scant details were provided about his departure. Officials wouldn't say if he was fired.

MDOC is looking for a new contract monitor.

MOUNT CLEMENS HOCKEY MATCH SUPPORTS OFFICER HAMMOND'S KIDS

A special hockey game Saturday will benefit the children of Clarence Hammond III, the MRF officer killed outside his home three years ago.

The MDOC Black Knights and a Detroit police officers' team will face off at 7:30 p.m. tomorrow at the Mount Clemens Ice Arena at 200 North Groesbeck. Tickets are \$10, and kids 12 and under are free.

There will also be a 50/50 raffle and Score-O (a game in which a player shoots a puck into a modified net) for the chance to win \$500.

This is the second annual hockey game to support Hammond's kids. Money raised will go to their college savings accounts.

Hammond's murder remains unsolved. MCO is working with Crime

Stoppers and has offered a \$5,000 reward for information leading to an arrest in Hammond's death. MCO has also donated \$10,000 to his children's college fund.

MCO will never forget this tragedy. We are still hopeful his killer will be apprehended.

For more info about tomorrow's hockey game, contact Macomb Sgt. Warner at warnerj3@michigan.gov.



MDOC DIRECTOR ANSWERS QUESTIONS FROM NEW LEGISLATORS

On Thursday, MDOC Director Dan Heyns appeared before the House Appropriations Subcommittee on Corrections.

It was the first meeting of the subcommittee this legislative session and was used as an opportunity for the Department to discuss goals and a mission plan for the upcoming year.

Lawmakers shared their concerns, including the aging inmate population, Aramark and the training academy.

“It was my hope we could transition to the model used by law enforcement agencies where community colleges train and educate people. (I) believe it gives you a high-caliber individual with investment ...” Heyns said.

Heyns said the department is hir-

ing rapidly as nearly 1,000 officers are needed. A large number of COs hired in the 1980s are reaching retirement age. Heyns iterated that he hopes to revert back to community college training once the current staffing crisis is resolved via state run academies.

Also regarding staffing, Heyns said 10 percent of MDOC staff has been trimmed since he came on board. He didn’t specify whether cuts were due to attrition or layoffs, but the food service restructuring in 2013 was included in the assessment.

Surprisingly, Heyns said he thinks it’s time to turn monitoring of the Aramark contract back over to MDOC.

Independent monitor Ed Buss left under mysterious circumstances after just

five months on the job. Heyns admitted Aramark still needs to make improvements. Aramark will allegedly save the Department \$16 million this year.

Meanwhile, MDOC expects to begin spending much more on inmate health care. According to Heyns, of the 43,000 inmates in Michigan prisons, about 8,000 are over 50 years old. That means increased medical costs.

Heyns mentioned criminal justice reform bills introduced last session. Two bills that called for presumptive parole and probation changes did not pass, in large part due to opposition from law enforcement groups and the attorney general.

Lawmakers start work this month on the 2016 fiscal year budget.

AROUND THE STATE: SECURITY INCREASED ONE YEAR AFTER ESCAPE; BUSINESS AS USUAL AFTER CO ASSAULTED AT LRF; DRUGS THROWN OVER FENCE AT MTF

Security measures were stepped up at facilities around the state last weekend – the one-year anniversary of Michael Elliot’s escape from Ionia Correctional Facility.

At ICF, the PSVs made constant rounds and the sally port tower was manned. Movement was limited during hours of darkness. At several facilities around the state, gun towers were manned and PSVs made constant rounds. Officers also conducted extra counts at some prisons.

These actions seem to indicate the Department administration knows PSVs and staffed gun towers prevent escapes. Why aren’t we doing these things every day?

A Brooks officer says movement continued as normal in a Level IV unit after an inmate assaulted a CO Wednesday.

The CO was punched three times in

the face and was taken to a hospital. He suffered chipped teeth and cuts on his face. The attack happened at about 5:20 p.m.

Dublin unit was not locked down; movement continued as usual. Volunteers were even allowed in the unit after the assault. Officers are questioning why Brooks units are frequently locked down after an assault on an inmate, but not on an officer. What message does that send?

A West Shoreline prisoner was caught retrieving contraband thrown over the fence behind Evanston unit Jan. 29.

Marijuana, cocaine, scales, cell phones, chargers, lighters and a screwdriver were packaged in pop bottles and apparently tossed over the fence. An inmate wrapped himself in white towels to blend in with the snow and walked out to get them at about 5:30 p.m. – in broad daylight.

MTF is a Level I facility.

Officers pushed for perimeter security changes at a labor management meeting this week.

The prison administration agreed to create a larger buffer zone around the perimeter fence in the back 40 yard by putting up an orange snow fence. An officer said COs can easily see if an inmate crossed the orange fence.

A warning shot was fired to break up a fight in a Level V unit Jan. 30 at Marquette.

The post officer ordered the inmates to stop fighting. They didn’t quit until a warning shot was fired into the bullet trap. The inmates were taken to seg.

The warning shot ended the fight this time. But an MBP officer said warning shots are becoming so frequent, he thinks inmates and officers are becoming desensitized to them.



CUTS LOOM AS STATE BUDGET TALKS CONTINUE

On Thursday, the House and Senate Appropriations Committees approved Gov. Rick Snyder's executive order to reduce state government spending for the current fiscal year by \$102.8 million.

Included in the order are \$17.8 million in Corrections cuts achieved by reductions to multiple programs, including workers compensation, electronic monitoring, prisoner re-entry and food service.

In addition, 20 prisons along with

SAI have been assessed monetary amounts to reach the reduction goal.

At this point, it is unclear how these savings will be achieved but "efficiencies" are expected to play a large role.

The House Appropriations Committee also advanced HB 4112 which cuts \$93.1 million from various departments. The bill includes an additional \$2.9 million cut from the Department of Corrections by shifting the funding source of parole and probation oversight fees.

Snyder's budget proposal for the 2016 fiscal year, which begins Oct. 1, calls for a decrease of \$65 million in the general fund corrections budget.

One source of savings will be the relocation of Kinross Correctional Facility. KCF inmates will be moved to the former Hiawatha Correctional Facility next year. No job losses are expected.

Budget hearings are expected to take several months and carry into early summer.

AROUND THE STATE: MCF OFFICERS UNCOVER ESCAPE PLAN; POSSIBLE ESCAPE ATTEMPT STOPPED AT STF; AMF OFFICER INJURED; FIGHTS CONTINUE AT MR

Muskegon officers thwarted a murderer's apparent escape plot Wednesday morning.

COs were doing a routine search of the yard when they found an inmate uniform painted black, lying in a trash can. In one of the pockets, they found hair clippings. Custody staff were able to identify an inmate number on the shirt. They searched the prisoner's cell and found a state-issued coat that had been painted white, a homemade compass, homemade maps, flashlights, yarn, oatmeal, meat, cheese and bottled water.

The inmate was in the honors unit due to good behavior. His placement in the honors unit may have provided him access to some of the items.

Patrick C. Daniel, the prisoner accused of planning an escape, was convicted in the murder of two people in the early 2000s, according to a media report.

Excellent job, officers! Despite ever-increasing demands to do more with less, you are still vigilant and keeping

communities safe.

A Central Michigan inmate crossed an e-field fence Sunday in what was possibly an escape attempt.

He triggered a zone alarm, and staff immediately responded and apprehended him. He did not reach the perimeter. The prisoner was in a Level I outpatient mental health housing unit. He was on a call out to use the law library at the time of the possible escape attempt.

Also over the weekend, a Level I inmate threw boiling water on a sleeping prisoner. The victim's face is blistered and peeling, an officer said. The assailant was attacked later in the day. The assaults are related to debts among the prisoners, an officer said.

A Baraga inmate headbutted an officer Wednesday, and the officer sprained his wrist while restraining him.

Two officers were escorting the

Level V prisoner to the rec yard when he headbutted one of the COs. The officers restrained him. The injured officer went to a hospital for wrist pain. He returned to work on light duty.

A Michigan Reformatory inmate needed staples and stitches after he was stabbed in the neck and head Feb. 6.

Several inmates in his Level II unit cornered him near the showers and assaulted him. Five inmates were sent to segregation. The attacked prisoner also went to seg for protection.

Other recent events at MR:

1/30 – two to seg for fighting; one to seg for possession of a weapon

1/31 – one to seg for possession of a weapon

2/1 – fight in front of chow hall

2/3 – one to seg for assault on staff; seg officer dressed out with water

2/4 – two to seg for fighting

2/5 – two to seg for assault and battery on staff; two to seg for fight in chow hall



AROUND THE STATE: STAFF ASSAULTS AND OTHER ACTIVITY AT DRF, MR AND IBC

A Carson City prisoner assaulted an officer Thursday night, leaving him with head lacerations and two facial fractures.

The CO was attacked while carrying out a routine shake down in 1200 unit, a Level IV, at about 9 p.m., an officer said. The officer suffered a broken nose and orbital bone near his eye. He was treated at a hospital and released.

1200 unit was locked down.

The officer who spoke with MCO didn't know of any weapons being used in the assault.

Please join MCO in wishing this officer a full and quick recovery.

Recent events at DRF:

2/14

- Inmate in possession of 6-inch steel

rod.

2/16

- One to segregation and one to non-bond top-lock after a fight. A 5-inch piece of steel was found near the area of the fight.

- Inmate found in possession of two padlocks attached to sock and laundry bag.

A Michigan Reformatory officer has returned to work after being assaulted Monday.

The Level IV inmate was released from his cell to use JPay and punched the CO. The officer's lip required three stitches and his nose needed glue stitches.

He returned to work Wednesday.

Other events at MR:

2/17

- Two inmates to seg for assault.

2/18

- Three-prisoner fight on yard. All three to seg.

2/19

- Inmate stabbed 27 times in his cell.

Three inmates to seg.

- Inmate to seg for assault and battery.

A Bellamy Creek inmate punched a librarian in the face Feb. 15.

The librarian's nose was bloodied, but he wasn't seriously injured, an officer said.

The prisoner has been transferred to ICF.

REINTRODUCED GUN BILL PASSES FIRST TEST WITH HELP FROM MCO'S TESTIMONY

The House Judiciary Committee approved a new version of the gun bill at a hearing Tuesday.

H.B. 4159 would allow current and retired state corrections officers to carry firearms in pistol-free zones.

Jeremy Tripp, MCO's deputy for community and governmental affairs, testified that COs receive extensive firearm training in areas such as use of force and handgun retention. Officers complete 32 hours of initial firearms

training and four additional hours every year, he told the committee. Officers already carry firearms in restricted places, such as hospitals, while they're on the job. Tripp was one of about a half-dozen people who testified on the bill. Others who spoke opposed the bill on grounds that it creates an exception for certain people. Most said they wanted to see gun-free zones eliminated entirely. Rep. Joel Johnson, the bill's sponsor, said he agrees, but hopes this

bill is a step in that direction.

The judiciary committee passed the bill 9-2 with bipartisan support. Next, the bill goes before the entire House of Representatives for a vote. Officers, please contact your representative and ask them to vote yes on H.B. 4159. You can look up your representative on the MCO website.

The proposed legislation was reintroduced last month because the Senate did not take a vote on it last term.

READ THE WINTER 2015 MCO REPORT NOW

The Winter 2015 MCO Report is online now.

Read about Kevin Ott's recovery and his reflections on what could have

possibly prevented an inmate's brutal attack on him last fall.

There are also stories on MCO's legal fights (including the Right to Work and 4 percent lawsuits argued last month before the Michigan Supreme Court), lobbying efforts, Shop With a Cop and more.

Check it out at mco-seiu.org.



SCHOLARSHIP REMINDER!

Don't forget, SEIU scholarship applications are due March 2.

Children of MCO members can apply for the SEIU scholarship program.

MCO also has its own scholarship program for children of members. The deadline for MCO's scholarship is in June.

More information is available at mco-seiu.org.



HOUSE PASSES GUN BILL; FAILED CRIMINAL JUSTICE BILLS BACK ON THE TABLE

The Michigan House of Representatives has passed H.B. 4159, which would allow current and retired COs to carry firearms in pistol-free zones.

The bill was passed 89-21 with bipartisan support.

Next the bill will go to the Senate Judiciary Committee. If it passes a committee vote, it could be called for a vote before the entire Senate.

MCO officials are pleased this bill has been moving along. Let's keep the momentum going — call your senator and ask for a yes vote, if H.B. 4159 is called to the Senate floor for a vote. You can look up

your senator at mco-seiu.org.

To those who contacted their representative this month in support of H.B. 4159, thank you! Your voice makes a difference in Lansing.

Two criminal justice reform bills that failed in the last legislative session have been reintroduced.

If approved, H.B. 4137 would put a two-year cap on probation for certain offenders. The five-year cap would remain for those convicted of certain crimes. H.B. 4138 calls for presumptive parole when inmates reach their minimum

sentence, with some exceptions.

The bills died at the end of the last legislative session after the attorney general and certain law enforcement groups spoke out against them.

Representatives Kurt Heise and Martin Howrylak reintroduced the bills earlier this month.

Joe Haveman, the former representative who made the first push for the bills, testified in favor of the bills before the House Criminal Justice Committee this week. The committee did not take a vote. A future hearing date has not been set.

We'll keep you posted on these bills.

AROUND THE STATE: STOP ORDERS AT ST. LOUIS; SPUD JUICE AND MORE AT SRF

Two Aramark workers at SLF were put on stop order for overfamiliarity this month.

One stop order came this week, and the other was issued earlier this month. In both cases, a woman working for Aramark was allegedly overfamiliar with an inmate working

in food service.

Recent events at Saginaw:
2/20

- Inmate found in possession of a weapon during strip search.

2/22

- Three-inmate fight in 500 unit. All

three taken to seg.

- Two-inmate fight in 600 unit while returning from chow.

2/24

- One ounce of tobacco found in an inmate's area of control.

- Three gallons of spud juice found in an inmate's area of control.

- A tattoo needle found in an inmate's area of control.



LOOK FOR STATE SURVEY MARCH 9

MCO encourages all members to take the state employee survey,

which launches March 9.

State employees will get the survey by email. It can be taken from work or home this year. The deadline to respond to the survey is

March 30. The state takes great efforts to make the survey completely anonymous.

This is your chance to share your true feelings with the Department. Your honest feedback could help the Department improve operations, employee relations or other areas.

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AROUND THE STATE: OFFICERS AT SEVERAL PRISONS SAY KITCHEN PROBLEMS CONTINUE

Metal measuring tools have gone missing from the Alger kitchen.

They were not inventoried. Officers say they didn't get formal notice the items were missing.

Central Michigan inmates sat down and refused to leave the chow hall Tuesday night after the kitchen ran out of Polish sausage.

Kitchen staff prepared about 750 sausages for the eastside of the prison, which houses about 1,100 inmates. Prisoners didn't like the substitutes they were offered—hot dogs or chicken patties. There was also a green bean shortage that evening. Details on the shortages were not in the shift report, an officer said. The only information all officers were given was that chow lines ran until 8 p.m.

An LCF Aramark worker was placed on stop order late last

week.

Officers found love letters between her and an inmate who worked in food service. He was transferred the next day.

An Aramark worker at Gus Harrison was either fired or re-signed this week.

Two rings and a watch were confiscated. Further details weren't available.

RMI OFFICER SAVES A LIFE

CO Scott Minard's training came in handy at a casino last month.

Minard was at a card table when a man said he didn't feel good and then collapsed on the table. Minard quickly gave him CPR. The man gasped and regained consciousness.

Thank you, officers, for all you do inside and outside the facilities.

MICHIGAN REFORMATORY ADDED TO OVERTIME LOA

Michigan Reformatory officers may now work up to 160 hours in a pay period.

A Letter of Agreement approved last September allows COs at some prisons to work extra overtime. RMI was added to the list this week.

To read the letter, go to mco-seiu.org and search for "overtime."

GRIEVANCES MUST BE FAXED, EMAILED OR HAND-DELIVERED

This is a reminder that grievances are accepted via US mail, fax or hand delivery ONLY. Grievances sent via email will not be accepted.

Email is not used because grievances could sit in someone's email box if that person is out of the office, or the grievance could go to a junk folder and not be discovered for several days or even weeks.

Help us ensure your grievances are timely—submit them by mail, fax or hand-delivery only.

MCO AND AIL PARTNER TO GIVE MEMBERS LIFE INSURANCE

MCO has partnered with American Income Life to offer all members a free \$4,000 life insurance policy.

Information on the policy, including a card to designate a beneficiary, will be mailed to all members soon. Return the card, and an American Income Life representative will con-

tact you. The representative will set up a meeting with you to give you a certificate of coverage and speak with you about additional life insurance options. You must agree to the meeting to receive a certificate of coverage.

Watch your mail for more information.

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VICE PRESIDENT ANDY POTTER NAMED AS NEW CHIEF OF STAFF

The MCO State Executive Board has chosen State Vice President Andy Potter to replace retiring Executive Director Mel Grieshaber.

The title has been changed to MCO Chief of Staff as a few duties may shift.

Since Grieshaber announced his retirement four months ago, MCO received about 35 applications. Eight candidates received personal interviews, including five current and former corrections officers and MCO leaders.

Potter brings experience and knowledge and can hit the ground running as MCO goes through change and planning for the future. More info about his background will be in the next MCO Report.

Grieshaber is retiring this spring.

AROUND THE STATE: VICIOUS ASSAULTS AT ST. LOUIS, IONIA, BELLAMY CREEK

Two violent fights broke out 10 minutes apart March 6 at ICF.

At about 3:15 p.m., five inmates were fighting in the Unit 4 A wing shower. Multiple ECDs were deployed to stop the brawl. Officers found a shank in the shower.

Just a few minutes later, officers responded to a fight between two inmates on the Unit 4 yard. The prisoners exchanged "deadly-force blows," and one of them had a weapon. A gun tower officer fired a warning shot into the shot box.

The prison was locked down for about three days, and a few more improvised weapons were found.

Officers attribute the violence to an internal gang dispute.

An intoxicated inmate punched a CO in the face and head last week at SLF during evening chow lines.

Officers pulled the Level IV prisoner to the side because he was yelling and disrupting the lines. He continued to yell and curse. Officers were cuffing him when he spun around and punched one of the officers. They went to the ground, and officers Tased the inmate. The officer went to a hospital.

Later it was determined the pris-

oner had been drinking spud juice.

An IBC officer was punched in the head last week. The Level II inmate was sent to segregation.

And Friday, at least half a dozen inmates went to seg after a fight in the chow hall. More details were not available.

Sewage backed up in the Level I kitchen at Marquette last week.

Officers say food service employees have been pouring grease into drains, which they say led to the backup. The grease should have been put in barrels.

COs had to make brown bag meals in the Level V kitchen for inmates.

MCO DECLINES TO PARTICIPATE IN CO OF THE YEAR BANQUET

Again this year, MCO is not taking part in selecting the officer of the year and will not have an official presence at the annual banquet.

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 and MDOC jointly started the banquet, which was formerly called the Corrections Officer of the Year Awards Ceremony and Appreciation Banquet, and hosted it together for many years. Last year, MCO withdrew from the banquet and officer of the year selection process.

Like last year, MCO will send plaques to officers of the year at all facilities congratulating them.

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BALDWIN PRIVATE PRISON TO REOPEN WITH INMATES FROM OTHER STATES

GEO will reopen the Baldwin prison this summer with inmates from out of state, according to a report in *The Lake County Star*.

The news outlet reports 1,200 to 1,600 out-of-state prisoners could be housed at the facility, which is scheduled to open in July. *The Star* did not

provide the source of those details and said GEO has been tight-lipped. No Michigan Department of Corrections representatives were quoted in the article.

The former Baldwin youth prison, now called the North Lake County Correctional Facility, closed in 2005. GEO

still owns the property. Former GEO employees who are now MDOC corrections officers have told MCO they have been contacted by GEO about job opportunities at North Lake County.

These are all the details we have at this time.

We'll keep you posted.

AROUND THE STATE: OFFICERS INJURED AT CENTRAL MICHIGAN, WOODLAND

A Central Michigan officer was injured while responding to an escape attempt last week.

A prisoner had returned to the facility after being sent out for a mental health evaluation. He refused to go back to his housing unit, and he was sitting near the control center. Eventually, he told staff he would walk to his unit, but instead he bolted toward the west sallyport and climbed the fence.

One CO was running to the fence when he slipped. He injured both legs and isn't expected back at work for several months, an officer said.

Last month, the same inmate ran toward a fence and triggered a zone alarm. He didn't reach the perimeter. He received a ticket, but it was thrown out due to mental health reasons, an

officer told MCO.

The inmate has been transferred to ICF.

Officers say critical information, such as the CO's injuries, is not being shared in daily reports.

An inmate at Woodland punched a CMO after he told him to stop blowing kisses at a nurse.

The officer was punched in the head. Another officer intervened and his rotator cuff was torn. The altercation happened Saturday, and neither CMO has returned to work.

This prisoner has had 25 criticals, including 17 staff assaults, since late 2013, an officer said. Two months ago, he threw feces and urine at another CMO.



IN MEMORIAM: STEPHENSON AND McCALLUM

Retired CMO Tony Stephenson passed away March 4.

He worked at Mound, Ryan and Woodland during his 17-year career. Tony retired in 2011.

Please keep Tony's friends and family in your thoughts.

Tuesday was the 28-year anniversary of Officer Josephine McCallum's death at the hands of an inmate.

McCallum was brutally raped and beaten at Jackson Central. She was found at the bottom of a stairwell. Please keep her and her survivors in your thoughts.

CORRECTIONS BUDGET NEWS

Former MCO Executive Director Mel Grieshaber asked the Senate Appropriations Subcommittee for Corrections to reimburse officers who trained at community colleges.

Grieshaber testified before the subcommittee last week and answered senators' questions about the community colleges.

Grieshaber also reminded senators of MCO's opposition to retirees working part time while still collecting a pension. That provision is scheduled to expire in September of this year.

MARQUETTE, MDOC HOCKEY TEAMS TAKE THE ICE

A new hockey team made up of Marquette Branch Prison staff will compete in their first tournament this weekend to benefit Special Olympics.

The MBP Carp River Bandits will play in the Copper Cup near Grand Rapids. The MDOC Black Knights will also compete in the tournament.

The Carp River Bandits take the ice at 10:30 p.m. on Friday and at 9 a.m.

and 4:30 p.m. on Saturday. The MDOC Black Knights skate at 8:30 p.m. Friday and at 12:50 p.m. and 7:30 p.m. Saturday.

The tournament will be at the Southside Ice Arena, 566 100th St. SW, Byron Center, MI.

Come out and support your co-workers as they raise money for Special Olympics.



KYI

KEEPING YOU INFORMED

APRIL 3, 2015

MCO CRISIS FUND EVENTS PLANNED AROUND MICHIGAN!

Due to large interest in the Crisis Fund golf outing, there will be a special UP outing this year in addition to the traditional downstate outing every August. Here are the details on both events:

UP Crisis Fund Golf Outing

WHEN: Friday, June 19. Registration starts at 10:30 a.m. Shotgun start at noon.

WHERE: Newberry Country Club, 5073 M-123 South, Newberry, MI 49868

COST: \$70 for 18 holes with dinner. \$30 for dinner only.

SIGN UP: Go to mco-seiu.org for a form you can print and fill out. Mail the form and check to MCO Crisis Fund, 421 W. Kalamazoo, Lansing, MI 48933

TO SPONSOR OR GET MORE

INFO: Contact Byron Osborn at (906)440-4232 or Charles Chamberlain at (906)293-6106.



MCO Crisis Fund Golf Outing

WHEN: Friday, Aug. 21. Registration starts at 8:15 a.m. Shotgun start at 9 a.m.

WHERE: Ledge Meadows Golf Course, 1801 Grand Ledge Highway, Grand Ledge, MI

COST: \$65 for 18 holes with lunch.

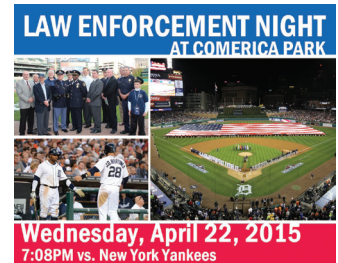
SIGN UP: Go to mco-seiu.org for a pamphlet that includes a golfer sign up form you can print and fill out. Mail the form and check to MCO Crisis Fund, 421 W. Kalamazoo, Lansing, MI 48933

TO SPONSOR OR GET MORE INFO:

The pamphlet on our website includes a sponsor sign up form. Please print it, fill it out and mail with a check to MCO. If you have questions, please call MCO at (517)485-3310.

LAW ENFORCEMENT NIGHT WITH DETROIT TIGERS IS APRIL 22

You've been cooped up all winter – now enjoy spring with the Detroit Tigers!



Wednesday, April 22 is Law Enforcement Night at Comerica Park. The Tigers will host the New York Yankees at 7:08 p.m. Ticket prices range from \$36 to \$54, and \$10 of each ticket will be donated to the National Law Enforcement Officers Memorial Fund. Each ticket order comes with a special Detroit Tigers Challenge Coin.

To get your tickets, visit detroittigers.com/law, or call Kate Walker at (313)471-2233. You can also email Kate at kate.walker@detroittigers.com.

AROUND THE STATE: FOOD LACKING AT LMF; DRF AND SRF UPDATES

Alger continues to have problems with food service.

Last week, an inspector ordered Armark to trash 180 pounds of hamburger due to food safety concerns. And a communications log dated March 18 shows a food service employee asked another worker to "re-date the food items in the fridge."

Inmates complained at the March block representative meeting about small food portions and improperly cooked food.

Recent events at DRF:

3/22 – inmate found in possession of dangerous contraband (rope made out of bed sheets)

3/24 – prisoner assaulted by unknown inmate in the west school. The victim needed stitches

3/28 – inmate to seg for possession of

two weapons

3/31 – inmate to seg for possession of a weapon. Another inmate in possession of dangerous contraband

Recent events at SRF:

3/27 – inmate stabbed in two-on-one fight

3/29 – inmate to seg for possession of a weapon

3/30 – officer found 9-in. piece of sharpened steel behind mirror in 900 unit bathroom

3/31 – officers shook down common areas in 900 unit. Four gallons of spud juice, razors, a tattoo gun and medical lancets were found. Inmate found with dangerous contraband (razor blade)

4/2 – Inmate-on-inmate assault during dinner in 1200 unit. One prisoner struck another with a lock on the end of a sheet. Another two-man fight in 900 unit



IN MEMORIAM:

GENE LAWCOCK

SRF retiree Gene Lawcock passed away March 26.

Lawcock is survived by a daughter, three sons, three grandchildren, siblings, nieces and nephews.

Services were held earlier this week.

Please keep his survivors in your prayers. RIP, Officer Lawcock.

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AROUND THE STATE: SLF, ECF COs ASSAULTED

A St. Louis officer was working the unit 2 small yard Tuesday when he noticed two inmates hiding something.

When he attempted to shake them down, one of the prisoners threw spud juice on him and attacked him. A PSV officer saw the assault and called for backup. COs had to use Tasers to stop the fighting.

The injured officer suffered scrapes on his face. He went to a hospital for treatment.

An Oaks officer was punched in the face Monday while responding to a five-prisoner fight.

The scuffle broke out at lunch time in front of the chow hall. A warning shot was fired, and a Taser was used to stop the fighting. No serious injuries were reported. The officer didn't miss work. The inmates, all Level IV, are now in segregation.

The altercation was gang related, a CO told MCO.

GOVERNOR SELECTS NEW OSE DIRECTOR

The new Office of the State Employer director has experience in law enforcement and with the Michigan Civil Service Commission.

Marie Waalkes is currently OSE's employee health management director. In 2013, she sat on MCSC's impasse panel when MCO and other state employee unions went to impasse on contracts.

Waalkes served 25 years with the Michigan State Police. She started as a trooper and worked her way up to major. She has a bachelor's degree in criminal justice and a law degree.

MCO leaders don't know much about Waalkes. Obviously we weren't happy with the decision the impasse panel made in 2013, but we're hopeful that with Waalkes' background in law enforcement, she will have some understanding of the pressures corrections officers face.

The OSE director is appointed by and answers to the governor.

COs WORKING 12s TO VOTE AHEAD OF BARGAINING

The State Executive Board has authorized a vote at 12-hour shift pilot facilities to gauge interest in continuing 12-hour shifts.

The results of these votes will help the bargaining team understand members' desires. The Board cannot predict what the next contract will look like, but these votes

will be taken into consideration at the bargaining table. Only dues-paying MCO members at the four prisons on 12-hour shifts are eligible to vote. Preparations for implementing the vote are underway.

There will not be any 12-hour shift votes at other facilities for the rest of this year.

TEACHERS' PENSION ARGUMENTS AREN'T LIKE MCO'S

You may have heard that the state Supreme Court decided a case yesterday that concerns teacher pension contributions. The Court said legislation requiring teachers to pay toward their pension fund is legal.

This ruling does not affect the Coalition of State Employee Unions (which includes MCO) lawsuit on the four percent pension contributions. It has no impact on our pension case, and we're still

hopeful our suit will prevail. The arguments in the teachers' lawsuit were based on a different constitutional provision.

The Court of Appeals and lower courts ruled in our favor on the four percent, and we prevailed several years ago when the legislature tried to skim three percent of state employee pay.

We'll let you know when the Supreme Court decides on our case.

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AROUND THE STATE: CO ASSAULTS AT MTU; ICF AND SRF UPDATES

Two MTU officers were assaulted April 10.

It started when a CO stopped an inmate who was heading to a religious service. His shirt was untucked. While the officer was writing down the inmate's info, he was punched three times and knocked unconscious. Another officer was punched in the face twice.

Both of them have returned to work.

Three ICF officers and a sergeant went to a hospital Wednesday evening for possible smoke inhalation.

They came into contact with smoke while extinguishing a fire in an inmate's cell. The prisoner allegedly set the fire. COs believe he

set the fire with paper products and folded them up in his mattress.

The officers have returned to work.

Other events from ICF:

4/15 – An inmate threw urine on an officer; officers had to deploy a Taser to break up a two-inmate fight.

4/13 – A unit 1 inmate broke his TV and locker.

On at least two days earlier this week, several unit 1 inmates refused to let staff secure their food slots.

4/7 – A unit 1 inmate set a book on fire. He started the fire by sticking a comb into an electrical outlet.

SRF events:

4/14 – Two tattoo needles found in cells in 600 unit; one inmate

found in possession of a weapon.

4/13 – Two-inmate fight on D-wing. One prisoner struck the other with a broom. Both inmates sent to seg.

4/11 – Two staff assaults; one inmate found in possession of a weapon.

4/9 – One inmate cited for substance abuse and dangerous contraband; an officer found an 8-inch long weapon under a water fountain in 800 unit.

4/8 – Tattoo needle found in inmate's possession.

4/7 – Two-inmate fight in food service; one inmate to seg for possession of a weapon.

4/4 – Two-inmate fight in food service. One inmate was Tased to stop the fighting.

BELLAMY CREEK FUNDRAISER WILL RAISE MONEY FOR OFFICER WITH CANCER

IBC staff are holding a cookout Thursday to benefit Bryce Angel, an MCO member who has terminal esophageal cancer.

\$5 gets you a bratwurst, chips and a drink. Participants are also

asked to bring a dish to pass. The cookout will be under the pavilion near the parking lot. Food will be available all day Thursday, starting mid-morning.

Angel was diagnosed early this

month. Doctors say the cancer is in his esophagus and liver.

Please join the IBC chapter in supporting one of our own during this difficult time.

GOLF SHOOT OUT TO SUPPORT SHOP WITH A COP

Join Oaks officers at the third annual Manistee Shop with a Cop Golf Shoot Out May 30.

The cost is \$260 per team and includes 18 holes of golf, a cart and dinner. The golf shoot out will be at The Heathlands Golf Course in Onkama. The event raises all funding needed for the Manistee Shop with a Cop in December, organizer Officer Matthew McShane said.

Go to manisteeshopwithac.wix.com/manisteeshopwithacop or email manisteeshopwithacop@yahoo.com to register.

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HOUSE BILL WOULD PERMIT LEVEL V INMATES AT GEO-OWNED BALDWIN PRISON

There's a bill before the legislature that would allow GEO, a private prison company, to house Level V inmates at the shuttered Baldwin prison.

But GEO and MDOC say they have no plans to house any Level V Michigan prisoners there, although the bill as written would allow it.

GEO is advocating for the legislation because it wants to ship prisoners from other states to Baldwin. GEO still owns the prison, which used to house young offenders.

HB 4467 came up Thursday at a House Judiciary Committee hearing. GEO is in talks with two states that may want to send inmates to Baldwin, a company representative said at the hearing. About 600 inmates could be held there as soon as July, he said. The committee did not take a vote.

Detroit Free Press coverage of the plan included comments from MCO Vice President Andy Potter. Potter

said jobs that might require some use of force should be under the public's domain, not a private company.

MCO also fears HB 4467 could pave the way for prison privatization in the future. The legislature has pushed for prison privatization for several years, sometimes in creative ways. In 2012, lawmakers passed a bill that required MDOC to request bids for a private prison. The Department rejected all bids – none of them met a required 10 percent savings.

And last year, the Senate introduced a bill that would have artificially capped the state prison population at 38,000. Additional inmates would have been released or moved to a jail or private prison. The bill didn't pass.

MCO continues to ask lawmakers to insert language into HB 4467 that will disallow the use of private prisons to house any Michigan inmates.

We'll keep you updated.

FIGHTS KEEP MARQUETTE OFFICERS BUSY

Last week was a busy one at MBP. On April 14, there was a two-inmate fight that sent one prisoner to the hospital for a cut on the head. There was another two-inmate fight later that day. Both fights involved Level V inmates.

There were at least three fights the next day. The first was on the Level V yard and involved a weapon. That afternoon, there was a five-prisoner fight in the Level I O-dorm. One person had to go to the emergency room for stitches. Then in the evening, there was a one-on-one assault. Both

inmates are Level I.

And this week, a combative prisoner spit at and attempted to bite an officer while in transport to an emergency room. The inmate was being taken to a hospital after a suicide attempt.

Let MCO know what's going on at your facility. You can fill out the critical incident form on our website or email mail@mco-seiu.org. Your name will not be shared outside of MCO. MCO verifies all reports with other members before publishing.

SUMMER DISCOUNTS ON MCO WEBSITE NOW

Make your budget for summer fun stretch a little further with MCO member discounts. Here are just a few deals:

- Members get 20% off best available rates at Great Wolf Lodge.
- For \$129.99, you can get a hotel room and waterpark passes for four people at Kalahari in Sandusky or Wisconsin Dells on select days.
- A one-day unlimited ride ticket at Cedar Point is only \$43 August 3-9.

Discounts are for members only. View all discounts at mco-seiu.org/uniontools/discounts.



IN MEMORIAM: CO BRAGIEL

SLF Officer Scott Bragiel, 43, passed away April 19.

Bragiel had been an officer since 2001. He suffered a heart attack, officers tell MCO. A funeral service was held Thursday.

Please keep his survivors in your thoughts. Rest in peace, Officer Bragiel.

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CONTACT YOUR REPRESENTATIVE FOR A NO VOTE ON PRIVATE PRISONS!

H.B. 4467 WOULD GIVE PRIVATE PRISONS A FOOT IN THE DOOR

Please contact your state representative and ask them to vote no on H.B. 4467, if it comes up for a vote.

As MCO reported in last week's KYI, H.B. 4467 would allow GEO, a private prison company, to house Level V and higher inmates at the shuttered Baldwin prison.

The bill passed out of a House committee this week. Next, the entire House of Representatives will take it up for a vote. The vote hasn't been scheduled yet.

At this time, GEO claims it wants to house inmates from other states at the facility, and the company merely needs the flexibility to house high-level prisoners there. GEO says it's in talks with two states that may want to ship inmates to Baldwin.

But this seems like yet another thinly-disguised push to privatize Michigan's prisons. The legislature tried it last year when they attempted to arbitrarily cap the number of inmates MDOC oversees. And in 2012, legislators passed a bill that forced MDOC to solicit

bids for a private prison. When will this issue be put to rest? If GEO reopens Baldwin, they'll have their foot in Michigan's door again.

Corporations should not profit from imprisoning human beings.

The state should have the responsibility of incarcerating people, not profit-driven corporations cloaked in secrecy.

With your help, we can dismantle this bill. Please contact your representative to ask for a no vote.

You can go to mco-seiu.org to email your representative, but we recommend you look up their phone number and address because phone calls and good old fashioned letters carry more sway with legislators. Please call your own representative only.

We'll keep you posted on the progress of this bill.



The Michigan House of Representatives in session last year.

AROUND THE STATE: URF CO INJURED; LMF INMATES MAD ABOUT FOOD

A fight involving more than a dozen Level IV inmates broke out Tuesday at Chippewa.

The prisoners were walking back from breakfast chow when the melee started. Officers believe the fight was gang related. Sixteen prisoners were sent to seg. There were several Taser deployments, an officer said. Two homemade weapons were found in the area of the fight.

One CO suffered a knee strain while responding, and some inmates had minor injuries.

An Alger member says they "almost lost a wing in segregation" due to a food service mistake.

Hot trays served in the A-wing of Aspen unit Monday evening had undercooked potatoes. After prisoners made threats, a sergeant ordered new hot trays.

Several inmates refused to turn in their trays, and some inmates started screaming and kicking their cell doors. One prisoner was issued an incite-to-riot ticket.

Also this week at LMF, an Aramark worker was fired for allegedly watching TV in a unit instead of overseeing chow lines.

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GEO PRIVATE PRISON BILL EKES OUT A WIN IN THE HOUSE

H.B. 4467 passed out of the House of Representatives Thursday by a 57-53 vote.

Remember, this is the bill that would allow GEO, a private prison company, to house Level V and higher inmates at the vacant Baldwin prison. GEO owns the facility.

The Detroit Free Press reported: "All Democrats voted against the bill and were joined by Republicans John Bizon of Battle Creek, Tom Hooker of Byron Center, Martin Howrylak

of Troy, Holly Hughes of White River Township, Lisa Posthumus Lyons of Alto, and Henry Vaupel of Handy Township."

Rep. Posthumus Lyons introduced an amendment Tuesday that would have disallowed the Michigan Department of Corrections from sending Level V inmates to private prison. The amendment was unsuccessful.

Go to mco-seiu.org to see a complete list of how representatives voted.

GEO claims they have no plans to house Michigan inmates. But MCO is opposed to this bill because it seems like yet another back-door attempt to privatize Michigan prisons. Our legislature has taken some creative approaches to privatize prisons after conventional methods – like deciding to privatize only if it's cost-effective – haven't worked out.

Next, the H.B. 4467 will be assigned to a Senate committee.

We'll keep you updated.

AROUND THE STATE: FOOD ISSUES AND AN ASSAULT

IBC inmates refused to leave the chow hall when the kitchen ran out of waffles Saturday morning, an officer said.

About 80 prisoners in line were offered peanut butter and jelly sandwiches instead. Officers were able to persuade many of them to accept the substitute. About 25 inmates who wouldn't eat the substitute stood together and marched out of the chow hall, the officer said.

The prisoners involved are Level II.

An Aramark worker was stopped Tuesday for overfamiliarity, an SLF officer said.

Further details weren't available.

There were seven assaults in April at SRF that resulted in serious injury to prisoners.

Recent events at SRF:

5/6 - Staff assault. Also a four-inmate fight with a weapon.

5/5 - Prisoner-on-prisoner stabbing.

CENTRAL MET THURSDAY

The MCO Central Committee met Thursday in Lansing. Chapter leaders from around the state met and discussed MCO's strategic goals for future growth and member involvement. Look for a detailed story in the next MCO Report.

SENIORITY TRANSFER NOTICE

Officers may apply for seniority-based transfers during the month of May.

MDOC handles seniority-based transfers. See your personnel office and Article 15, Part D of your contract for more information.

GREY DRAGONS RIDE FOR MCO CRISIS FUND

Mark your calendar now for the Grey Dragons MCO Crisis Run for the Fund on Saturday, Sept. 26.

The Grey Dragons - Manistee chapter will meet 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.

Other Grey Dragons groups or

solo riders are invited to meet them at the gas station or 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.

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BULLETIN

MAY 20, 2015

MCO RUO CHALLENGE DOES NOT PREVAIL

The Employment Relations Board sided with the state on our challenge of the RUO and CMUO classification elimination.

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 ERB held in their decision that:

“Because the affected employees did not significantly perform the specialized duties described in the Resident Unit Officer or Corrections Medical Unit Officer job specifications, they cannot be properly classified as Resident Unit Officers or Corrections Medical Unit Officers. The duties that the new position descriptions and the employees themselves described are most consistent with the Corrections Officer and Correction Medical Officer classes. The (ERB) finds no reversible error in the Technical Review Officer's decision.”

Read the entire decision on our website at mco-seiu.org.

MCO was just informed of the ruling at 3:45 p.m. today.

The MCO State Executive Board will be taking the ruling under consideration. The Board will review all options of recourse, including an appeal to the Civil Service Commission.

We'll keep you updated.

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FROM THE OFFICE OF MCO PRESIDENT TOM TYLUTKI, SEIU LOCAL 526M

al:opeiu459aflcio



MCO GETS SOME ANSWERS ON MANDATORY OEL

MCO Central and chapter officials met Thursday with MDOC and OSE on problems with the new mandatory OEL software.

With the exception of the occasional untimeliness of data entry, the program appears to be functioning in accordance with contractual language.

However, there are three main areas identified that appear to be causing confusion for the membership and supervisors. The areas identified are: 1) Transparency, 2) Timing, and 3) Training.

In an effort to address these issues, the department has agreed to the following measures:

1. Transparency:

- We requested chapters to have immediate independent review of the OEL program. However, the program does

not allow for it at this time. MDOC has committed to give chapter officials this independent review in program updates tentatively scheduled for July.

- In the meantime, MDOC officials agreed to let MCO chapter officials review shift commander's access, with the shift commander present.

- This will allow MCO chapter officials the ability to review mandates for accuracy and answers to questions by members at the facility.

2. Timing:

- The current problems which relate to the mandatory OEL being out of order occur because some entries are being made late.

- The program only recognizes and records the date an entry is made – not the actual date the mandate occurred.

- As such, the Department further agreed to put out instructions that all entries must be entered on the date that the mandatory overtime is assigned. On midnight shifts, these entries must be made prior to 12 a.m.

3. Training:

- The department agreed to provide additional training to all supervisors involved in scheduling overtime.

- In addition, MCO officials at the facilities will be allowed to attend the training.

Mandatory OEL issues won't be solved overnight. But MDOC and MCO have committed to work together to resolve pending issues. Both parties think this will address the majority of the membership's concerns.

ERB RENDERS DECISION IN RUO DISPUTE

The Employment Relations Board has agreed with MDOC's abolishment of the RUO and CMUO classification. MCO was notified Wednesday and immediately issued a bulletin. Obviously,

we are very disappointed in this ruling. The State Executive Board will decide what action to take next.

Go to mco-seiu.org to read the bulletin.

UPDATE ON GEO BILL

HB 4467 passed out of the Senate judiciary committee this week by a 3-2 vote.

Remember, this bill would allow GEO to house inmates of any security level at the Baldwin prison. It was reported this week that GEO already has a contract to house Vermont inmates there, even though the company had said HB 4467 had to pass before a contract could be secured.

Now the bill goes to the entire Senate.

For more details and to contact your senator, go to mco-seiu.org

SCHOLARSHIP DEADLINE JUNE 1

Applications for the MCO Scholarship must be postmarked by June 1.

As in past years, MCO will award 20 scholarships of \$750 each. Students must be the children of MCO members in good standing for at least three continuous years.

Applications are available at mco-seiu.org.

UP Crisis Fund Golf Outing Right around the corner!



There's still time to sign up for the UP Golf Outing!

Due to large interest in the Crisis Fund golf outing, MCO members are hosting

an event in Newberry, in addition to the traditional downstate outing every August.

There are still openings for golfers and sponsors.

Here are the details:

WHEN: Friday, June 19. Registration starts at 10:30 a.m. Shotgun start at noon.

WHERE: Newberry Country Club, 5073 M-123 South, Newberry, MI 49868
COST: \$70 for 18 holes with dinner. \$30 for dinner only.

SIGN UP: The sign up form is online at mco-seiu.org. Mail the form and check to MCO Crisis Fund, 421 W. Kalamazoo, Lansing, MI 48933

TO SPONSOR OR GET MORE INFO: Contact Byron Osborn at (906)440-4232 or Charles Chamberlain at (906)293-6106.

All proceeds will benefit the MCO Crisis Fund, which helps members facing catastrophe.



GEO BILL AMENDMENTS FAIL, HB 4467 NOW GOES TO GOVERNOR FOR APPROVAL

After a contentious hour-long floor debate and several failed amendments, the Michigan Senate passed the GEO bill.

HB 4467 amends the corrections code to allow prisoners of any security level to be housed at the GEO-owned prison in Baldwin. The law previously allowed for Level IV and below. The prison has been shuttered for several years.

MCO testified against the bill during Senate committee hearings, citing various safety and economic concerns, and supported Sen. Steve Bieda's (D- 9th District) amendment to exclude high level Michigan inmates from being sent to the facility.

Full Senate debate over the Bieda amendment was thorough with members of both parties speaking to the proposal. In the end, the 38 member senate was unable to deliver the 20 required votes to

adopt the amendment, falling short by a single senator (19 supported, 18 opposed, 1 excused).

Four other amendments also were defeated.

The unamended bill was voted on by the full Senate and passed with 23 yeas, 14 nays and 1 excused.

MCO leaders and staff think it's important for members to know how their legislators vote on corrections legislation. **At mco-seiu.org, you'll find lists of how your senators and representatives voted. Please take five minutes to see how your legislators voted. Let's hold them accountable.**

Next, the bill goes to Gov. Rick Snyder's desk. We urge all members to call Snyder at (517)373-3400 and ask him to veto this potentially harmful legislation.

MDOC BUDGET UPDATE

The Corrections Conference Committee met Tuesday and finalized a budget for the 2015-2016 fiscal year.

The budget comes in at just over \$1.9 billion. It calls for \$56 million less from the General Fund than last year, a savings of just under 3 percent. Items of note include a \$2 million savings from the relocation of Kinross to Hiawatha and a projected \$15 million savings from combining contracts for health care and mental health care. MDOC plans to issue a request for proposals for one unified contract.

The Corrections Conference Committee is made up of legislators from both the House and Senate. Their primary responsibility is to hash out differences included in their respective budget plans. Next, the entire House and Senate must approve the budget. Then it will go to the governor's desk.

For more details, go to legislature.mi.gov and search for SB 119.

OFFICER KEVIN OTT'S ATTACKER CONVICTED

The inmate who assaulted Saginaw Officer Kevin Ott was convicted today of assault with intent to commit murder and other felonies.

Prisoner Daniel Derda took the stand Thursday and admitted to attacking Ott, according to MLive coverage of the trial.

Ott and Officer Paul Stine were also among those who testified. Ott said his doctor told him he would have died if Stine hadn't intervened when he did.

The jury deliberated just 30 minutes before reaching the verdict. Derda will be sentenced at a later date.

MCO leaders are pleased the Saginaw County prosecutor's office took this case to trial, and although justice has been served for CO Kevin Ott, we realize it doesn't erase the pain and suffering he endured in this brutal attack.

Had staffing been adequate, perhaps this could have been prevented. Ott's

situation should serve as a stark reminder for policy makers that cameras can't save lives like officers did that day.

Several SRF employees received MDOC awards last month for their heroic actions at work and in the community.

Many of them were honored for action they took to help Ott.

Officers recognized for responding to Ott's assault are:

- Karin Florey, Lifesaving Award
 - Edward Rodda, Lifesaving Award
 - Paul Stine, Valor Award
- Other staff recognized:
- Darrel Barrows
 - Joshua Buskirk
 - Lindsay Williams

MCO would like to recognize officers at your facility, too! Email us at mail@mco-seiu.org.

AROUND THE STATE: ARF CO INJURED; RECRUITS CLEAN UP MR

A Gus Harrison officer has not returned to work after being punched in the face May 19.

The CO suffered broken bones in his face, officers said.

The inmate who assaulted him was housed in the Level IV Residential Treatment Unit. He also flooded and barricaded his cell, officers said.

Recruits found dozens of weapons in a "clean sweep" at Michigan Reformatory earlier this month. More than 130 recruits participated and found:

- 6 shanks tossed from cells
- 11 weapons in prisoner possession
- 4 disposable razors in prisoner possession
- 4 tattoo needles (2 with motors) in prisoner possession
- 2 incidents of substance abuse (spud juice)

Twenty inmates were sent to seg.



BULLETIN

JUNE 1, 2015

CALL GOV. SNYDER ON THE GEO BILL!

We need your help! The Michigan House and Senate have approved HB 4467, which would allow Level V and VI inmates to be housed at the private GEO prison in Baldwin, MI.

MCO is strongly opposed to this legislation and has testified and spoken out against it. During floor debate, both Republicans and Democrats voiced concern over GEO's motives and how this bill would impact Michigan's future. A Senate amendment that would have excluded Michigan inmates from being housed at the facility narrowly failed, falling short by only 1 vote.

Last week, **Governor Snyder told reporters he was still undecided on whether he will sign the controversial legislation. That's where you come in. We need every member to reach out to Governor Snyder at (517) 373-3400 and tell him to veto the bill.**

Tell him the use of deadly force and the rehabilitation and incarceration of human beings should not be handed away to a for-profit business. We have seen horrendous results with GEO, and Michigan should not repeat the mistakes of the past.

Many members have stepped up and made the call. We need you to do that now – immediately – today. The governor could make up his mind at any second. He needs to hear from the men and women who do Michigan's most dangerous job and understand the risk this bill creates.

Call Governor Snyder now. If you speak to someone be polite and direct or leave a voicemail asking the Governor to veto HB 4467. This matter is urgent. We hope you will take the time to make the call.

More information and a list of how your legislators voted on HB4467 can be found at www.mco-seiu.org.

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TWO IMPORTANT BILLS TO WATCH THIS SESSION

MCO testified this week on the gun bill, which is being considered by the Senate judiciary committee.

HB 4159 would allow current and retired COs who possess a CPL to carry firearms in pistol-free zones.

The committee will vote at a later date.

SB 218 would make survivors of COs who die in the line of duty eligible for health care benefits.

The bill would apply to public safety officers, and it specifically mentions cor-

rections, probation and parole officers.

If it passes, spouses and children of deceased officers will be able to continue to receive health insurance benefits.

This bill is now in the House of Representatives before the appropriations committee.

MCO has fought hard for these provisions. We'll continue to talk to legislators to get this bill passed. Members, call your representative and ask them to support this bill.

We'll keep you posted on these bills.

AROUND THE STATE: ASSAULT AT SLF; ARAMARK UPDATES

A probationary CO was punched in the mouth Tuesday while trying to break up a five-inmate fight. The officer's tooth was chipped.

The Level IV prisoners got into the fight in the chow hall during breakfast chow lines. The convict who punched the officer was transferred. SLF was locked down.

The officer did not miss work.

A dough cutter went missing last week at WHV. Inmate food service workers' cells were shaken down, but it was not found.

Love letters and a cell phone were found on an OCF Aramark worker

when she was shaken down June 6, officers said.

A stop order was issued.

An Aramark worker said supervisors told him to continue preparing lunch June 2 at JCF after an inmate found maggots in a potato-cutting machine, the Detroit Free Press reports.

The inmate told Aramark staff that wasn't appropriate. He reported the maggots to MDOC officials. Only then was meal service stopped, according to the story.

This is the latest in the case of maggots at Cotton Correctional Facility. Go to freep.com for more.

ABSOLUTE LAST CHANCE TO GOLF IN UP OUTING JUNE 19

This is your last chance to sign up for the UP Crisis Fund Golf Outing! Here are the details:

WHEN: Friday, June 19. Registration starts at 10:30 a.m. Shotgun start at noon.

WHERE: Newberry Country Club, 5073 M-123 South, Newberry, MI 49868

COST: \$70 for 18 holes with dinner. \$30 for dinner only.

SIGN UP: The sign up form is online at mco-seiu.org. Mail the form and

check to MCO Crisis Fund, 421 W. Kalamazoo, Lansing, MI 48933

TO SPONSOR OR GET MORE INFO: Contact Byron Osborn at (906)440-4232 or Charles Chamberlain at (906)293-6106.

All proceeds will benefit the MCO Crisis Fund, which helps members facing catastrophe.



IN MEMORIAM: POWELL AND ONWENU



A probationary employee at St. Louis passed away Tuesday.

Marvin Powell, 34, leaves behind six children, a wife, parents and many other family members.

Funeral services were this morning in Bay City.

Powell was part of the academies that started training in late March.

Please keep his family, friends and co-workers in your thoughts. Rest in peace, Officer Powell.

MCO member Franklin Onwenu died May 15.

Onwenu started with MDOC in 1987. Most recently, he worked at DRC.

Funeral services were held last week in Detroit.

Rest in peace, Officer Onwenu.

MCO LAUNCHES MILITARY MEMBERS' INITIATIVE, TWO OTHERS

Calling all veterans and current servicemen and women!

MCO is gauging interest in a meeting this fall for current and past military members and their families. The purpose of the meeting is to discuss the challenges military members face and how MCO can better serve them.

We know a large percentage of our members are veterans or are active in the military. Will you help guide us through this initiative? To get involved, fill out the sign up form at mco-seiu.org.

This initiative is one of three the MCO Executive Board and central office staff are tackling to engage members. A listening campaign is under way, and a PTSD research and outreach campaign will launch early next year. For more details, go to mco-seiu.org.



BULLETIN

JUNE 17, 2015

MDOC TEMPORARILY REVERTS BACK TO ACCESS SYSTEM FOR MANDATORY OVERTIME

The MCO Executive Board has reached a **temporary** understanding with the Department to use the old Access system to record mandates until the OMNI system is able to show an employee's last date of mandate.

According to the information we have today, this switch is scheduled to take place by June 22.

The Board has listened to concerns coming from members through emails, calls and chapter officials speaking up at the last Central committee conference. The Board and MCO staff hope this understanding alleviates some of the issues with the mandatory overtime system.

Read the LOU at mco-seiu.org.

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UPDATE ON MANDATORY OT LOU

The LOU concerning the mandatory overtime list is now on our website. It received interim approval by the Civil Service Commission late Monday.

Although the LOU itself does not state that MDOC will go back to Access to manage mandatory overtime, the Department administrators have agreed that reverting back to Access is the only way to enforce the LOU at this time.

MCSC approval is a normal part of

the LOU process, but it took longer than expected this time. Last week, we tried to get the information we had to members as quickly as possible. But the time frame we were given last week and passed on to members wasn't achievable.

The good news is the LOU has been approved, and MDOC officials are now telling us they hope to have Access up and running at all facilities by the end of the week.

RUO DISPUTE UPDATE

The Civil Service Commission has approved the elimination of the RUO classification, based on the Employment Relations Board's recommendation last month.

MCO will appeal the RUO elimination through the courts. We couldn't take this case to the courts until it moved through the Civil Service process. Now that we have exhausted the Civil Service appeals process, we can file this challenge in Ingham County Circuit Court.

MCO has 60 days from the date of Civil Service approval to file an appeal.

We'll keep you posted.

AROUND THE STATE: CAR STOLEN FROM DDC; INJURED KCF COs RECUPERATING

A DDC detainee stole an officer's car from the employee parking lot immediately after being released.

The CO walked out to her car after first shift Saturday and discovered her car was gone, an officer said. Detroit police reviewed video footage and saw someone drive her silver car out of the parking lot. The detainee used the CO's phone, which was left in the car, and attempted to contact her children.

Police arrested the man at a relative's home. The detainee was originally arrested for assault.

Chapter leaders say they have been asking administration to tighten security. They want the parking lot to be monitored, considering the high volume of people coming and going from the detention center, officers say.

Baraga officers performed CPR and used an AED to save an officer's life Thursday.

The CO suffered a medical emergency and passed out while on duty. Officers came to his aid. The injured CO was taken by ambulance to a hospital.

He is doing better, but hasn't returned to work, officers said.

The Kinross officer assaulted by an inmate June 13 has not returned to work.

That morning, an inmate arrived to his food service detail about 45 minutes early. He was told to go back to his unit. The prisoner returned to his unit and dressed himself in three layers of clothes and his winter jacket, officers tell MCO. He walked back to the kitchen, found the Aramark worker, and hit her several times in her head and face.

A nearby officer deployed her Taser. The prisoner fell, but got right back up and came at the officer. The prisoner wrestled the officer to the floor. Help arrived, and the inmate was escorted to seg.

The prisoner was possibly mad because he was getting a ticket for being out of place. He was transferred to Chippewa.

The CO and the Aramark worker were taken by ambulance to a hospital.

A Kinross CO who suffered a shoulder injury June 1 has also not returned to work.

The officer walked into an inmate's room when he thought he smelled spud juice. Instead, he found a cell phone. The inmate blocked the door

and attacked the officer. The CO was sent to a hospital.

The first step in the process of relocating Kinross to the old Hiawatha facility is scheduled to begin next month.

Three-hundred Kinross inmates will be transferred to Chippewa in mid-July. Many Kinross inmates are being transferred to Chippewa permanently because Hiawatha's capacity is much smaller than that at Kinross.

This change is expected to save MDOC \$2 million in the fiscal year that begins next month.

SPRING MCO REPORT ONLINE

The Spring MCO Report is now online at <http://www.mco-seiu.org/publications/mco-report/>.

Read about the new recruit classes, MCO's strategic initiatives for member engagement and Mel Grieshaber's recent retirement.

The MCO Report is a quarterly publication mailed to members. If you did not get a copy in the mail, call the MCO central office at (517)485-3310.





IBC WARDEN KEN MCKEE WILL BE DEPUTY DIRECTOR, MDOC ANNOUNCED TODAY

Bellamy Creek Warden Ken McKee has been named the new MDOC deputy director for Correctional Facilities Administration, effective July 6.

McKee is the co-chair of the MCO/MDOC joint health and safety committee and is very active in the Ionia community. He is the former warden at Michigan Reformatory.

McKee will also supervise the Bureau of Health Care Services. MDOC announced the bureau will move to CFA oversight.

MCO has always had a good working relationship with McKee, and union leaders look forward to working with him in



Ken McKee
MDOC photo

the future.

McKee was selected by new MDOC Director Heidi Washington. Washington officially takes over her new role July 1. Today was Director Dan Heyns, Deputy Director Tom Finco and Chief Deputy Director Randy Treacher's last day.

AROUND THE STATE: STAFF ASSAULTS AT THREE PRISONS; DOG ATTACKS ARU INVESTIGATOR

A prison counselor was assaulted in an ASRP unit last week at St. Louis.

She was retrieving toilet paper from a storage closet when an inmate pushed her into the closet and punched her at least 10 times. He also choked her, officers tell us. She was able to push her PPD for help.

She hasn't returned to work. The inmate was transferred to ICF.

An Alger inmate punched an officer in the face during a misconduct hearing Thursday.

She has bruising and a sore jaw but no broken bones. She was seen at a hospital. The officer initially returned to work, but has not been back since Thursday.

A Gus Harrison inmate climbed a fence and got caught in razor wire in what was possibly an escape attempt.

tempt.

The Level I prisoner attempted to scale an inner perimeter fence Friday. He was taken to segregation.

Also on Friday, an OJT officer was assaulted in the chow hall. He was not seriously injured, an officer said.

An ARU investigator was bit by a dog last week while checking on an absconder in Detroit.

The dog, a female boxer, bit the investigator's wrist and refused to let go. The investigator was treated at a hospital and returned to work the same day.

ARU investigators are in the public searching for absconders and never know what they may have to face. This incident is just one reminder of the difficult task they have.

There were at least three gang-related fights in two days at Ionia

Correctional Facility.

On June 20, two fights broke out 15 minutes apart on the unit 3 yard. One inmate was stabbed with a prison-made weapon in the second fight. Unit 3 was locked down.

Then on June 22, there was another fight on the yard between units 4 and 5. A sharp weapon and an ink pen were found.

No prisoners were seriously hurt, and no staff injuries were reported.

About a dozen inmates were involved in a gang-related fight last week at Kinross Correctional Facility.

Some of the inmates had weapons. Two inmates were taken by ambulance to a hospital. No staff injuries were reported.



Don't forget to update your address

Have you moved recently?

Please contact MCO to update your address, in addition to going to your personnel office to change it with MDOC. This will help ensure you get important information from the union.

You can update your address by going to mco-seiu.org and clicking "update your address" on the right.

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ERT COMBS THROUGH DAVISON TWP. TO FIND BOY WITH AUTISM

MDOC Emergency Response Team members are among the law enforcement officers searching for a boy with autism who went missing on the Fourth of July.

Omarion "Mars" Humphrey was last seen at Lake Callis Recreation Complex splash pad. The park is in Davison Township, about 12 miles west of Lapeer.

Sixty-nine ERT members were deployed for a massive search today,

MDOC Spokesman Chris Gautz said.

MDOC ERT assistance was requested in the early morning hours of July 5. About a dozen members were out at all times during the next 48 hours, Gautz said. ERT members have led civilian volunteers on grid searches to look for signs of the boy.

ERT members from districts 1, 2, and 3 are participating. Local police have been very appreciative of the help and professionalism of MDOC

staff, Gautz added.

Mars, 9, is African-American, about 4 feet tall, and weighs 70 pounds. He was last seen wearing black shorts with a red stripe, with no shirt or shoes. He has autism and does not speak, but responds to the name Mars.

Anyone who sees Mars should call 911. To submit a tip to Crime Stoppers, call 1-800-SPEAKUP or go to 1800speakup.org.

AROUND THE STATE: STAFF ASSAULTED AT MPF; MAGGOTS FOUND AGAIN

Two COs and a prison counselor assaulted June 30 at Pugsley are OK.

All three were taken to a hospital by state vehicle. They were treated and released. One CO just finished OJT.

The prisoner who assaulted them was upset his TV was taken, an officer tells us. The TV was confiscated because staff suspected it was stolen. It was taken for inspection by the property officer.

The prisoner was transferred to the Oaks.

Maggots were discovered in a meat slicer at Alger last week.

The facility's one kitchen was shut down Wednesday for cleaning with bleach. That night's Ramadan meal was turkey sandwiches, but they had to be thrown away. The slicer was removed from the kitchen.

Officers said they don't know if maggots were on the turkey be-

ing prepared or if they entered the kitchen some other way.

Also at LMF, an Aramark worker was escorted out of the facility for allegedly bringing tobacco into the prison. The employee was the second Aramark worker fired this week at Alger.

There was a flurry of fights at Newberry over the Fourth of July weekend, officers tell MCO.

At about 8 p.m. Thursday, an inmate was assaulted near the picnic table on the big yard. The assailant is unknown. About 15 minutes later, a two-prisoner fight broke out in the same location. One person was taken to a hospital for treatment. He returned to the prison.

On Saturday, approximately 75 inmates gathered on the yard for a brief rap-off. Extra officers were called to the yard. The prisoners finished and dispersed.

The next day, an inmate slashed another inmate on the cheek. A

prison-made weapon with a razor blade was recovered Monday. The assailant was transferred to another facility.

Then on Monday, two inmate food service workers got into a fight behind the serving line at dinner.

There was another two-inmate fight Tuesday.

Chippewa officers had to use Tasers to quell a nine-inmate fight last week.

It happened June 30 on the west small yard. No staff members or inmates were seriously injured, officers said. The fight was possibly gang-related.

A potato peeler disappeared at Gus Harrison July 1 and was later discovered in a trash compactor.

The inmate who signed it out left work at 1:30 p.m. Staff were searching for the tool when it was found in the compactor at about 8:30 p.m.



BULLETIN

JULY 13, 2015

ARAMARK CONTRACT ENDED, TRINITY TO TAKE OVER FOOD SERVICE

Aramark's contract with the state will be terminated by mutual agreement, and a transition to a new food services company will begin July 29.

Trinity Services Group of Tampa, Florida will take over food service at all prisons. The state and Trinity have entered a three-year, \$158 million contract. Aramark will stick around during the transition, scheduled to be complete by Sept. 9.

Trinity specializes in prison food services, and provides meals to 300,000 inmates in 44 states every day.

Trinity was the company that assisted the state two months ago in a benchmark review of food service expenses. At the time, Aramark was asking for an increase to its \$145-million contract with the state.

Cases of overfamiliarity, drug smuggling, food shortages and unsanitary conditions were commonplace during Aramark's tenure, and MCO leaders are glad the contract is ending soon. But MCO is deeply disappointed the state isn't returning to state-run kitchens. Little is known about Trinity. For the sake of prison safety and security, we hope their service is satisfactory.

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DIRECTOR WASHINGTON LAYS OUT VISION FOR MDOC FUTURE

Heidi Washington spoke with Senators on inmate and staff training, recidivism and hospice care Wednesday, in what was her first legislative hearing as MDOC director.

The Senate appropriations subcommittee on corrections held the special "advice and consent hearing." Washington started by talking about some of her goals, including more vocational training for inmates and decreasing the recidivism rate.

As the former RGC warden, "I know the importance of starting reentry on day one," Washington said. "If we don't fundamentally change the prisoner's behavior, we can't change the outcome."

To that end, vocational training must be improved, she said. The flood of staff being hired should be trained early

in their careers to focus on offender reentry and success.

Sen. Marty Knollenberg asked several questions about prison closures.

"I can't give you a time frame for when that might happen," Washington said. She went on to talk about her hope to bring down the rate of recidivism and probation violations, which would decrease the prison population and could lead to a closure sometime in the future.

Knollenberg said he wants MDOC to show him a benchmarking plan on when prisons could close. He also cited a report calling for an immediate reduction of 10,000 inmates. MDOC has data on the number of probation violators and the potential population drop if they aren't incarcerated, but first, programs must be successful, Washington said. Still, closures could be on the horizon in the next several years, she said.

Staffing shortages also came up. Washington said MDOC loses 65-70 employees a month, and there's "a continual and constant need to bring people

on board." Community colleges just couldn't keep up with officer demand, but now the Department has a plan in place to hire all the employees needed.

Washington said she'd like to introduce hospice care for inmates.

The director also described plans to address the rising number of female inmates. Since many of them are non-violent drug offenders, Washington suggested inpatient treatment centers.

Comments on the food service contract were minimal. MDOC went with Trinity because it was the only company besides Aramark that put in a food service bid in 2013, Washington said. MDOC has several contracts, and the Department is exploring a more coordinated approach to monitoring them, she said.

Washington also said she hopes to strengthen MDOC's relationship with judges, police and employee unions.

Aramark out, Trinity in
MDOC announced Monday the Aramark contract will end early and Trinity Services Group will take over food service. Read our bulletin at mco-seiu.org.

It's time for the Ionia Free Fair!

It's that time of year again! C.O.P.S. Day at the Ionia Free Fair is July 22.

All law enforcement officers, including corrections officers, are welcome to come out and get free snacks, toys, MCO gear and discounted ride wristbands. The fun starts at noon. Visit the hospitality center in the Administration Building to get your swag and wristband.

The fairgrounds are located at 317 South Dexter Street in Ionia.

Officer's participation in this great event has helped portray a positive representation of prison employees to the Ionia community.

AROUND THE NATION: TEXAS CO KILLED; LMF FIGHT

A Texas corrections officer died Wednesday after an inmate attacked him with an iron bar, according to media reports.

Timothy Davison, 47, had just started working at the Barry Telford Unit in New Boston, Texas in December. Davison was attacked as he was bringing a prisoner back to his cell. The prisoner assaulted him with a bar used to open food slots in cell doors.

The prisoner accused in the attack is Billy Joel Tracy, 37. He is serving a life sentence for aggravated assault charges.

Please pray for peace for Davison's family and friends. Rest in peace, Officer Davison.

No staff members were hurt in a six-prisoner gang fight Wednesday at Alger.

Five prisoners were Tased to end the altercation, which happened in the Level IV Maple unit. All of the inmates were sent to segregation.

The prison was locked down Wednesday afternoon but was back to normal operations at 9 p.m.



BULLETIN

JULY 29, 2015

SUPREME COURT RULES AGAINST STATE EMPLOYEE UNIONS

The Michigan Supreme Court has sided with the state in both the Right to Work and 4 percent lawsuits.

The Court found that the term “rates of compensation” as used in the state Constitution was not understood by the ratifiers to include fringe benefits such as pensions. Instead, “rates of compensation” was commonly understood to only include salaries and wages, the Court said.

This decision is in stark contrast to the decision of the Michigan Court of Appeals. The Court of Appeals previously ruled that retirement benefits are part of employee compensation and fall under the purview of the commission.

On the Right to Work case, the Supreme Court ruled that the Civil Service Commission lacks the constitutional authority to compel civil service employees to make involuntary financial contributions. Therefore, allowing the imposition of mandatory agency fees on civil service employees is beyond the Commission’s constitutional power.

Both rulings were released this afternoon. Chief Justice Young and Justices Markman, Zahra and Viviano joined to form the majority on both cases.

Obviously, MCO leaders are very disappointed with this outcome. These rulings are setbacks for state workers and also represent a shift in power from the constitutionally protected Civil Service Commission to the whims of the legislature.

State employee unions are currently reviewing the ramifications of these decisions and their possible effects on Civil Service employees.

Going forward, we’ll continue to fight for the right of our members, and all workers, to form unions and have a say in working conditions.

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FROM THE OFFICE OF MCO PRESIDENT TOM TYLUTKI, SEIU LOCAL 526M

al:opeiu459aflcio



AROUND THE STATE: RMI OFFICER ATTACKED; KCF ROCKED BY ASSAULTS; CONTRABAND AT JCF

A Michigan Reformatory officer was struck in the head with a lock on the end of a dog leash this morning.

The officer was taken to a hospital. Officers weren't sure of his exact injuries, but said he had facial swelling.

The attack happened in the Level IV dog training unit at about 9:45 a.m. An inmate attacked an officer who had written him an insolence ticket. Due to the ticket, the inmate was removed from the dog training program and was being moved to another unit when he struck the CO with a lock on a leash, an officer told MCO.

The assailant is serving a life sentence for murder. He has prior staff assaults on his record, MCO is told.

The injured CO has been released from the hospital. Please pray for a quick and full recovery.

There were 39 prisoner assaults last week at Kinross, officers say.

Many of them were stabbings and slashings. The violence is gang related.

Tons of weapons have been recovered, including six from a single inmate.

Thirty convicts were shipped out and more were sent to seg. Thankfully, no staff members were injured.

Nineteen inmates were sent to seg for protective custody.

A lockdown was lifted over the weekend.

On Tuesday, there was another stabbing in the weight pit. An unknown assailant cut an inmate's neck, and his blood-stained shirt was found in the pit.

The stabbed prisoner was taken by ambulance to a hospital. Now he's back at the facility in protective custody.

Two inmates were assaulted with boiling water to the face last week at Cotton.

One inmate's injuries landed him in the burn unit at the University of Michigan hospital. The hot water attacks happened in level 1 housing units.

Also last week in a level 1 unit a syringe and an 8-inch shank were found. The syringe had a substance inside believed to be heroin.

Then on Monday, a plethora of contraband was discovered during a shakedown in a level I unit. Six weapons, boxes of concentrated juice, pop bottles, a milk bag, and six remarked TVs were among the uncovered contraband. Four inmates were sent to seg.

A JCF officer tells us inmate food service workers were passing out to certain prisoners juice concentrate from a cooler placed near the chow serving line.

STATE SUPREME COURT DISSES WORKING PEOPLE

The Michigan Supreme Court released decisions Wednesday in the 4 percent and Right to Work lawsuits and the news wasn't good for working people.

The Court sided with the state in both cases. MCO published a bulletin with more details, available at mco-seiu.org. From our website, you can also read the Court's opinion.

SIGN UP FOR CRISIS FUND GOLF OUTING AUG. 21

Don't forget, the 19th annual Crisis Fund Golf Outing is Friday, Aug. 21.

Spots for four-man teams are still available. The cost is \$65 per person, and includes a cart, 18 holes, brats and dogs at the turn, a luncheon, drinks and a free driving range.

The deadline to sponsor a tee or cart sign is 4 p.m. Friday, Aug. 14. Anyone who sponsors by the deadline will have their name or company name included on a special donor banner that will be prominently displayed at the outing.

The event will be at Ledge Meadows Golf Course in Grand Ledge.

The Crisis Fund supports MCO members facing catastrophe. It's a great way to support your fellow officers through times of tragedy.

To play or sponsor, get a sign up form on our website or call (800)451-4878.

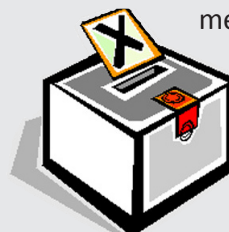
Chapter election nominations are next month for September voting

August is the nomination acceptance period for members wishing to run for chapter elections. All members in good standing for the last two years are automatically nominated and eligible to run. To declare your candidacy

and get your name on your chapter's ballot, you must submit your name to your chapter election committee in August. The committee will first verify your

membership.

Chapter elections are held in September in every odd-numbered year. For more details, see Article 19 of the MCO bylaws.





AROUND THE STATE: OFFICERS INJURED IN KCF FIGHTS; MAGGOTS UNCOVERED AT TWO PRISONS

A Kinross inmate punched two officers last week.

During a shakedown, COs removed an item from the prisoner's area. The inmate then came downstairs and punched an officer in the face. Another officer intervened and was also struck. Both have returned to work.

This is the fourth officer assault at KCF in the past few months.

And on Wednesday, an inmate's neck was slashed. It appears that another prisoner came up behind him with a weapon in each hand and cut both sides of his neck, an officer tells MCO. The injured inmate was taken by ambulance to a hospital. He is back at the prison and in protective custody.

Maggots were found Sunday morning in the kitchen at Par-nall.

A member tells us maggots were in a seam in the serving line tables. A similar situation happened at the prison about a year ago.

The maggots were discovered

right after breakfast. The serving line was immediately broken down and sanitized, an officer said. It was operational again for lunch, which was served late.

Maggot-infested bananas were placed on lunch trays today at Ionia Correctional Facility, an officer said.

Some may have crawled onto other food on the trays. The trays were replaced.

An officer blamed the infestation on a "stock-rotation issue," saying these bananas had been left on a loading dock.

Further details weren't immediately available.

There were four fights at Alger over a span of four days last week and early this week.

Altercations broke out in the school building and Birch, Cedar and Maples units. At least nine inmates were sent to segregation for involvement in the fights.

UNION REPS ALLOWED IN POST CRITICAL REVIEWS

MDOC administration has rescinded a policy that disallowed union representation at post incident and mobilization critiques. This means chapter officials are again allowed to attend the critiques.

Union involvement in the critiques was a long-standing practice until former Deputy Director Tom Finco issued a memo last year prohibiting it. MCO leaders have met with the new administration and asked them to again allow chapter officials to attend critical reviews.

We're glad the MDOC has taken a step to collaborate with MCO in keeping prisons safe and secure.

CHILDREN'S DAY PICNIC IS AUG. 22

Employees at Detroit-area facilities and all MCO members are invited to the Children's Day Picnic on Saturday, Aug. 22 at Lower Huron Metro Park in Belleville.

This year's event includes bounce houses, kids' games, live jazz, and food, including ribs, fried fish and pulled pork. Back packs filled with school supplies will be given to children. The event is 11 a.m. – 7 p.m.

The picnic is a long-standing tradition that brings together corrections employees for a day of family fun!

Introducing 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 cindy@mco-seiu.org or leave a message when you check out.

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AROUND THE STATE: 14-MAN FIGHT AT RMI; MTU INMATES, STAFF SICKENED WITH FLU; FIGHTS CONTINUE AT KCF

Two officers were injured while breaking up a 14-prisoner fight at the Michigan Reformatory Saturday.

One CO went to the hospital for a shoulder injury. The other officer hurt his knee. Both are back at work.

The fight broke out on the walk to lunch chow. No one was seriously injured. A weapon was found, an officer said, but it didn't appear to have been used. Two inmates resisted staff, the officer said.

All 14 were sent to segregation.

MTU is under a medical quarantine due to stomach flu, which has sickened at least 16 people.

The virus popped up last week. Most of those sickened are in the RTP and ASRP units. Inmates are cleaning the affected units and the chow hall with bleach.

Two staff members caught the

flu. An officer tells us he hasn't heard of any COs catching the flu at the prison.

The quarantine could possibly be lifted next week.

This is the second outbreak of a stomach bug at MTU since May.

Violence is not letting up at Kinross, an officer tells MCO.

An inmate was gashed in the arm and neck Wednesday. He was sent to a hospital for treatment. The prisoner received stitches.

This week, another officer told MCO he found the 225th weapon of his career. He has been a CO for about eight years.

Some DRF events:

8/1 – prisoner placed in protective seg after being assaulted, unknown assailant.

8/5 – four-prisoner altercation on 500-building yard, two taken to

segregation.

8/8 – inmate assaulted by unknown assailant; taken to hospital for treatment.

8/9 – inmate-on-inmate assault with hot water.

8/11 – inmate sent to Level IV for substance abuse

– inmate punches officer in jaw. Inmate taken to segregation.

8/12 – inmate found in possession of razor blades and matches.



The Charles Sinclair class, with nearly 300 recruits, graduated today in Lansing. Congratulations, recruits!

SUNSET APPROACHES ON PART-TIME CO PROGRAM

MDOC will not hire any more non-career corrections officers (retirees who came back to work part time). Legislation that paved the way for this program included a sunset date of Sept. 30, 2015.

MCO was never comfortable with MDOC hiring retirees to work part-time at a lower pay rate. Leaders testified before the legis-

lature, saying this program would fall far short of the projected \$10 million annual savings because most retirees aren't interested in reclaiming such a stressful and dangerous job. We were right.

We're glad MDOC is rapidly hiring full-time, career corrections officers.

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MCO UNIT-SPECIFIC BARGAINING NOW UNDER WAY

Bargaining between MCO and the Office of the State Employer opened last week.

The MCO Executive Board, headed by President Tom Tylutki, serves as the bargaining team.

Unfortunately, the return rate for bargaining surveys was only 14 percent. But the bargaining team received input from other sources, such as Executive Council meetings, emails and phone calls. The Board

and staff will look for methods other than regular mail for future bargaining surveys.

OSE informed MCO and other state employee unions late Friday that they will not allow the Coalition of State Employee Unions to bargain economic items together. Four years ago, the Coalition of State Employee Unions, which includes MCO, banded together to bargain economic issues, such as health care

costs. Despite calling those negotiations a success, OSE rejected our request for coalition bargaining in 2013 and again this year.

MCO leaders also attended an economic presentation given by the state last week to help both sides understand the state and national economic climate. The presentation was mostly positive.

More bargaining sessions are scheduled for early September.

RUO DISPUTE GOES TO CIRCUIT COURT

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

According to Civil Service rules, our challenge first had to be filed through the Civil Ser-

vice Commission. Now that we have exhausted that venue, we can move our complaint to the courts.

No hearing date has been scheduled. We'll keep you updated.

AROUND THE STATE: CONTRABAND AT MCF, MPF

Several cell phones have been found over the past weeks at Muskegon Correctional Facility.

Last week, an inmate caught with a cell phone tried to take an officer's Taser. The CO gave him a direct order to hand over the phone, but the prisoner tried to get rid of it. The inmate went for the CO's Taser, officers tell MCO, but he couldn't get a hold of it. The officer wasn't seriously injured.

A visitor at Pugsley Correctional Facility was caught handing off marijuana to an inmate in the visiting room.

An officer saw the delivery, which happened Aug. 16. The local sheriff's office is investigating, an officer tells MCO.

That evening, another CO noticed some suspicious activity in a cube. She shook down the inmates in the cube, and found one of them had marijuana in his back pocket.



IN MEMORIAM: RANDY RODGERS

RGC Officer Randy Rodgers passed away Aug. 13.

Rodgers had been an officer for 23 years. He died due to injuries he suffered in a motorcycle crash while heading home from work Aug. 11.

A motorcade traveled from RGC to the American Legion in Jackson for a memorial service Aug 17. Officers and friends attended to pay their respects. The RGC siren was activated at 2:30 p.m. that day for one minute to honor Rodgers.

Rest in peace, Officer Rodgers.

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AROUND THE STATE: ERT MEMBERS BUSY WITH SEARCHES; STAFF ASSAULTS AT MRF, WCC, URF; MAGGOTS FOUND AT AMF

ERT District 5 members joined the MSP and Alger County Sheriff representatives to search for a man who went missing last Wednesday near Miners Falls.

They searched all night and found him early the next morning. The man was in good condition and was able to hike out.

Nice work!

The District 2 ERT, which includes the Jackson, Coldwater and Adrian areas, searched Tuesday for a missing Summit Township woman.

Twenty-six team members assisted local police in combing through four square miles of swamp and woods. Lila Dickerson was not found. Dickerson, 57, was last seen Aug. 11.

"The local police and sheriff said they were very grateful and very impressed with the local ERT members and their responsiveness and their professionalism," said MDOC Spokesperson Chris Gautz.

Two officers and a sergeant were assaulted last week at Macomb while trying to move an RTP inmate.

The prisoner pulled away from one CO and punched the other officer in the face. He also struck a sergeant who came in for backup. He was taken to the RTP A-wing, which is a segregation area.

One of the officers and the

sergeant were treated off site. The sergeant received 10 sutures.

A Woodland officer was struck and stabbed with a shank made from a pen.

The inmate, who was in the acute care unit, also threw an unknown substance in the CMO's face.

It happened Monday in pod 2 during food tray delivery. The officer was sent out of the facility for health care. He suffered a concussion and puncture wounds.

A CO and several prisoners were assaulted in altercations last week at Chippewa.

A Level II inmate punched an officer in the head, and COs believe it was in retaliation for a ticket. Another staff member sprained his knee while responding. This inmate has a history of staff assaults, officers say.

On Friday, there were two gang-related inmate fights.

There were at least four more gang fights Sunday and Monday.

Maggots were found last week squirming in meat and cheese left in the dry storage area in the Baraga kitchen.

They spread to bread, paper products, cleaning rags and mop heads.

The infested food was thrown away. Ten gallons of bleach was used to sanitize the area. Trinity workers left that evening at about 9 p.m., leav-

ing officers and inmates to clean up for about another hour, officers said.

The dry storage area is not temperature controlled, and it's intended for storing paper and Styrofoam products, not food.

Don't forget – Grey Dragons Run for the Fund Sept. 26

Join the Grey Dragons motorcycle group for a ride Sept. 26 to support the MCO Crisis Fund.

The Grey Dragons will meet at Meijer at the corner of M55 and US 31 in Manistee. They leave at 9 a.m. Riders can also meet the group at the Shell Gas Station at M37 and US 10 in Baldwin. They'll leave the station at 10 a.m.

From there, the ride will continue to Cops and Doughnuts, 521 N. McEwan St., in Clare. The group should arrive there between 11 a.m. – 11:30 a.m. Another ride is planned after the gathering at Cops and Doughnuts.

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

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WAGES AND HEALTH CARE PART OF BARGAINING DISCUSSION THIS WEEK

The MCO bargaining team passed a wages and health care proposal to OSE yesterday.

OSE did not immediately accept or deny MCO's proposal. MCO was just one of the unions in the state coalition that passed economic proposals to the state this week.

MCO decided to offer a proposal

first as part of a proactive approach to negotiating wages and health care.

Bargaining has thus far been a smoother and quicker process than usual, and we'd like to keep the momentum going. Several articles have been passed back and forth.

We can't share at this time what

numbers we proposed. Any information shared with members in writing could be leaked to the media, which would hurt the integrity of the bargaining process.

We will disclose certain information when the time is right. Thanks for your support throughout the process.

MCO COMMITTEE PLANS SPECIAL MEMORIAL DEDICATED TO FALLEN COs

A special committee of officers from around the state met at the MCO Central office today to plan the development of a fallen corrections officers' memorial.

The idea of a memorial had come up over the years but never came to fruition.

Then, in a grassroots movement, a few corrections officers and retirees approached the MCO Executive Board over the summer with a plan for a memorial.

One of the officers, Pamela Drew, said she knew something more should be done after she and a few retirees visited Josephine McCallum's grave.

"I walked up to a gravesite that was nothing more than a marker on the ground. It was covered in tree debris and weeds. It devastated me," Drew said.

The MCO Executive Board agreed to provide funding for a memorial. Leaders are glad MCO was

approached so this project can be something special for all members.

Today the committee discussed a proposal for the memorial's look and location, as well as specific criteria for determining which officers are added to the memorial. The committee also set a tentative deadline for dedication.

This is an exciting project to say the least. We'll keep you posted.

AROUND THE STATE: TRINITY WORKERS STOP ORDERED; WARNING SHOT FIRED AT ICF

Two Trinity workers at Cotton were stop ordered this week – one on accusations she had sexual contact with an inmate, and the other for being a look-out.

It happened in the temp side kitchen and involved a Level I prisoner.

MSP picked up one of the women from the prison the same day, officers say.

A stop order was issued Wednesday for a Trinity worker at Central Michigan.

Officers claim she brought in tobacco.

A warning shot was fired from ICF post 4 Saturday to break up a fight.

The inmates continued to throw punches after officers ordered them to stop fighting. The warning shot was fired, and the prisoners com-

plied.

No staff or inmate injuries were reported.

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NEW OVERTIME PILOT ON THE WAY TO THREE FACILITIES

Access and OMNI overtime scheduling programs will be used side by side in a pilot program to be rolled out at three facilities Oct. 1.

Access will be the default if there's a conflict between the two programs. The pilot will run at Bel-lamy Creek, St. Louis and RGC.

MDOC and OSE gave a demonstration Thursday to the MCO Executive Board and staff on how

to navigate the OEL on OMNI and it appears to be similar to the current Access program. Access will also be used simultaneously during the pilot to ensure everything runs smoothly. MCO Board members and staff asked several questions, and the department agreed to address the concerns.

We plan to monitor both programs closely and address any issues

that come up. MCO officials also asked for more training for supervisors and officers this time on OMNI. MCO Board members and staff hope these steps will minimize some of the problems seen with OMNI earlier this year.

"We're trying to work with them to make sure this thing goes smoothly," Board Member Byron Osborn said.

AROUND THE STATE: WCC CMO PUNCHED; SRF OFFICER SAVES A CHOKING INMATE

A corrections medical officer at Woodland suffered a broken nose, cheek and orbital in an assault Sept. 12. He also needed 15 stitches near his eye.

An inmate punched the CMO while the officer was trying to get him to go to his room. The prisoner did a lot of damage in just one blow, officers say.

The officer has not returned to work. Please wish him a quick recovery.

A Trinity worker at Muskegon was placed on stop order earlier this month for overfamiliarity.

She spent a lot of time alone with one particular inmate, officers say.

A Level IV RTP inmate at Gus Harrison threw a bag of urine at an officer Thursday.

He threw the bag through his food slot and it hit the officer in the leg.

Also at ARF, at least two flash drives were found in an inmate's possession last weekend. They contained pornography.

A Saginaw officer prevented an inmate from choking last week.

Officer James Kyllonen said he saw the prisoner wave his hands and motion to his throat. His face was turning red. CO Kyllonen used the Heimlich maneuver to dislodge food stuck in the prisoner's throat.

Nice job, Officer Kyllonen!

SUMMER 2015 MCO REPORT ONLINE NOW

The Summer MCO Report is online now.

This edition includes stories on the crisis fund, new recruits and a Forensic Security Aide who returned to work after being unjustly fired.

Read it now at <http://www.mco-seiu.org/publications/mco-report/>.

The MCO Report is a quarterly publication mailed to members' homes. If you do not receive a copy by late this month, please call the MCO Central office and we will mail you one.



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BARGAINING UPDATE: OSE PASSES COUNTER OFFER TO MCO'S WAGE PROPOSAL

Now that bargaining has turned to wages and health care, the momentum we described in the Sept. 11 KYI has slowed.

As we reported, MCO and other Coalition of State Employee Unions went first at passing economic and health care proposals as part of a proactive approach, instead of sitting back and waiting to see what the state would propose.

OSE came back with very disappointing counter offers. MCO and OSE are still working hard to hash this out.

Sept. 18 was the deadline to request impasse assistance. Because we haven't reached a tentative agreement, MCO made the filing, although there's still a lot of time to negotiate. The filing for impasse is a procedural requirement, not an indi-

cation the parties will actually go to impasse. The bargaining team is still meeting with OSE several days every week.

These are all the details we can release at this time. Please watch the website and the KYI for updates. You can also join our members-only Facebook group for information on bargaining and other MCO and MDOC news.

AROUND THE STATE: MBP INMATE DIES; SCREW FOUND AFTER FIGHT

A roofing contractor's 5-in. screw was found at the scene of a fight at Alger Sept. 19. But the screw didn't appear to have been used in the altercation. No stab wounds were found on the inmates involved. Tasers were deployed to break up the five-prisoner fight. One officer was shoved in the brawl but was not injured, an officer said.

A Marquette inmate never regained consciousness after being

punched. He was pronounced dead Sept. 20.

The prisoner was hit by another inmate while on the Level V yard. He fell and hit his head on concrete. An ambulance rushed him to a hospital, but he couldn't be revived, officers say.

A Trinity employee at Brooks was placed on stop order Sept. 21.

Officers tell MCO she was fired and escorted out of the facility after she was caught allegedly kissing an inmate.



IN MEMORIAM: MIKE RHODES

Pugsley Officer Mike Rhodes passed

away Sept. 18.

Rhodes had been an officer since September 2000. He leaves behind a wife and children.

His funeral was held last week in Lake City, MI.

Rest in peace, Officer Rhodes.

CRISIS FUND RAFFLE TICKETS ON SALE NOW!



Time is running out to get your 2015 Crisis Fund raffle tickets!

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

Not a hunter? 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. You don't have to be present to win.

All proceeds go to the MCO Crisis Fund, which helps members facing a catastrophe.

THANKS, MRF!

Macomb employees raised \$1,046 for the MCO Crisis Fund at a BBQ earlier this month.

Thank you, staff, for attending the event and donating to the Crisis Fund!

We'd also like to thank Warden Randall Haas for supporting the Crisis Fund through the BBQ.



MCO MEMBERS LAY FOUNDATION FOR PROGRAMS TO SUPPORT CO SERVICE MEN AND WOMEN

A group of MCO military members met Thursday and brainstormed ideas to build resources for veterans and active military corrections officers.

They came up with a few focus areas for future work. Members decided on those areas after a day of hands-on exercises and in-depth discussion. They shared memories of their service, why they love the U.S.A., and what influenced them to join the military and the Department of Corrections. Many participants said they were grateful for the discipline the military instilled in them.

Consultant Simon Greer facilitated the meeting. He encouraged the veterans to dig deep and take ownership of the projects they envision.

"Don't come up with a program MCO in Lansing should do, come up with something you will put time into," Greer said.

Members left energized.

"I appreciate the fact that MCO is doing something totally new. They're really

going past the normal parameters and thinking outside the box," IBC member Lonnie Pohl said.

"I'm glad we all seemed to come together. We're all from different branches and walks of life, but we came together to do something big," SRF member Stephen Gibas said.

The meeting was the first step in MCO's Military Members' Program, led by Executive Board member and veteran Ray Sholtz and assisted by Cindy Kogut, who is part of MCO support staff and has a

son-in-law is serving in the Army. Ed Clements, also a veteran, and the rest of the

MCO Executive Board attended the meeting. The Military Member's Program is one of MCO's three strategic initiatives for member strength and future growth.

MCO leaders kept Thursday's group small to encourage camaraderie and full participation. More members may be invited to future meetings for the military initiative. So far, about 100 corrections officers have shown inter-

est in the military initiative. If you are a veteran or active serviceman or woman, you can sign up for the military initiative on MCO's website.

Read more about MCO's initiatives for a stronger union at mco-seiu.org.



MCO Board member and military initiative leader Ray Sholtz, top left, with participants at the meeting. See more photos in our Facebook group or on our Flickr page at flickr.com/photos/mcoshots.

GUN BILL MOVES FORWARD IN STATE SENATE

After months of waiting and countless hours of work, two bills that would allow certain current and retired MDOC personnel to carry in weapons free zones have passed out of the Senate Judiciary Committee.

For those who have been closely monitoring this issue, the delay with HB 4159 was created by a technical change in law that required certain language in the bill to be addressed.

To fully correct the problem, SB 516 was drafted and MCO commends the

hard work of Sen. Rick Jones and Rep. Joel Johnson for championing this issue forward.

MCO considers this a top priority and will continue to collaborate with the legislature and MDOC to make it a reality for correctional professionals.

The bills will now be voted on by the full Senate, however, no date has been given as to when that will happen. In the meantime, we urge all members to contact their Senator and urge a "yes" vote on HB 4159 and SB 516.

KINROSS MOVES TO HIAWATHA THIS MONTH

The old Hiawatha facility should be up and running by the end of the month.

Kinross Correctional Facility inmates and staff will soon move to Hiawatha, which will be called Kinross once it opens. The Hiawatha Correctional Facility, closed since 2009, had \$8.9 million of upgrades over the past months.

MDOC officials say renovating Hiawatha was less expensive than updating Kinross.

AROUND THE STATE: OFFICER ASSAULTED AT LMF; RARE WEAPON FOUND AT MCF

An Alger inmate punched an officer in the face Wednesday after being told to leave the dayroom.

The CO noticed a prisoner in the dayroom, where he wasn't supposed to be. When the officer told him to leave the room, the inmate punched him. The of-

ficer's nose was broken, but he returned to work the next day.

A knife was found last week in a porter closet at Muskegon.

An officer uncovered it during a routine shakedown of 2 unit, a Level II.

This was a very rare and dangerous find, officers say.

Lunch was delayed at Cotton after mold was discovered on cabbage.

It happened Sept. 29. The tainted cabbage was removed from the line.



BULLETIN

OCT. 14, 2015

BARGAINING UPDATE: MCO AND OSE REACH A TENTATIVE AGREEMENT FOR MEMBERSHIP VOTE

MCO and OSE have reached a tentative agreement.

The tentative agreement calls for a one-year contract on wages and health care, but a three-year contract on everything else. OSE insisted on a one-year contract for wages and health care due to their uncertainty about the federal excise tax on premium health care plans (known as the Cadillac Tax). The employer took the position they could not weigh the possible effects of the tax on the budget, and therefore, were unwilling to bargain a longer contract on wages and health care. Also, it is worth noting that all other state employee unions were faced with similar challenges regarding contract length.

The one-year wage agreement includes a 1% base increase effective Oct. 1, 2016, and a 1.5% lump sum payment in Oct. 2016.

MCO secured current language on health care with some enhancements, such as additions to the vision and dental plans and dependent life insurance.

The MCO bargaining team negotiated using info gathered from member surveys and conversations with chapter leaders and other members. MCO is keeping current language on 12-hour shifts, comp time, meal periods, crossing work site lines, longevity pay and the uniform and boot allowances. There were some language adjustments to the sick leave bonus and the 32-hour rule for those working 12-hour shifts.

The Bargaining team wanted to ensure all members have the opportunity to vote on this tentative agreement. Although this agreement doesn't have everything we wanted, MCO leaders do not believe the Michigan Civil Service Commission would give us a better deal.

Executive Board members attempted to contact all chapter presidents about the tentative agreement. Chapter presidents have been called to an Executive Council meeting Thursday for a more complete briefing.

A full analysis of changes and the rationale for them will be included in the Collective Bargaining Review that will be sent to members along with the contract voting ballot. Our goal is to have this in the mail by the end of the month.

If members approve the agreement, the Civil Service Commission will be asked to approve it at its Dec. 16 meeting.

Thank you, members, for your support throughout this process.

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BARGAINING: EXECUTIVE COUNCIL HEARS MORE ABOUT TA; BOARD TO HOLD MEMBER MEETINGS

The MCO Executive Board will be hosting meetings around the state starting late next week to discuss the tentative agreement (TA) with members.

The Board, which also served as the bargaining team, will hold meetings at specified locations near prisons around the state for all members' convenience. Board members will talk about the tentative agreement and answer questions.

The Executive Council, which includes all MCO chapter presidents, met in Lansing Thursday. They heard a complete review of the proposed changes and MCO's strategy. Many said they appreciate that the TA doesn't take us backward.

A complete description of proposed changes and a voting ballot will be mailed to all members in the coming weeks.

MCO announced Wednesday the union and OSE have a tentative agreement that calls for a one-year contract on wages and health care and a three-year contract on

everything else. A 1% base pay increase, an additional 1.5% lump sum payment, and some improvements to health care are included in the one-year wages and health care agreement. The three-year contract would maintain current language on 12-hour shifts, comp time, longevity pay and the uniform and boot allowances.

By sending this out for a vote, every dues-paying member, each with their own unique experiences, will be able to raise their voice and tell MCO whether this agreement fits their needs.

Although staffing is a prohibited subject of bargaining, the importance of staff retention and safety will be emphasized even more going forward. Officers at several facilities are being mandated several



Above: Executive Council members review the tentative agreement. Right: President Tom Tylutki highlights changes in the proposed contract.

times a week. Meanwhile, several recruits have dropped out of the training academy. We will raise the issue of staff retention and safety in every venue available to us, including the media and the legislature, at every opportunity we have.

Thanks again, members, for your support throughout the bargaining process. We're stronger together.

AROUND THE STATE: GUS HARRISON CO HURT; WHV OFFICER DRESSED OUT WITH URINE

An ARF officer was seriously injured in a staff restroom Sunday.

The officer was rushed by ambulance to a hospital. He suffered a gash on his head and a broken shoulder.

The officer entered the staff restroom, which is between A and B units, at 2000 hours. About two minutes later, he stumbled into B unit. Officers tell MCO he lost a large amount of blood.

Two inmates were sent to segregation. A lock was found, officers say.

At this time, there's some discrepancy as to whether the officer was assaulted. The officer does not remember the few minutes leading up to the injuries. MCO members at ARF believe he was assaulted. MCO staff spoke with the officer and he emphatically said he was assaulted. The situation is under investigation.

An inmate at Women's Huron Valley threw urine on an officer Monday.

She threw urine through her food slot onto the officer's face. COs tell us some of it entered her mouth. The prisoner, who was already in segregation, was placed on food loaf.

APPLICATION PERIOD FOR CLOSER-TO-HOME TRANSFERS ENDS OCT. 31

Officers may apply for the closer-to-home transfer list during the month of October. To apply, mail or fax a letter to MCO, attention: Cherelyn Dunlap. MCO's mailing address is 421 W. Kalamazoo St., Lansing, MI 48933. MCO's fax number is (517)485-3319.

Include your name, employee ID, address, phone number, current work location, desired work location, and how far you currently travel for work. Your letter or fax must be received by Oct. 31 for consideration.

Please note:

- Not everyone makes this list. You may apply to be considered.
- Those who voluntarily transferred in the last year will not be considered.
- Those with an active disciplinary record will not be considered.
- If you are a probationary employee, but will have status by Jan. 1, 2016, you may apply to be considered.
- For more information on closer-to-home transfers, see Article 15, Part D, Section A-5 of your contract.

GET YOUR MCO GEAR IN THE ONLINE STORE

Have you checked out MCO's online store?

It's the only place members can buy MCO shirts, hats, mugs and more. Store merchandise is proudly made in the U.S.A. Visit the store at co-store.com/mco.

Keep in mind, the holidays are right around the corner. MCO gear would make a great gift for a union member!

The store is new, so we're asking for feedback. You can send your comments at check out, or email cindy@mco-seiu.org.

Happy shopping!



BARGAINING UPDATE: MEMBERS TO GET CONTRACT SUMMARY, BALLOT NEXT WEEK

The contract voting packet is being printed and will be in the mail by the end of the week.

All eligible dues-paying members should receive their packet next week. The packet will include a contract summary with a full explanation of changes and voting instructions; a ballot; a ballot envelope; and a return envelope.

Ballots must be received at the address on the return envelope before Monday, November 30. That morning, the MCO Executive Committee, made up of chapter presidents, will retrieve the ballots and the count will begin. Any ballots returned after that time will not be counted. Once the votes are tallied, MCO will publish the results in a bulletin and at mco-seiu.org.

Executive Board members have been leading meetings around the state to discuss the tentative agreement with members, and most of the feedback they've heard has been positive. Members appreciate that the TA includes some improvements to health care and a modest base pay increase.

Here are the details for the remaining meetings:

• WCC

When: Nov. 3, 1:30 p.m. – 3 p.m.

Where: WCC Training Room

• NCF

When: Nov. 3, 4:30 p.m. – 7 p.m.

Where: Visiting Room/Training Room

• CFP

When: Nov. 4, 1:30 p.m. – 4:30 p.m.

Where: Classroom

• KCF

When: Nov. 4, 2 pm - 4 pm

Kinross Township Hall

• STF

When: Nov. 6, 12:30 p.m. – 4 p.m.

Where: Pine River Township Hall

• SLF

When: Nov. 6, 12:30 p.m. - 4 p.m.; 4:30 p.m. - 7 p.m.

Where: Pine River Township Hall

• ECF

When: Nov. 7, 12:30 p.m. – 3 p.m.

Where: ECF Training Room

• DDC/DRC

When: Nov. 7, 12:30 p.m. – 3 p.m.

Where: DRC Training Room

• MRF

When: Nov. 8, 12:30 p.m. – 3 p.m.

Where: MRF Training Room

AROUND THE STATE: INMATES ASSAULTED AT MRF, LRF; DRUGS INTERCEPTED AT MPF

The mother of a Pugsley inmate tried to smuggle the drug Suboxone into the prison on the back of postage stamps, according to media reports.

Suboxone is a painkiller that comes in a film. It is prescribed to treat addiction to narcotics.

The prisoner was sent to the Oaks and was placed in a Level IV housing unit. The mother and son face criminal

charges.

A Macomb inmate was treated at a hospital Saturday for a slash to the face.

The prisoner was on the phone in a Level II housing unit when staff noticed his face was cut. He was taken to health care and later was sent to a hospital. His attacker and an accomplice who hid the assault weapon have

been identified, officers say. They have been sent to seg. The victim is also in seg for protection.

A Level II inmate suffered a broken jaw and other facial fractures in an assault Oct. 24 at Brooks.

The prisoner is still at a hospital, officers said.

Details of the attack are still under investigation.

CRISIS FUND NEWS: RAFFLE WINNERS ANNOUNCED; 2016 UP GOLF OUTING SCHEDULED

Congratulations to the winners of the 2015 MCO Crisis Fund Raffle. Winners were drawn Oct. 23 at the MCO central office. Winners are:

- #1 Scott Fountain
- #2 Scott Grant
- #3 Quentin Caldwell
- #4 Jake Ludtke
- #5 Chad Johnson
- #6 Krista Benson

- #7 Mary Gillman
- #8 Paul Jensen
- #9 Kris LaCount
- #10 Debbie Loomis
- #11 Jason Stoltenberg
- #12 Mitchell Miller
- #13 T. Lintula
- #14 Tom Johnson

The Crisis Fund helps members facing catastrophe. Thanks for your

support!

Mark your calendar now!

The Upper Peninsula Crisis Fund Golf Outing will be Friday, June 17, 2016 in Newberry. More details to come. The UP outing returned summer 2015 due to popular demand. The event was such a success, next year's is already in the works.



BULLETIN

Nov. 13, 2015

WATCH YOUR EMAIL FOR MCO-SPONSORED STUDY ON CORRECTION OFFICER WELLNESS

This is part of MCO's initiative to research the effects of corrections officer stress, and to educate decision makers and the public

MCO members and leaders have been talking a lot lately about the union's initiatives for member strength and growth. One of those initiatives is research and education on the effects work-related stress on corrections officers. Recent research indicates that over time, the job can take its toll on officers' health and functioning.

To that end, MCO is asking all bargaining unit members to take a secure and anonymous online Staff Wellness Assessment, which examines possible outcomes of exposure to stress related to corrections work. **The link and password to the Staff Wellness Assessment will be emailed to officers' personal email addresses, if they have supplied one to MCO. Because the Staff Wellness Assessment should not be taken at work, it will not be sent to state email addresses. We plan to email the link and password to you next week.**

MCO has partnered with Desert Waters Correctional Outreach to help us carry out this initiative. Desert Waters is a Colorado non-profit corporation which specializes in the health and well-being of corrections professionals. The Staff Wellness Assessment is composed of four validated assessment instruments that ask questions about traumatic stress, depression, and exposure to work-related, potentially traumatic incidents. Learn more about Desert Waters at desertwaters.com.

Here are some details about the upcoming Staff Wellness Assessment:

- It is completely anonymous. Your name will not be asked, and no identifying information will be collected. No one, not even the researchers, will be able to tell who answered the questions.
- Expect to spend about 20-25 minutes to answer all questions.
- All questions must be answered if they are to be used in the data analyses.
- You cannot pause the Staff Wellness Assessment and come back to it later. If you log off, your answers will be discarded and you will have to start over from the beginning.
- Only the researchers will have access to raw, individual data.
- Findings will be presented in terms of group statistics (percentages and averages) in a written report, which will be submitted to the union Executive Board.
- The Staff Wellness Assessment does not and cannot be used to diagnose any one person for any type of disorder or condition. Rather, it will be used to increase awareness of consequences of corrections officers' work-related stress.
- The Staff Wellness Assessment is for those in MCO's bargaining unit only.
- Once the link and password are emailed to members, the Staff Wellness Assessment will be available to take over a period of four weeks.
- Those without internet access will not be able to take the Staff Wellness Assessment.

The results will make it possible for us to draw conclusions about how to best support and advocate for our members. This is your opportunity to have your voice be heard! So, please take the Staff Wellness Assessment, and make sure your responses are as complete and accurate as possible. We thank you in advance for your participation in this ground-breaking study!

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GUN BILLS PASS BOTH CHAMBERS, AFTER YEARS OF WORK FROM MEMBERS AND STAFF!

Amid a flurry of legislative action, two bills that would allow certain active and retired corrections personnel to carry a concealed weapon in gun-free zones passed the legislature last week.

HB 4159 passed the Senate 28-8 and was concurred in the House 82-23. SB 516 passed the House 83-23 and was concurred

in the Senate 28-8. The bills are tie-barred and will now make their way to the governor for his approval.

This legislation has been in the works for several years and marks a significant win for MCO. We want to thank every member who took the time to write a letter, call their legislator and get involved. We could not have

done this without you!

Upon receipt of an enrolled bill, Governor Snyder has fourteen days to consider the bill. MCO has every reason to believe the Governor will sign this package and intends to work collaboratively with the MDOC to make sure implementation is clear and simple.

COTTON, MCO HONOR THOSE WHO SERVED AND THOSE SERVING NOW ON VETERAN'S DAY

Thank you, veterans, for your service!

MCO is spearheading an initiative to help us better serve the many corrections officers who are retired or active military members. We know they face unique challenges – whether it's facing deployment, getting re-acclimated to civilian life, or navigating Veteran's Affairs. A group of corrections officers met in Clare last month as the first step in this initiative.

Cotton staff hosted several events last week to support and honor military members. They asked staff to donate their extra

Halloween candy for the troops, and held a cookout Tuesday. Money raised at the cookout is being donated to the American

Legion Post 29 (in Jackson) for care packages for deployed service men and women. Officer Nugent, Officer Fridd and Officer Contero were some of the veterans who worked the grill during the cookout.

Cotton Chief Steward Cary John-

son, who also serves on the MCO Executive Board, said she was inspired by MCO veterans who gathered at the Clare meeting

in October.

"When I returned to work, I started talking to the JCF veterans about MCO's initiative, trying to get them to sign-up and get involved. I have known Officer Nugent for a long time, knew that he had been deployed several times, but never knew the various things that he does since his return for veterans both deployed and in the community. I knew that this was exactly one of the various things that MCO was talking about when connecting with its members."

The JCF fundraisers are just one example of what we can do through the military initiative. Supporting each other in new ways, like these fundraisers, is a key component of MCO's initiatives for future strength.

Go to our website to sign up to show your interest in the military members' initiative or to learn more about MCO's initiatives.

Thanks again to all veterans and active service members!



The JCF cookout raised money for care packages for deployed service members. JCF members, MCO Executive Board members, MCO staff and JCF and MDOC administrators attended.

BARGAINING UPDATE: CONTRACT SUMMARY, BALLOTS IN MAIL

The contract summary and ballot were sent to members Nov. 6.

Please read the summary and the voting instructions carefully. Ballots may be disqualified if instructions are not followed.

If you do not receive your packet, or you believe there's a problem with your packet, please call or email Stephanie at the MCO central office immediately. Her email is stephanie@mco-seiu.org and the office number is (517)485-3310.

Ballots must be received at the address on

the return envelope before Monday, Nov. 30. Chapter presidents will retrieve the ballots and the count will begin. Any ballots returned after that time will not be counted.

Once the votes are tallied, MCO will publish the results in a bulletin and at mco-seiu.org.

Meanwhile, the MCO Executive Board wrapped up their member contract meetings last week. If you attended a meeting, thank you. We all have busy lives, but taking time out for the union strengthens our solidarity and enables union leaders to fight on members' behalf.

DUES INCREASE NOTICE

MCO membership dues will increase.

Dues will go from \$22.44 to \$22.89 a pay period, equaling an increase of \$11.40 per year. This is only 45 cents per pay period. This is a 2 percent increase.

MCO bylaws call for an automatic dues increase whenever there is a wage increase. Bargaining unit members received a 2 percent wage increase Oct. 1.



CORRECTIONS WELLNESS ASSESSMENT EMAILED TO MEMBERS LAST WEEK

Don't forget, everyone in the MCO bargaining unit is invited to take a special survey on corrections wellness and fatigue.

A survey invitation was emailed to most members' personal email address last week. If you did not get the survey, please

update your email by going to mco-seiu.org and clicking "Update your address" on the right. The survey will only be sent to personal email addresses.

The survey takes about 20-25 minutes to complete, and it closes on Dec. 15 at

11:59 p.m. EST. Please take a moment now before the holidays ramp up to fill out the assessment. The assessment is completely anonymous. MCO will use this research to better educate the public and decision makers on corrections fatigue.

AROUND THE STATE: MCF COs RECOGNIZED FOR SAVING A LIFE; AMF OFFICER ASSAULTED

Two Muskegon officers have been submitted for nomination for lifesaving awards.

Officer Rodriguez and Officer Mitchell-Keyes, along with a sergeant, helped an inmate in distress Nov. 14. Rounds had just been completed when a prisoner waived them over to check on another inmate, who wasn't breathing. The prisoner survived.

The two officers' names have been submitted to MCF administration for nomination for lifesaving awards. Great job!

A Baraga officer was punched as he was unlocking the JPay room for a

prisoner Nov. 13.

The officer was able to stay on his feet and gain control of the inmate despite being punched several times. Staff quickly responded. The prisoner was transferred to MBP.

The CO received several stitches above his eye. He has not yet returned to work.

Also at AMF, a Trinity worker was placed on stop order this week for overfamiliarization.

Ten inmates were sent to segregation after a yard fight Nov. 16 at Cotton.

The yard was cleared, and in a shake-down, staff found four hidden shanks. At

least one inmate in TC-unit was found in possession of a weapon later that day.

Officers believe the fight was gang related.

Staff broke up the fight quickly. No staff members were injured.

Two fights broke out at Alger this week.

On Monday, Tasers and pepper spray had to be deployed to quell a six-inmate fight on a walkway. Another two-inmate fight happened Tuesday in Maple unit. Five gallons of spud juice and a weapon have been found in the last two days.

SUPPORT THE MDOC HONOR GUARD, ATTEND THE HOLIDAY CELEBRATION DEC. 4

Tickets are still available for the Ninth Annual Honor Guard Holiday Fundraising Celebration Dec. 4.

The evening will include dinner, entertainment, an awards presentation and a silent auction. All proceeds will go to the Honor Guard, which honors fallen law enforcement staff and represents MDOC

at funerals, parades, recruit graduation and other events.

The celebration will be from 6 p.m. – 12 a.m. at the Kellogg Hotel and Conference Center at Michigan State University. Tickets are \$30.

RSVP by calling Melissa Hetherington at (517)335-1385 or by emailing hetheringtonm@michigan.gov. The RSVP deadline is Monday, Nov. 30, so act fast.

See you there.

RED WINGS LAW ENFORCEMENT NIGHT IS THURSDAY, DEC. 3

Law enforcement night with the Detroit Red Wings is Dec. 3!

The Wings take on the Arizona Coyotes at 7:30 p.m. at the Joe Louis Arena. Tickets are \$35 each and all orders include a Detroit Red Wings Law Enforcement

Night Challenge Coin.

To buy tickets, go to detroitredwings.com/law and use promo code law. You can also call (313)471-7138.

This event, in its fifth year, is open to all law enforcement personnel, including corrections officers, police officers, sheriffs' office staff, non-sworn officers, and their families and friends.



BALLOT COUNT IS MONDAY!

Contract ballots will be counted Monday. To the members who voted, thank you.

Please watch your email and our website Monday for a bulletin announcing the results.





BULLETIN

Nov. 30, 2015

MCO MEMBERS APPROVE PROPOSED CONTRACT

MCO members voted to approve the proposed 2016-2018 contract.

The contract passed by 1,314 (72 percent of the vote) to 516 (28 percent of the vote). Of the 6,511 ballots mailed, 1,837 were returned, making the ballot return rate 28 percent. Only seven ballots were disqualified.

“We’re grateful for those members who followed through and voted on this con-

tract, whether they voted yes or no,” MCO President Tom Tylutki said. “They made their voices heard, in a time when they face so many challenges. The collective bargaining process works, and our members and leaders believe in its value.”

Unions leaders and staff will look into ways to raise voter turnout in the future.

Next, the Civil Service Commission must approve the contract. The commis-

sion’s next meeting is Dec. 16.

See the chart below for the results from each facility. The total votes cast column excludes the seven disqualified ballots.

To the members who voted, thank you! We appreciate you taking the time to read the summary, digest it and cast an informed vote.

FACILITY	YES VOTES	NO VOTES	TOTAL VOTES CAST	TOTAL BALLOTS SENT
Alger	34	13	47	157
Baraga	38	20	58	196
Bellamy Creek	46	10	56	237
Brooks	41	3	44	172
Carson City	35	25	60	257
Central Michigan	57	24	81	269
Chippewa	48	33	81	294
Cooper Street	26	12	38	157
Cotton	59	21	80	263
Detroit Detention Center	10	0	10	42
Detroit Reentry Center	22	6	28	144
Egeler	48	13	61	305
Forensic Center	43	10	53	195
FOA	4	3	7	31
Gus Harrison	56	24	80	316
Huron Valley Women’s	29	9	38	325
Ionia (IMAX)	51	15	66	190
Kinross	37	13	50	190
Lakeland	40	11	51	174
Macomb	35	14	49	197
Marquette	23	56	79	194
Michigan Reformatory	27	7	34	186
Michigan Training Unit	46	18	64	178
Muskegon	32	7	39	133
Newberry	24	18	42	122
Oaks	60	5	65	200
Ojibway	18	30	48	116
Parnall	28	5	33	162
Pugsley	34	11	45	115
Saginaw	79	13	92	180
SAI	10	2	12	78
St. Louis	60	22	82	207
Thumb	56	16	72	194
West Shoreline	35	1	36	122
Woodland	23	26	49	212
TOTAL	1,314	516	1,830	6,511



GUN BILLS GET GOVERNOR'S SIGNATURE

On Monday, Governor Rick Snyder put his stamp of approval on House Bill 4159, sponsored by state Rep. Joel Johnson, and SB 516, sponsored by state Sen. Rick Jones.

These important gun bills had been in the works for several years and had seen ups and downs until recently. Members may recall that similar gun bills allowing COs to carry fell just short in prior years.

In the end, MCO's persistence and support in the legislature made these laws a reality.

Under the newly-enacted law, the current "no-carry zone" prohibition would not apply to a concealed pistol licensee who is a currently employed or retired DOC parole, probation, corrections officer, or absconder recovery unit member, if he or she had obtained a DOC weapons permit.

Beginning Dec. 1, 2015, county

clerks must indicate on a person's CPL if that person is exempt from the no-carry zone prohibition, if the applicant provides acceptable proof that he or she qualifies for the exemption. Under the new law, acceptable proof is defined as the following:

- For a DOC parole, probation, corrections officer or absconder recovery unit member, acceptable proof means his or her employee ID and proof that the person had obtained a DOC weapons permit.

- For a retired DOC parole, probation, corrections officer, or absconder recovery unit member, acceptable proof means a letter from the DOC stating that the person retired in good standing and proof that he or she obtained a DOC weapons permit.

MCO is aware that some individuals are having difficulties obtaining the necessary documentation and asks that

everyone be patient as the MDOC institutes its procedure in regard to the new law. In general, a law does not take effect until 90 days after the end of the legislative session in which the measure was enacted. In our case, the bills were given immediate effect by a two-thirds vote of the legislature.

It is also worth noting that the bills were approved with bipartisan support in both chambers and assigned as Public Acts 206 and 207.

MCO encourages all members to view how their legislators voted (information can be found on the MCO website) and call or email them to thank them for their support. Governor Snyder can be thanked by calling his office at 517-373-3400. Thanks to all who worked on this legislation to ensure the corrections profession is recognized for its advanced training and the dangers inherent to the job.

AROUND THE STATE: MR CO SUFFERS SERIOUS INJURIES IN PRISONER ATTACK

An inmate threw an officer down a flight of stairs Thursday at Michigan Reformatory.

The officer suffered a skull fracture and bleeding on his brain.

The assault happened in the Level IV J-block at about noon. The CO was assisting a nurse when an inmate became angry and refused to comply with the officer's orders. The inmate threw the officer down a flight of stairs. He hit his head on concrete at the bottom. The CO was taken by helicopter to a hospital, where he is now.

The prisoner was immediately transferred to Ionia Correctional Facility. Michigan State Police are investigating.

MCO President Tom Tylutki, MR chapter leaders and dozens of concerned officers from MR and other chapters have visited and sent words of encouragement. Please be aware the officer is recovering in an intensive care unit where flowers are not allowed and visitation is limited.

Obviously, this officer's injuries are very serious. Please continue to keep this fellow corrections officer in your thoughts and prayers.

As always, watch your back and your partner's back. Stay safe.

A Level V Marquette inmate punched an officer while he was un-

locking his door for showers Nov. 25.

Two responding COs were able to gain control of the inmate. Both of the officers were also injured and went to an emergency room for evaluations. All three officers have returned to work.

Earlier that day, a prisoner spit on an officer. The CO was caught in the middle when a prisoner was trying to spit on another inmate.

Eleven Alger inmates were sent to segregation Monday for possession of weapons, spud juice and a tattoo gun.

Officers found the contraband in a shakedown of the Level II Spruce unit.



MCO FOCUSES ON NEW LEADERSHIP DEVELOPMENT PROGRAM FOR CHAPTER OFFICIALS

FIRST TRAINING IS AN INTENSE TWO-DAY WORKSHOP ON ARBITRATION OUTCOMES

MCO is hosting a training this month unlike anything the union has ever offered before.

At the Advanced Leadership Development Series arbitration training, chapter presidents and chief stewards will learn about how the Executive Board decides what situations should go to arbitration, how to support members throughout the process, and the pros and cons of taking a case to a third-party arbitrator. It's true that arbitration can sometimes result in broad language that has implications on everyone in the bargaining unit. This can be a good or bad thing, but either way, it's crucial our *member leaders* understand what's at stake.

At the training, attendees will hear from a panel of three arbitrators who will explain what makes a solid case and other insights that will help chapter lead-

ers understand the benefits and risks of arbitration.

This training will be more intense and in-depth than any previous training offered by MCO. At the end, participants will understand:

- The nuts and bolts of labor arbitration;
- The dangers of relinquishing contract issues to a 3rd party;
- The importance of analyzing issues prior to filing a grievance;
- Combining evidentiary issues and theory to make a case (or not);
- Tools for evaluating cases, settlements and credibility; and
- Topics involved in case selection for arbitration.

The arbitration training is one piece of the new Advanced Leadership Development Series aimed at providing union expertise and professional growth to

MCO members. Future trainings could focus on other topics.

This training series is part of MCO's changes to grow member strength and engagement. The Executive Board is taking steps to make sure chapter leaders have the tools and information they need to support members in an environment where union members could easily come under scrutiny. The Board thinks this training is critical for the development of leaders and the future of our organization.

Presidents and chief stewards from certain downstate chapters will attend the Advanced Leadership Development Series arbitration training Dec. 17-18 in Lansing. Another training will be scheduled for the remaining chapter leaders.

Look for a story and photos in the next MCO Report.

REMINDER: TIME IS RUNNING OUT TO TAKE CORRECTIONS WELLNESS AND FATIGUE SURVEY

There's only six more days to take the corrections wellness and fatigue assessment.

Although the assessment is voluntary, it is vitally important that everyone in the MCO bargaining unit take this survey. MCO will use the results to better support and advocate for members. This research will help the union educate the public, the media and the legislature on the difficulties of your job. Your re-

sponses are completely anonymous.

"We know that this job is inherently dangerous," said MCO Executive Board Member Cary Johnson. "Day in, day out, having your guard up, both inside and out of work, does something to you. It changes you. MCO is trying to gather statistical evidence to understand the extent to which it changes us, and what we can do about it."

Johnson is the Executive Board's

point person on the corrections wellness and fatigue initiative.

The assessment was emailed Nov. 17 to all confirmed personal email addresses for those in MCO's bargaining unit. A reminder email was sent this week. If you did not get these emails, please send a message to mail@mco-seiu.org.

The assessment closes at 11:59 p.m. Dec. 17. If you already took this assessment, thank you!

AROUND THE STATE: CONTRABAND DELIVERED TO SRF; GANG FIGHT DISRUPTS LMF

Marijuana and cell phones were uncovered in a food delivery truck Monday at Saginaw.

The contraband items were hidden in a crate of apples. SRF staff received a tip about the shipment, and the truck was searched at the warehouse when it arrived. Michigan State Police are inves-

tigating.

The Detroit Free Press reported on the attempted smuggling this week. MCO told the Free Press contraband is a huge safety and security concern.

An Alger inmate was sent to a hospital for stitches after a fight Monday.

It started on the commons in front of Pine unit and involved two Level 4 inmates. Officers say the fight was gang related.

Two Trinity employees at Lakeland were placed on stop order last week for overfamiliarization.



AROUND THE STATE: INJURED MR OFFICER RECOVERING; SRF INMATE CLIMBS FENCE

The Michigan Reformatory officer who was thrown down a flight of stairs Dec. 3 has been discharged from the hospital.

He is now working with a physical rehabilitation center as the next step in his healing process.

Gov. Rick Snyder and MDOC Director Heidi Washington visited the CO while he was in the hospital. Dozens of MCO members, including President Tom Tylutki, have paid him visits or sent their well wishes.

Officers and other corrections staff around the state have also poured their hearts into fundraisers for this CO. A hotdog cookout at Michigan Reformatory raised \$2,400 alone. For those who

have donated their time or money to support this officer, we thank you. If you would like information on how to support this officer, please email Adam Earley, the MCO chapter president at MR, at adamearley@gmail.com.

Officers at Women's Huron Valley found Suboxone hiding in the waistline of a visitor's pants.

Suboxone is a drug used to treat opiate addiction.

He was arrested, officers said.

Marijuana and a cell phone were found in a Gus Harrison inmate's wheelchair earlier this month.

The contraband was hidden in the

wheelchair's frame.

Also this month, Suboxone was found in a package marked legal mail. Suboxone is a growing problem at ARE, officer say. It's usually being caught in the mailroom.

A level IV Saginaw inmate made it over one interior fence in a possible escape attempt Friday morning.

The prisoner scaled an interior fence by health care. He did not climb either perimeter exterior fence. Transportation officers in the sally port spotted him.

Now the prisoner is in segregation at SRF.

QUICK UPDATES: FATIGUE AND WELLNESS SURVEY STILL OPEN, GET CALENDARS, APPLY FOR SCHOLARSHIPS

The deadline to take the corrections fatigue and wellness survey has been extended until 11:59 p.m. Dec. 31.

MCO leaders pushed back the deadline to ensure everyone in the bargaining unit has a chance to take this vitally important survey, which will shape the union for many years to come.

As of yesterday, 835 people have taken the survey. MCO leaders have

set a goal of 1,000 survey completions.

Please help us reach our goal by taking the assessment now. If you have completed the survey, thank you.

Please email mail@mco-seiu.org if you

did not receive a survey invitation.

2016-2017 academic year are now on the MCO website.

SEIU, Union Plus and MCO offer scholarships for children of active members.

MCO's program will award 20 scholarships worth \$750 each.

The first deadline is Jan. 31 for the Union Plus Scholarship. SEIU's deadline is in March, and MCO's is in June. Good luck!

The 2015 holiday packet, which includes next year's pocket calendar, was mailed to members early this month.

If you have not received your packet, please contact the MCO central office and we will get you one. Keep in mind, the office will be closed Dec. 24-25 and Dec. 31-Jan. 1.

Happy holidays!



Cotton staff hand the American Legion Post 29 a check to help send holiday packages to military members overseas. The money was raised at a Veteran's Day cookout organized by MCO members at JCF. The cookout brought in \$1,200. Thanks to all who participated! Read more about MCO's military initiative at mco-seiu.org.

Scholarship applications for the