



CLARENCE HAMMOND HOCKEY GAME WILL AID OFFICER'S SON IN FIGHT AGAINST CANCER

The third annual Clarence Hammond Memorial Hockey Game will be Saturday, Jan. 16, and all proceeds will support an officer's child who has stage three melanoma.

The event will be held at the Mt. Clemens Ice Arena. The MDOC Black Knights will play, gray uniforms versus black.

The matchup honors the memory of Clarence Hammond, a Macomb officer killed outside his home four years ago. His murder remains unsolved, despite a renewed campaign last year, with support from MCO, to get answers in the case.

The game will benefit Landon Agosta, son of MRF CO Joseph Agosta. Landon, 8, was diagnosed with melanoma in August. He has had three surgeries since then, and medical bills are starting to arrive in the mail. Landon is an energetic kid who loves sports, so it's been tough seeing him exhausted from treatments, CO Agosta said. Fortunately, the frequency of Landon's treatments has been reduced from three times a week to one, and he returned to school this week.

If you would like to support Landon but can't attend the game, visit <https://www.gofundme.com/landonagosta>.

What: Clarence Hammond Memorial Hockey Game, to support Landon Agosta. The MDOC Black Knights play each other, gray uniforms versus black.

Where: Mt. Clemens Ice Arena, 200 N. Groesbeck Hwy, Mt. Clemens, MI 48043.

When: 7:30 p.m. Saturday, Jan. 16

Cost: \$10

For more info: email MRF Sgt. Warner at warnerj3@michigan.gov.

IN MEMORIAM: FSA ANDRE WILLIAMS AND DEPUTY DIRECTOR DAN BOLDEN

Andre Williams passed away

Jan. 2.

Williams was an MCO member for 21 years.

A visitation for Williams will be Jan. 11 from 4 p.m. - 8 p.m. at O. H. Pye III Funeral Home, 17600 Plymouth Road, Detroit, MI, 48227.

His funeral will be the following day at 10 a.m. at the same location.

Please keep Williams' family and friends in your thoughts during this difficult time. Rest in peace, FSA Williams.

Dan Bolden, long-time MDOC Deputy Director, passed away Dec. 28 after a battle with cancer.

For nearly two decades "Deputy Bolden" was directly responsible for the operation of Michigan's state prisons and prison camps. He guided the prison system through an unparalleled period of growth, from fewer than 10,000 in 1984, to about 50,000 at the time of his retirement in 2002.

Bolden oversaw the break-up into multiple, smaller facilities of Jackson

prison (once the world's largest "walled" prison), and the double bunking of prisoners ordered by Gov. John Engler in the early 1990s.

Bolden's memorial service will be held from 12 p.m. - 3 p.m. Friday Jan. 8 at the Central United Methodist Church, 215 N. Capitol Ave., Lansing, MI 48933.

Rest in peace, Deputy Bolden.
Release provided by Warren Williams, former MDOC Chief Spokesman and head of Public Information (1992-1997)

AROUND THE STATE: STORIES FROM THREE PRISONS ILLUSTRATE VARIETY OF CO DUTIES

Three Newberry officers helped resuscitate a prisoner who suffered a heart attack on the yard Monday.

The COs were the first to respond to the emergency. They started CPR. The nursing staff arrived moments later and administered an AED. The man was breathing again when an ambulance took him off grounds. **Great job, officers!**

A KCF sergeant noticed a suspicious vehicle and two men outside

the prison when he arrived for work Tuesday morning.

A team including five corrections officers was sent to search the area outside the perimeter fence. They found marijuana and cell phones in containers near trees.

Two men accused of dropping the contraband were apprehended at the Mackinac Bridge.

An ICF prisoner punched an officer in the face, neck and chest

Dec. 27.

The random attack happened on the yard. **Another officer called out a code blue and helped gain control of the inmate.** The facility was locked down part of the day. Both officers went to a hospital. They weren't seriously injured.

In another assault at ICF, a prisoner armed with two homemade weapons attacked another inmate Saturday. The victim's cheek was cut, and the aggressor suffered a self-inflicted wound.



MCO, MDOC COME TOGETHER FOR THE EMPLOYEE AWARDS BANQUET MAY 3

MCO will officially take part in Corrections Officer of the Year selection and the annual banquet in May.

The list of facility officers of the year will be narrowed to five finalists later this month, and the Officer of the Year will be selected Feb. 8.

The Employee Awards Banquet will be May 3 at the Kellogg Center at Michi-

gan State University.

In addition to the Corrections Officer of the Year, a Parole or Probation Agent of the Year will be recognized at the banquet. Other awards include the Director's Award and Professional Excellence Awards.

The MCO Executive Board decided to once again join MDOC in these spe-

cial events that honor exemplary corrections staff. It's just one step MCO and MDOC have taken to build trust and cooperation. We won't agree on everything, but we should work together when we can to improve the lives of corrections officers.

MCO leaders and staff are excited to be part of this event once again.

MCO AIMS TO EDUCATE MEMBERS MORE ON STATE, NATIONAL CORRECTIONS TOPICS

MCO is working to better educate members on national corrections trends and provide deeper context for issues important to our members.

A heightened level of professionalism is expected in our increasing complex jobs, and we know officers are being told to do more with less. Whether we like it or not, technologies like cameras and Tasers are now integral to our workplace. That's why it's important we all stay up to speed on corrections news in our state and around the country.

Here are a few steps we're taking now:

- The MCO website has a new feature: a live feed of top stories from CorrectionsOne.com. Find it at the bottom

right of the home page, mco-seiu.org.

- MCO has been in contact with CorrectionsOne, and we plan to republish some of their great content on our website. (See "It's 'correctional officer,' not 'prison guard'" on the MCO website now.)

- We're introducing a new type of publication called the MCO In-Depth. The MCO In-Depth is for MCO or MDOC programs and topics that leaders and staff feel require thorough analysis or background. Staff will prepare and email the MCO In-Depth to our email subscribers. The In-Depth won't be published at set intervals, but whenever it's needed.

You've probably noticed two In-

Depths already – one last week on MDOC's protocol for obtaining the CPL exemption; and one Wednesday on MCO's new dignity campaign.

We also plan to archive In-Depths on the website.

If you would like to sign up to get MCO emails, please go to mco-seiu.org and click "Sign Up for Email Alerts" on the right. MCO staff is trying to compile a more complete list of home email addresses. Please sign up with your home (not Michigan.gov) email address.

We want to hear from you. What are your favorite sources of corrections news? What type of information do you want to get from MCO? Email mail@mco-seiu.org with your thoughts.

MCO INITIATES ACTION TO PROTECT CORRECTION OFFICER DIGNITY IN THE WORKPLACE

Did you hear about MCO's dignity campaign?

We're raising awareness of crimes occurring inside the prisons, specifically sexual deviant behavior and dressing out of officers by inmates.

This initiative was sparked during

our 2015 member outreach program and after studying both Bargaining and State of Michigan Survey results.

Get more details at mco-seiu.org.

If you have ever been dressed out or have been the target of sexual misconduct by an inmate, MCO cares and

would like to hear your story. Please email anita@mco-seiu.org with your name, facility, and brief description of what happened. An MCO staff member will contact you for more details. Or, you can call the MCO central office at (517)485-3310 and ask for Anita.

AROUND THE STATE: SAGINAW INMATE DIES; TONS OF PHONES UNCOVERED AT MUSKEGON

A Level IV SRF inmate is suspected in the death of his bunkmate Wednesday night.

MSP is investigating. The inmate accused in the death has been transferred to another facility.

At least 10 cell phones have been found this month at MCF. Five of them were found inside a guitar amp Jan. 5.

Also, two inmates were found unwrapping a bag of marijuana in the shower Tuesday.

A woman is no longer employed with Trinity at ICF due to allegations of overfamiliarity.

She is accused of exchanging love letters with an inmate, officers say.



AROUND THE STATE: TWO DRF OFFICERS ASSAULTED; FIGHTS JOLT AMF; MPF INMATES FACE PROSECUTION

A Carson City inmate punched two COs after one of them attempted to handcuff him last week.

An ARUS asked an officer to handcuff an inmate he had been speaking with. When the officer tried to handcuff the prisoner, he was punched. Another officer intervened and was also hit. The intervening officer and the inmate tumbled down a flight of stairs.

A third officer deployed his Taser, ending the assault.

The inmate was taken to segregation, where he spit on an ARUS.

The two injured officers went to a hospital. Their injuries were not serious, an officer tells MCO. Both are back to work.

1200 unit, a Level IV, was locked down until Sunday. The prisoner was transferred to ICF.

Please stay safe. Corrections officers truly have Michigan's toughest job.

Baraga inmates clashed in yard fights last Friday and Saturday, and as soon as a lockdown was lifted Tuesday, another fight started.

There were two altercations last Friday, one involving three inmates and the other involving seven. All inmates in the brawl were from unit 7, a Level V.

The next morning, 13 inmates faced off on the unit 6 yard. At about the same time, 5 inmates fought on the unit 7 yard. Most of the inmates who took part in the fights have STG status.

All Level V units were placed on

lockdown. The plan was to ease back into normal operations Tuesday. But that morning, a 14-prisoner fight immediately broke out when unit 5 was released for 30 minutes of yard time. The lockdown was reinstated.

On Thursday, staff started releasing one wing at a time for short blocks of yard time.

No staff members were hurt.

The officers on the yard during all these confrontations responded professionally and quickly. We applaud them for their vigilance and courage.

Five Pugsley inmates were charged this week with drug possession.

Four of them are accused of possessing marijuana, and one of them allegedly had Suboxone, according to media reports.

The drugs were found in November and December of last year.

A least three more cell phones were found at MCF in the last week.

Officers are doing shakedowns and working hard to find them.

Dozens of cell phones were found at the prison last year, officers say.

A Trinity employee who worked at both MTU and MR was placed on stop order last week.

Michigan State Police escorted her out of MTU Jan. 14. She is accused of bringing in contraband.

UPDATE ON RUO CASE

A hearing on the RUO lawsuit is scheduled for 10 a.m. Feb. 17 at the Ingham County Courthouse in Mason.

The Honorable William Collette will preside over the hearing.

According to Civil Service rules, our challenge first had to be filed through the Civil Service Commission. Once we exhausted that venue, we moved our complaint to the courts. MCO filed the case with the circuit court in August.

The RUO and CMUO classifications were eliminated in 2012. MCO has been fighting to reinstate them.

12-HOUR SHIFTS REMINDER

MCO staff have received a few inquiries lately regarding 12-hour shifts.

Here's a recap of where this stands: MDOC put a stop to new 12-hour shift programs in summer 2014 in response to short staffing at most facilities. Although staffing levels have improved at some facilities since then, they do not plan on changing their stance on this anytime soon.

Keep in mind, the contract language concerning 12-hour shifts requires both parties (MCO and MDOC) to mutually agree. Even if a petition is passed at a facility, MDOC administration has indicated they won't sign off on new 12-hour shift programs. The Department will allow those prisons already operating on 12-hour shifts to continue.

MCO will share any additional developments on 12-hour shifts.



AROUND THE STATE: IBC KEEPS BUSY WITH FIGHTS; URF COs SAVE INMATE'S LIFE

Fights have shaken Bellamy Creek over the past month.

Here are details on some of the incidents:

1/25

- Two-inmate fight.
- Inmate-on-inmate assault on a walkway between units 3 and 4.
- Cut found on prisoner's face while on the yard.
- Prisoner found intoxicated. Ticket written for substance abuse/alcohol.

1/22

- Two officers received minor injuries in an altercation after an inmate refused to remove his hat in a shake-down. One CO was punched in the temple.
- Inmate found in possession of 5-in. shank hidden in toothpaste box.

1/18

- Four-inmate fight in housing unit 5. Officer A. Shattuck arrived first and broke up the fight.

1/15

- Inmate-on-inmate assault.

- Officer Heilig found an inmate in possession of a weapon made from nail clippers.

1/13

- Inmate in possession of a sharp-edged ruler.
- Two inmates found in possession of tattoo paraphernalia. One of them was found by Officer Merrill.

1/9

- Two-on-one prisoner fight. One of the inmates had a 5-in. shank.

1/8

- Inmate suffers cut near his eye.
- Cell phone found in possession of prisoner.
- Razor found in possession of prisoner.

1/7

- Three-inmate fight.
- Two officers assaulted by inmate pulling away during escort.
- Inmate-on-inmate

fight.

1/5

- Prisoner-on-prisoner fight in housing unit 5. An officer was stuck with a needle during property pack up.

12/24/15

- Inmate found in possession of heroin.

Two Chippewa officers prevented a prisoner suicide Sunday.

At count time, a CO noticed an inmate was not in his bunk. He looked for the prisoner and found him in the shower area. He interrupted what was an apparent suicide attempt. He and another officer helped the prisoner, and he regained consciousness.

Ten Cotton inmates were sent to segregation last Friday.

Six of them were sent to seg for fighting. The others went to segregation for protection.

To all the officers who had a hand in finding contraband and keeping staff and inmates safe, great job!

Members, when you find contraband or respond to an emergency, let us know! We'd like to do more to recognize everything members do to keep prisons safe and secure. Email your story to mco-seiu.org.

IN MEMORIAM:

CO JEFF KINGSLEY



DDC member Jeff Kingsley passed away yesterday.

Kingsley started his MDOC career in 2008. Facilities he worked at prior to DDC include Cotton, WHV, and Ryan. No funeral details are available at this time.

Rest in peace, Officer Kingsley.

MDOC HIRING MORE CORRECTIONS OFFICERS!

MDOC will hire more than 100 corrections officers at a new academy starting March 14 at the MSP training post in Lansing.

Interviews are going on now. For more information, go to

mi.gov/mdocjobs.

Next week, a special recruit class for WHV begins. MCO is scheduled to meet with those recruits Wednesday.

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MCO MEMBERS VOLUNTEER TIME TO HELP FLINT CORRECTIONS OFFICERS TUESDAY

Our corrections family in Flint needs our help.

Families have been exposed to water from the Flint River, and lead from untreated, aging pipes leached into their water. Flint children could suffer life-long side effects. The magnitude of this public health crisis is huge. We can't resolve this situation overnight, but we, MCO members, can get to work now, doing what we can.

There are about 50 corrections officers living in Flint, and a group of MCO members and retirees will deliver water and other resources to

them Tuesday. We're doing what we can to bring them some relief.

A request was made for assistance from the MCO Crisis Fund for help with the relief for our officers.

MCO will also be providing some humanitarian relief with a semi-truck full of water for the community, paid for through other donations.

During the member listening tours last summer and in one-on-one conversations, MCO leaders heard members say they wanted to see more of this kind of union involvement in things that matter most. We know our brothers and sisters in Flint need

help, and MCO is doing what we can to answer the call.

If you would like to volunteer Tuesday, please email mail@mco-seiu.org by noon on Monday.

MCO staff will then forward you details about where and when to meet us Tuesday.

The MCO Crisis Fund helps members facing a catastrophe. Please consider making a donation to the fund. You can donate by mailing a check to: MCO Crisis Fund, 421 W. Kalamazoo St., Lansing, MI 48933. To the many who give regularly to the Crisis Fund, we thank you!

AROUND THE STATE: ABSCONDERS KEEP CSRs BUSY; FIGHTS AT LMF AND MBP

A shot was fired Tuesday in the direction of an absconder officer (also known as CSR).

The CSR was on a stake out in Detroit when police called for assistance in apprehending suspected armed robbers. Detroit police had believed one of them was on probation. The CSR responded, and the men fired a shot at him, which struck the CSR's vehicle. The CSR wasn't hit and no one was injured.

The men barricaded themselves inside an apartment and a SWAT team extracted them. The men were arrested.

We are thankful no one was hurt. This is another example of the dangerous work our members do every day.

The next day, the absconder unit was busy again, looking for a man

who escaped from the Lawton Parole Office. He was apprehended.

A Marquette inmate needed more than 10 stitches after another prisoner attacked him with a weapon.

The assault happened Wednesday on the yard. Both inmates are Level V.

Officers broke up the fight. No staff injuries were reported.

The previous day, three weapons and other contraband was found in shake downs. **To all the officers who found weapons and contraband this week, great work!**

An LMF inmate wielding two homemade plastic shanks stabbed two prisoners Sunday in Cedar unit.

The prisoners were stabbed in the upper back. The weapons were about 6 inches long.

A Trinity worker at ARF was placed on stop order Tuesday for alleged sex acts with an inmate.

Also at ARF this week:

A property room officer found marijuana in a peanut butter jar Wednesday. The marijuana was found during a shakedown of an incoming inmate's property.

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MCO MEMBER-TO-MEMBER VOLUNTEER WORK HELPS OFFICERS IN FLINT

On Tuesday, a group of MCO members, retirees, and staff stopped by the homes of all 48 MDOC corrections officers living in Flint to deliver water, cards, and a water resource flyer.

Volunteers were very moved by some of the stories officers told at their doors. A few are experiencing health concerns, on top of the stress of using bottled water for drinking, cooking, and other daily needs.

"I want to thank you for donating this water for my son and I," Officer Anderson said. "We've been in this battle for three years with the water crisis, and I just ask for your prayers for us."

"When I saw (the water) on my porch when I got home, I just thought, 'oh my gosh,'" Officer Walker said. "I read the card and thought, 'this lady is from my job,' so when I saw her, I definitely gave her thanks."

Some of the officers volunteers visited said they aren't connected to Flint city water and haven't been impacted. But even they were happy to see MCO in their community. Those who have clean drinking water said they would give the water MCO delivered to friends or

family who need it.

Volunteers, including MCO Executive Board Members were energized by meeting members face-to-face, hearing their stories, and doing something positive for them and their families.

"The interesting thing was that we were actually helping each other," Board Member Cary Johnson said. "In the negative environment we work in every day, as a volunteer, I felt fantastic when we were done with our 48 deliveries and wanted to do more!

There were officers from Detroit, St. Louis, Ionia, Carson City, the Forensic Center, both retired and probationary. It was so inspiring to see everyone coming together in our brothers' and sisters' time of need."

President Tom Tylutki said hearing some of the Flint officers' stories was humbling.

"In my 32 years as an MCO member, I've never been prouder to see members, retirees,

staff, and SEIU staff come together for such a worthy cause," Tylutki said.

Executive Board Member Ray Sholtz agreed.

"It was great to be part of members looking after members and their families," he said.

MCO will also provide some humanitarian relief with a semi-truck full of water for the community.

MCO leaders and staff have been listening to members, who are telling us they want to see their union involved in the things that matter most. We know our brothers and sisters in Flint need our help, so we're doing what we can to bring them some relief.

Anyone wishing to give to the MCO Crisis Fund may mail a check to: MCO Crisis Fund, 421 W. Kalamazoo St., Lansing, MI 48933. To the many who give regularly to the fund, we thank you.

For more photos from Flint, go to mco-seiu.org or go to flickr.com/photos/mcoshots.



Flint volunteers pose for a photo before heading out with water. Photo by Cindy Kogut.

CONGRATULATIONS TO CO OF THE YEAR CRAIG ALTOFT AND FINALISTS, FACILITY WINNERS

The Michigan Correctional Officers' Training Council has named **Craig Altoft of Michigan Reformatory** as the 2016 Corrections Officer of the Year.

"Craig Altoft is an excellent corrections officer. He has set an example we should all strive to match," said Bill Henderson, MCO treasurer and union representative on the Training Council. "All the candidates have outstanding records of leadership, service, and dedication. Congratulations to all facility officers of the year."

Altoft trains officers in weapons, cell rush techniques, and Taser use, in addition to being an OJT mentor. His coworkers who nominated him for RMI's facility officer of the year describe him as reliable and knowledgeable. They also say he encourages staff members and communicates well with inmates and staff. He responded heroically when an inmate seriously assaulted an officer in December, bringing as much calm as he could to the situation.

Altoft started his MDOC career in 1994 at Deerfield Correctional Facility, where he served on the Emergency Response Team. He transferred to RMI in 2009.

Finalists:

Paul Jensen, Ionia Correctional Facility

Jensen has received numerous accolades over the years, including a Life Saving Award, Director's Award, and two letters of commendation from his warden. He has also received the Good Government Symbol of Excellence for his work as the MCO ICF chapter president.

Jensen, a US Marine Corps veteran, also volunteers with several organizations in his community.

Paul Schneider, Thumb Correctional Facility

Schneider works with youthful offenders unit, where his "calm and consistent manner" has diffused many tense situations, according to his nomination materials. He has an excellent work ethic.

Outside of work, he teaches Bible study, coaches a traveling baseball league, and mentors the Lapeer High School Robotics Team.

Jeff Vanderkooy, Muskegon Correctional Facility

Vanderkooy is a 3-year MDOC veteran and a bid yard officer.

He remains calm in times of emergency,

like when a prisoner was unresponsive on the yard. He is often the first officer to answer calls for assistance, according to nomination materials. Vanderkooy consistently comes up with innovative ways to improve safety and efficiency at MCF. His volunteer service includes the Special Olympics Law Enforcement Torch Run.

Rita Wise, Women's Huron Valley

Wise has nearly 20 years with the MDOC, first at Scott Correctional Facility, and now at WHV.

Wise implemented an art program at a unit at WHV and the "Excellence in Room Standards" program, which encourages tidiness in the unit. She leads by example and trains new officers, her warden wrote in her nomination. Wise is a former MCO chapter president and former chapter steward.

Wise is an active volunteer at her church.

Congratulations to CO of the Year Craig Altoft, the finalists, and each and every facility's officer of the year!

For photos of the Officer of the Year and the finalists, go to our website, mco-seiu.org or visit us on Flickr at flickr.com/photos/mcoshots.



RUO/CMUO CLASSIFICATION ABOLISHMENT HAS ITS DAY IN COURT

At a court hearing Wednesday, Feb. 17 on the RUO and CMUO classifications abolishment, the Honorable William Collette criticized the Michigan Civil Service Commission (MCSC) and state lawmakers, who he said seem insistent on cutting wages and undermining long-standing authority.

Attorney Jason Hawkins, representing the state, said MDOC staff had been improperly classified for more than 30 years before the classifications were abolished. RUOs were really performing the work of corrections officers, he said. Judge Collette wasn't buying it, saying MCSC "finds a way to justify everything it's done."

A classification study, conducted in 2012 after the abolishments, found

wide discrepancy in how former RUOs answered a question about whether treatment was part of the RUO job. MCO's outside legal counsel, Mary Ellen Gurewitz, said the word treatment wasn't defined, and that caused confusion.

RUOs were in fact part of an overall treatment team that focused on rehabilitating inmates, Gurewitz said. She pointed out that one former RUO, in her testimony from 2012, said an RUO was actually a corrections officer, supervisor, an army sergeant, and a parent in one.

Gurewitz noted that in 2006, MCSC conducted one of its many periodic audits of the RUO classification and again found it was appropriate.

The real reason MCSC and MDOC abolished this classification was to save

money. The former MDOC director said RUO wages were too high, and this was one way to change that, Gurewitz said.

"Do you think they freed up enough money to pay for the legislature's new building? ... They're cutting everybody in order to give themselves more, that's all it is," Judge Collette said.

Just to be clear, no ruling was made Wednesday. Judge Collette will render a decision in writing. It's likely that the side that doesn't prevail will appeal the case to the Michigan Court of Appeals.

MCO has been fighting the classifications' abolishment since 2012.

For photos from the hearing and information on MCO's RUO fight over the years, go to our website, mco-seiu.org.

AROUND THE STATE: PROBATIONARY COs FIND CONTRABAND

A probationary officer at Parnall has found lots of contraband over the last few months.

CO Hildreth found almost five gallons of spud juice Feb. 7, after finding 21 bottles of it just a month ago. He's also found five shanks and tobacco in his short eight months as a corrections officer. Way to be vigilant!

Two probationary officers at Central Michigan found contraband last week.

On Feb. 9, Officer Campbell found a tattoo gun and needles in J unit. The next day, he and Officer Volk found two shanks and spud juice also in J unit. They were in a hole in a wall, concealed with cardboard that was painted white.

Great work, officers!

These officers' coworkers reported their finds to MCO. **If you'd like to brag on your fellow officers, or tell us about contraband you found, email mail@mco-seiu.org.**

IN MEMORIAM: LAVAN LONG AND SEAN ROBINSON

Macomb Officer Sean Robinson passed away Feb. 13.

Robinson had been an officer since 2000. Several members say Robinson was a great officer and a great friend.

A viewing is scheduled for 5-7 p.m. today at the Kaul Funeral Home, 27830 Gratiot Ave., Roseville, MI 48066.

Another viewing will be at 10 a.m. tomorrow at Evangel Christian Church, 28491 Utica Rd., Roseville, MI 48066. The funeral will follow at 11 a.m. at the same location.

DRC Officer Lavan Long also passed away Feb. 13.

A viewing will be 12 p.m. - 4 p.m. Sunday at Cobb-Swanson Funeral Home, 151 Orchard Lake Rd., Pontiac, MI 48341.

Long's funeral will be at 11 a.m. Monday at Macedonia Missionary Baptist Church, 512 Pearsall Ave., Pontiac, MI 48341.

Please join us in praying for both officers' family, friends, and coworkers. Rest in peace, Officer Robinson and Officer Long.

REMINDER: SEIU SCHOLARSHIP DEADLINE IS MARCH 3

Don't forget, SEIU scholarship applications are due March 3.

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 on both scholarships is available at mco-seiu.org.

CORRECTION

The Feb. 12 KYI contained an error.

The correct information is that Jeff Vanderkoooy, one of the Officer of the Year finalists, has eight years with the MDOC.



KYI

KEEPING YOU INFORMED

MARCH 4, 2016

MCO FORMS MILITARY MEMBERS COMMITTEE TO ADDRESS CONCERNS OF VETERANS, ACTIVE SERVICE MEMBERS

For years MCO has been talking about serving the special needs of our military members. Well, the talking has ended and now is the time for moving.

In October 2015, MCO brought in 20 military members from all over the state for a focus/work group to discuss the issues that were most important for this new initiative. After a day of hard but fun work, the group broke it down to four issues: Resources, PTSD, Facility Advocates and Recruitment.

Chief of Staff Andy Potter has started dialogue with the MDOC about partnering to recruit new officers, specifically veterans and current military members.

In the next phase we hope to be establishing our facility advocates. The facility advocates will encompass a lot of the other issues the group focused on, with the first group being trained in April.

The new MCO Military Members Committee is as follows: Chair Ray Sholtz, Executive Board Member, St. Louis; Cindy Kogut, MCO Staff; James Wexstaff, Brooks; Mark Rankin, Alger; Steve O'Harris, Forensic Center; John Hassen, Woodland; Mike Presley, Pugsley; and Ed Clements, Executive Board Member, Baraga.

We have had a good turnout thus far of military members signing up for this

program. But, we need even more. We need to compile a list of veterans and active service members for future events, such as volunteering for projects, etc.

Please sign up and tell us whether you would like to be notified on future events and discounts, be a facility advocate, or get involved with other initiatives. You can sign up at mco-seiu.org or by emailing cindy@mco-seiu.org.

For further information, questions or concerns, feel free to contact:

MCO Board Member, Ray Sholtz
(989)445-0082 / slfmco@yahoo.com

MCO Staff Member, Cindy Kogut
(800)451-4878 x117 / cindy@mco-seiu.org

AROUND THE STATE: MBP COs STOP POTENTIAL ESCAPE; MTF CO FOILS CONTRABAND DROP

A hospitalized Marquette inmate jumped out of bed and ran for the door in what was an apparent escape attempt Monday.

He also tried to stab an officer with a piece of metal.

The prisoner was in leg irons. He had on an electronic stun ankle cuff, but it wasn't effective. MBP Officers Skytta and S. Richards were on site, and they reacted quickly. They gained control of the inmate and managed to keep themselves safe, even though the prisoner had a weapon. Great job,

officers.

Last week at MBP, an inmate bit an officer and spit on another CO. Officers checked on him because he was unresponsive. Stay safe.

A West Shoreline officer vigilantly watching cameras spotted an inmate collecting packages that had been thrown over the fence.

Officer Schultz was in the bubble watching cameras when she saw a prisoner in an out-of-bounds area picking up three packages. She called

in officers, while watching the inmate with different cameras. When officers searched the prisoner, they found the packages, which contained marijuana, tobacco, lighters, wrapping papers, and phone chargers. The contraband was wrapped in wool socks closed with duct tape. Good eye, Officer Schultz!

The person who threw the contraband into the prison wasn't caught. No PSV was patrolling, and by the time one was dispatched, it was too late. Constant PSV rounds deterred criminal acts. This security tool is sorely missed.

Do you want more communication from MCO? Please give us your home email!

Does MCO have your home email address?

The Executive Board and staff are doing more to engage members, and providing us with your home email address is a critical part of that.

During our work to bring water to officers and their families in Flint, we realized how many home email addresses we still don't have. Other projects over the last year have been somewhat hindered by our lack of home email addresses. And state email addresses may not be appropriate for some

of the engagement work we'd like to do in the future.

In addition, staff are researching options for distributing the next bargaining survey by email. We hope this will increase participation.

Officers, please give us your home email address now by going to mco-seiu.org and clicking "sign up for emails" on the right.

This information is intended for office use only. MCO will never sell your information.



AROUND THE STATE: LMF OFFICER ASSAULTED; SUSPECTED DRUGS FOUND AT CFP, JCF

A probationary officer was injured when he intervened in an inmate assault at Alger March 5.

Two level 4 inmates attacked another prisoner and slashed him. The officer stepped in and was hit. Other officers quickly responded. When the altercation broke up, a 6-in shank was found at the scene, and one of the inmates was holding a bloody pen.

The intervening officer suffered multiple orbital bone fractures and loosened teeth. He has not returned to work.

The slashed inmate needed 28 stitches.

Stay safe.

A white powder suspected to be cocaine was mailed to a patient at the Forensic Center this week.

At CFP, patients must open their mail in the presence of staff. During mail time Monday, a staff member noticed a bulging envelope. As the patient took a \$20 bill from the envelope, a white powder fell onto a desk, forensic security assistants (FSAs) tell MCO.

The patient ran to the bathroom with the envelope. He refused to come out, FSAs say. FSAs couldn't extract him, because staff are not allowed to touch patients without orders from a doctor. When he eventually came out of the bathroom, the powder was gone from the envelope.

The powder that fell on the desk was collected and turned over to police for testing. FSAs allege the substance tested positive for cocaine.

A Cotton visitor delivered drugs to an inmate in a kiss, officers say.

It happened March 5. The visitor retrieved something from her pants, put it in her mouth, and kissed an inmate. The inmate was passed a balloon full of Suboxone, officers say. He ingested it and was placed in a dry cell.

The next day, in the Level II E-unit, heroin was found inside chess pieces. A cell phone was also found inside a typewriter.

A five-on-one inmate assault broke out in Pugsley's Unit 4, C wing bathroom March 5.

A probationary officer was recording rounds in the level 1 unit and heard the altercation. Officers quickly responded to a call for back up. No staff were injured.

MCO JOINS MICHIGAN ASSOCIATION OF POLICE ORGANIZATIONS

Michigan Corrections Organization has joined the Michigan Association of Police Organizations (MAPO) in an effort to improve health care options for members and improve benefits for those who put their lives at risk every day.

"I hope that this partnership will bring the public a greater understand-

ing and appreciation of the role corrections officers have in enforcing the law and keeping communities safe," said MCO President Tom Tylutki, who will be joining MAPO's Board of Trustees.

MAPO represents nearly 10,000 certified law enforcement officers.

To read an announcement about the partnership, visit mco-seiu.org.



IN MEMORIAM: SMITH AND ZBICIAK ICF Officer Jeremy Smith passed away Tuesday morning.

Smith's 10-year anniversary with the MDOC would have been next week.

Please keep Smith's family and ICF staff in your thoughts and prayers.

Rest in peace, Officer Smith.

Retired TCF Officer Martin Zbiciak passed away Sunday.

Zbiciak retired in 2013 after 24 years with the MDOC.

His funeral was today in Flint. Rest in peace, Officer Zbiciak.

Read the Winter MCO Report now at mco-seiu.org

The Winter 2016 MCO Report is now online at <http://www.mco-seiu.org/publications/mco-report/>.

This edition includes detailed updates on MCO's initiatives for future strength and engagement, which we're calling Tomorrow's Union Today. Lots of other great informa-

tion, including details on the Cadillac Tax and preparations for bargaining wages and health care, is also inside.

The MCO Report is mailed to dues-paying members. If you did not get a copy, you can call MCO at (517)485-3310 or read it on our website.



BULLETIN

MARCH 17, 2016

MCO WINS RUO/CMUO CASE IN COURT

DECISION A WIN FOR MCO MEMBERS AROUND THE STATE

The RUO and CMUO classifications were appropriate for the work those officers performed, a Circuit Court judge has ruled.

Former RUOs “work in the housing units and perform the same tasks they have always performed; their jobs have not changed,” the Honorable William Collette wrote in his decision issued late yesterday.

The ruling reverses decisions made by the Civil Service Commission and the Office of Technical Complaints.

Judge Collette’s decision raises issues of concern with the way the classifications were abolished.

“Interestingly, the Civil Service Department did not participate in a review of the RUO and CMUO positions ... instead, the MDOC abolished the RUO and CMUO positions, bumped all of those employees into newly created CO and CMO positions, and only when a grievance was filed did the Classification Office become involved to determine whether the ‘newly created’ positions were appropriately classified,” the ruling states.

Read the entire decision at mco-seiu.org.

This ruling is a win for corrections officers around the state who for years have been seeking justice on this issue. We will not lie down while our wages are arbitrarily decreased.

While this is a victory, MCO leaders expect the state will appeal the decision to a higher court.

“MCO can only hope MDOC Director Heidi Washington does right by the members and lets this decision stand,” MCO President Tom Tylutki said.

MCO is consulting with its attorneys to determine how the outcome of this decision may or may not affect back pay. If this case is appealed, MCO will continue to fight.

This is all the information we have at this time. We will share updates as we have them.

Members, thanks for your continued support!

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MCO ASKING QUESTIONS ON NEXT STEPS AFTER RUO/CMUO LAWSUIT VICTORY

The RUO and CMUO classifications were appropriate for the work those officers performed, a Circuit Court judge ruled this week.

MCO issued a bulletin on the decision yesterday. You can read it and more history on the RUO dispute on

our website, mco-seiu.org.

MCO is still speaking with attorneys about the ramifications of this ruling and what it means going forward. While it's likely that the state will appeal the decision, MCO leaders are hopeful that the MDOC director will drop the

issue now. Corrections officers deserve some recognition and thanks for all the sacrifices made over the years. We'd all like some closure on this.

The RUO/CMUO classifications were abolished in 2012. MCO has been fighting the abolishments ever since.

AROUND THE STATE: MUSKEGON CO STOPS CONTRABAND DROP

Officer Dushane was returning from an errand at a nearby prison when he saw a man crouching behind a tree near the MCF perimeter Sunday morning.

When CO Dushane began to investigate further, the man ran. Dushane radioed the control center and pursued the suspect. The unidentified person ran to a car and drove away.

Two footballs stuffed with tobacco, cell phones, and electronic accessories were recovered, thanks to CO Dushane's keen eye and quick response.

Although the suspect got away, Officer Dushane was able to give a description of him and his car. Good work, officer.

Less than a month ago, contraband was thrown over the fence at a different Muskegon prison. This is yet another situation where constant PSV

rounds may have deterred criminal activity, enabled apprehension of a suspect, and protected officers.

Two level one inmates were armed during a fight in a kitchen at Carson City March 4.

The altercation, between two prisoners working food service, broke out near the dish tank in the east side kitchen. One inmate stabbed the other prisoner. The fight ended when an officer Tased the aggressor.

The stabbed inmate was searched and he also had a weapon.

A stabbing also took place Feb. 26 at DRF.

An inmate was stabbed as he passed another prisoner in the lobby of a level two unit. The injured inmate was taken to an emergency room.

Stay safe behind the walls.

Manistee Shop with a Cop annual fundraiser May 14

Manistee Shop with a Cop will hold its annual golf outing May 14 to raise funds for Christmas shopping with kids.

The event will be at The Heathlands Golf Course in Onekama. A shotgun start is at 3 p.m. The golfer fee is \$60 and includes golf, dinner, participation gifts, and prizes for winners.

Email manisteeshopwithacop@yahoo.com for more information or to sign up.



Mark your calendars now for MCO's UP Crisis Fund Golf Outing June 17 and the downstate Crisis Fund Golf Outing Aug. 19. More details to come.

IN MEMORIAM: KEITH JONES SR.

Cooper Street Officer Keith Jones Sr. passed away Sunday.

Jones had been an MDOC corrections officer for 20 years.

The viewing is this evening until 8 p.m. at the House of Johnson Funeral Home, 235 West Prospect St., Jackson,

MI 49203.

A funeral will be held Saturday, March 19 at the Church of God, 140 West South St., Jackson, MI 49203. Family hour starts at 10 a.m. and will be followed by a service at 11 a.m.

Please keep his family and friends in your thoughts.

Rest in peace, Officer Jones.



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IN MEMORIAM: REMEMBERING JOSEPHINE McCALLUM AND GEORGE HAIGHT

Late March marks the anniversaries of the murders of two corrections professionals, one in recent memory, and one more than 100 years ago.

Josephine McCallum, 28, was murdered at the former State Prison of Southern Michigan in Jackson on March 24, 1987.

McCallum was the only officer in the activities building when she was brutally attacked, raped, and left to die.

Inmate Edward Hill was convicted in her murder and sentenced to life in prison.

McCallum's death led to sweeping changes within the MDOC. Advanced training, increased staffing, revised inmate discipline

and the breakup of the Jackson Central Complex into several smaller prisons were among the changes. Some of those reforms have been scaled back in recent years due to budget cuts.

McCallum, a wife and mother, is still missed. Rest in peace, Officer McCallum.

George Haight, a gatekeeper, was poisoned by an inmate March 27, 1893 at the Michigan State Penitentiary in Jackson.

Haight ate tainted food prepared by inmate Robert Irving Latimer. Latimer served Haight, the captain, and other workers food poisoned with prussic acid. Latimer had special permission to both cook meals and purchase hazardous chemicals.

When Haight passed out, Latimer swiped his key ring and made his break. He was apprehended days later.

Haight was survived by a wife and five children.

Latimer wasn't charged with Haight's murder, possibly because he was already serving a life sentence for his mother's murder. Decades later, he received a pardon from the governor and was released.

The story of Haight's murder was mostly unknown until Officer Jeff Reasoner uncovered it a few years ago. Haight was added to the National Law Enforcement Officers Memorial in Washington, D.C. in 2014.

Rest in peace, Gatekeeper Haight.

CLOSURE ON HORIZON? LEGISLATURE AGAIN LOOKS FOR MAJOR CORRECTIONS SAVINGS

Corrections savings was the highlight of a Senate Corrections Appropriations Subcommittee meeting Wednesday. Subcommittee Chair John Proos brought up the idea of a closure, as he has done in past hearings.

"As I've been told, the best option for us to save money is the closure of a facility," Proos said.

At the hearing, MDOC representative Kyle Kaminski said the department would not be comfortable with closing a prison at this time. MDOC projections show the

inmate population staying flat for the near future, he said. MDOC's current approach is to close individual housing units.

Obviously, this information is very preliminary at this point. MCO leaders are cautious about reporting news until there's something set in stone, and this is still very much up the air.

That being said, members have a right to know about what conversations are being held in our statehouse and could possibly be coming down the pike. Officers should also know, when MCO officials say

corrections has a target on its back when it comes to budget cuts, we aren't exaggerating.

It's also worth noting that these conversations are taking place among lawmakers around the country. Corrections reform has bipartisan support around the nation, and state corrections departments are being slashed, even if they were already operating on a shoestring budget.

MCO will continue to share developments on this story.

AROUND THE STATE: FOOD SPURS MASSIVE PROTEST AT KCF; RGC INMATE RUNS TO FENCE

About 1,000 inmates took part in a silent protest Sunday at Kinross.

They stood in formation outside of the units starting at about 2:30 p.m. When yard was closed and officers ordered them back to their cells after 3 p.m., they complied.

Their chief complaint is the quality of the food. Trinity has had a lot of employee turnover, so the food quality has been inconsistent, officers tell MCO.

Most inmates boycotted chow the following day. About 100 meals were served

that day. There are about 1,300 prisoners at the main prison.

MCO still cares about what goes on in the prison kitchens. If you have information, you can email us at mail@mco-seiu.org or call (517)485-3310.

An RGC inmate slipped out a fire door and ran into a restricted zone in an apparent escape attempt Tuesday.

Officer McVean was at the officers' desk when he heard the fire door alarm. He walked to the fire door, opened it, and

saw an inmate outside. The prisoner ran, and CO McVean pursued. During the foot chase, he made a radio call for back up and officers quickly responded. The inmate stopped at the fence but didn't touch it.

To CO McVean and other officers, great job. Thanks for your rapid response.

Three cell phones were found in 10 days at MCF.

Dozens of cell phones have been found at the facility in the last several months.



SUPREME COURT OPINION IS A WIN, BUT RIGHT TO WORK STILL APPLIES IN MICHIGAN

The Supreme Court issued an opinion Tuesday in *Friedrichs v. California Teachers Association*, rejecting an attempt to restrict the rights of public civil servants to band together in a union.

The Court Justices deadlocked 4-4 in the case, meaning a decision from a lower court, which ruled agency fees are legal, will stand.

With the backing of wealthy special interests, Friedrichs asked the high court to ban agency fees for all public employee unions. In effect, this could have made it so all public employees in

the country were under Right to Work.

This is a huge victory for working people around the nation, but it doesn't change Right to Work laws in Michigan. We are still subject to Right to Work. Friedrichs focused on public employee unions in states without Right to Work laws.

Michigan public employees are not required to pay agency fees, thanks to state Right to Work laws passed in 2012. But MCO leaders and staff paid attention to this case. Why? Because Friedrichs could have had far-reaching implications for the U.S. labor move-

ment for decades. It could have eroded the voices of teachers, nurses, firefighters, police, and corrections officers around the nation by weakening their ability to collectively bargain. MCO is pleased this effort to weaken unions was ineffective.

"Wealthy special interests know that when people come together in unions, we make major gains for all working people—like higher pay and investing in public education and in public safety for every family and community," MCO President Tom Tylutki said.

AROUND THE STATE: MORE HUGE FOOD BOYCOTTS AT URF; ESCAPE ATTEMPT AT LMF

Inmates on URF's west side boycotted the kitchen Saturday through Monday.

Fewer than 100 inmates showed up to any meal on Saturday. Again on Sunday, fewer than 100 prisoners went to any meal. On Monday, fewer than 30 inmates ate breakfast and about 70 ate lunch. Monday night's dinner count was similar to the number who showed up for lunch.

URF west has about 1,000 inmates.

An Alger prisoner made it more than halfway up an electric perimeter fence today.

He was supposed to be on his way to lunch when he dashed to the fence. The prisoner was shocked as he climbed the fence, officers say, but he was wearing extra clothing and was able to keep going.

The facility is on lock down. The inmate will be transferred to another prison. *Kudos to all the staff who quickly responded.*

Gus Harrison officers quelled a seven-inmate fight Tuesday.

The clash between Level II inmates broke out on the yard, and officers say it was gang related.

The inmates were taken to segregation.

Brooks officers intervened in a five-prisoner fight Wednesday.

The altercation broke out while the inmates were en route to chow. No serious injuries were reported.

MCO In-Depth: officers around the state give accounts of food service privatization problems for U-M study

Did you see our MCO In-Depth this week?

The profit motive of Michigan prisons' private food vendor led to food shortages, security vulnerabilities, and overall dangerous conditions behind the walls.

That's the takeaway from the new report, "Food Service Privatization in

Michigan's Prisons: Observations of Corrections Officers," published by the Institute for Research on Labor, Employment and the Economy (IRLEE) at the University of Michigan.

MCO issued an In-Depth report Wednesday on the study's findings. You can read the In-Depth and find a link to the report at mco-seiu.org.

UPDATED OEL CHART ONLINE

MCO staff has updated the OEL chart to reflect language in the 2016-2018 contract.

The new chart is available at mco-seiu.org. MDOC Labor Relations has also sent the chart to all wardens and personnel offices.

MCO and OSE are in the final stages of proofreading and finalizing the contract for printing. Until it's printed, members can access it at mco-seiu.org.



MCO DEVELOPING LEADERS WITH COMPREHENSIVE TRAINING SERIES

Chapter presidents and chief stewards representing UP facilities and certain other facilities will attend the **Advanced Leadership Development Series arbitration training** April 21-22 in Sault Ste. Marie. MCO Legal Affairs Coordinator Jeff Foldie will lead the training.

As announced in the Dec. 11, 2015 KYI, this training is unlike anything the union has ever offered before.

Chapter leaders will learn 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.

Attendees will hear from a panel made up of two arbitrators, plus one attorney who represents employers in labor disputes. They will explain what makes a solid case and other insights that will help chapter leaders understand the benefits and risks of arbitration.

This training series is part of MCO's changes to grow member strength and engagement. Future trainings in the series will be announced.

The Executive Board is taking steps to ensure 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.

The Advanced Leadership Development Series arbitration training was offered to downstate chapter leaders in December. They said they learned a lot of valuable information that will help them better guide their chapters through grievances and arbitration. Read some of their feedback at mco-seiu.org.

RUO UPDATE: MDOC AND MCSC FILE APPLICATION TO APPEAL MCO MEMBERS' WIN

The Michigan Civil Service Commission and the MDOC have filed an appeal request in the RUO/CMUO case, which MCO won on the Circuit Court level last month.

MCO's attorneys received notice yesterday of the MCSC/MDOC timely Application for Leave To Appeal to the Michigan Court of Appeals.

What happens now? Because there is not an absolute right to appeal on this matter, the Court of Appeals (COA) will

consider the MCSC/MDOC's request. There is no oral argument. The request will be decided based on the documents filed and, in an appeal from an administrative tribunal or agency, the certified record. The COA may grant or deny the application request; enter a final decision; grant other relief; request additional material from the record; or require a certified concise statement of proceedings and facts from the court, tribunal, or agency whose order is being appealed.

Should the COA decide to hear the case (and we anticipate it will, given the amount of money involved), each party will file briefs and prepare for oral arguments if needed. Members can expect a long process throughout these higher court proceedings. If the COA accepts the case, it will lay out a scheduling order for the parties.

Read background on the RUO/CMUO fight at mco-seiu.org. Stay tuned. Thanks for hanging on with us.



MCO military members: please help clean veterans' headstones for spring on April 23

The new MCO Military Member's Committee will be cleaning veterans' headstones Saturday, April 23, to honor and remember those who fought for our country.

Volunteers are needed. The committee would like to have a large group of MCO service men and women, whether active duty or veterans, at the spring headstone

cleaning. Non-military MCO members are also welcome to volunteer.

Here are the details:

- Where: Great Lakes National Cemetery, 4200 Belford Rd., Holly, MI 48442
- When: Saturday, April 23. Registration starts at 9:45 a.m. Instructions will be given at 10:15 a.m.
- To sign up: Contact MCO Bookkeeper Cindy Kogut at cindy@mco-seiu.org

seiu.org or (517)485-3310 ext. 117 as soon as possible.

- Please note:
 - Bring a 5-gallon bucket and soft scrub brush if you have them.
 - Coffee and hot chocolate will be provided in the morning. There will be hot dogs, chips, and drinks when the cleaning is finished.

Thanks in advance, military members, for your help!



MCO CRISIS FUND EVENTS COMING THIS SUMMER!

Due to last year's success, the UP Crisis Fund Golf Outing is back this year. There's also the traditional downstate outing every August. Here are the details on both events:

UP Crisis Fund Golf Outing

WHEN: Friday, June 17. Registration starts at 8:30 a.m. Shotgun start at 9:30 a.m.

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

COST: \$70 for 18 holes with dinner.

TO SIGN UP, SPONSOR OR GET

MORE INFO: Contact Charles Chamberlain at charleschamberlain@att.net. You can also get information on the UP Outing's Facebook page. Go to Facebook and search for Michigan Corrections Organization U.P. Crisis Fund Golf Outing.



MCO Crisis Fund Golf Outing

WHEN: Friday, Aug. 19. 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.

Both outings benefit the MCO Crisis Fund, which supports members facing a catastrophe. Even if you cannot attend one of the outings, please consider sponsoring one of the events. Sponsorships start at only \$25. Help your union brothers and sisters – support the MCO Crisis Fund.

MEMBERS: WANT MORE COMMUNICATION? GIVE US YOUR HOME EMAIL

In the March 4 KYI, we put out a call asking all members for their home email address (not michigan.gov work email). If you haven't provided us with your email address, why not? This information is intended for office use only. MCO will never sell your information.

The Executive Board and staff are doing more to engage members, and providing us with your home email address is a critical part of that.

During our work to bring water to officers and their families in Flint, we realized how many home email addresses we still don't have. Other projects over the last year, including the corrections fatigue (PTSD) assessment, have been somewhat hindered by our lack of home email addresses. State email addresses may not be appropriate for some of the engagement work we'd like to do in the future.

In addition, MCO will be distributing the next bargaining survey by email. Paper copies will be available upon request. We hope this will be more convenient and increase participation.

Members have been telling MCO leaders they want more transparency and more communication. Having your home email address is a vital part of communicating with you quickly and efficiently.

Please give us your home email address now by going to mco-seiu.org and clicking "sign up for emails" on the right.

Thank you, members, for your help.

TRINITY FOOD BOYCOTTS SPREAD TO COTTON

JCF inmates are refusing to eat Trinity food.

Only about 40 Level II inmates went to lunch Tuesday for hamburgers, one of the prisoners' favorite meals. About 40 attended dinner that evening. This means roughly 720 inmates boycotted the meals that day. Those who went to chow needed to eat for medical reasons, officers say.

On Wednesday, 93 Level II prisoners ate lunch. 122 went to dinner.

Again, we're hearing inmates are frustrated with the quality and quantity of Trinity food. Prisoners expressed their concerns during a meeting with the warden

and a Trinity supervisor Tuesday morning. Officers say the inmates asked when the food quality would improve, and because they couldn't get a specific time frame, they decided to boycott the chow hall.

MDOC administration has agreed to meet with MCO leaders to discuss the boycotts. Administrators say they're aggressively working on this. Something must change. As always, MCO is concerned for the safety of staff (public and private), inmates, and communities near prisons.

MCO will continue to sound the alarm on safety and security vulnerabilities. Email us at mail@mco-seiu.org with information.



MILITARY MEMBERS VOLUNTEER TO HONOR VETS

A group of MCO military members, retirees, and their families volunteered at Great Lakes National Cemetery Saturday.

The MCO members joined dozens of other volunteers from around the state in cleaning veterans' headstones for spring.

It was a gratifying experience.

"This is the best thing I have ever done with MCO," said retiree Pamela Drew.

"It was very rewarding spending time with members honoring those who have served," said Ray Sholtz, MCO Executive Board member and chair of MCO's military members campaign.



A group of MCO military members, retirees, and their families helped clean veterans' headstones Saturday.

Read more about the military members campaign and MCO's other initiatives for member engagement and strength at mco-seiu.org.

UPDATE ON POSSIBLE PRISON CLOSURES

In a bulletin April 14, MCO announced the Senate Appropriations Subcommittee on Corrections wants to close two prisons and require the department to lease and operate the privately owned GEO prison in Baldwin in the next fiscal year. Read the bulletin at mco-seiu.org.

The subcommittee's proposed budget, which includes the closures, is now before

the full Senate. The Senate, House, and Governor hope to have a budget signed by the beginning of June, but there's still lots of work to be done before all three parties agree to one budget.

There has been no official notice on any specific facility closure. This is the only update at this time. We'll keep you posted.

FIGHTS JOLT ALGER, PROMPT LOCKDOWN

A series of fights and weapon discoveries led to a lockdown at Alger last week.

Level IV units were locked down Friday evening after two fights and one assault. Six inmates were involved in altercations that day. Another inmate cracked his cell door window.

On Sunday, four weapons were found. Staff saw an inmate hand a weapon to another prisoner, who then discarded it. Two pieces of sharpened tile were also found under a prisoner's mattress. Later that day, an officer caught an inmate throwing a weapon in the trash.

Other updates from LMF:

4/19 – Two-inmate fight in Pine unit.

4/17 – Inmate-on-inmate assault and battery.

4/16 – Inmate-on-inmate fight in Pine unit.

– Inmate-on-inmate stabbing on Cedar small yard. An inmate threw the weapon down a storm drain.

– Two-inmate fight in Pine unit.

MCO CENTRAL COMMITTEE WILL ELECT NEW BOARD AT MAY 4 MEETING

The MCO Central Committee will elect a new Executive Board at its May 4 meeting in Lansing.

The next Board will continue to do important work to engage and educate members in these turbulent times. The listening tours, military members campaign, and corrections fatigue research and advocacy are some of the initiatives the Board has undertaken in the last few years.

Duties of Board members can be found in Articles 10 and 13 of the MCO Constitution and Bylaws.

The Central Committee is made up of the chapter president, vice president and other leader delegates from each chapter.

Information on Central Committee is in Article 12 of the MCO Constitution and Bylaws.

The Board nominees and their chapter positions are listed below. Those with a * by their name are incumbents.

Candidates for President:

- Tom Tylutki*
- Paul Jensen, ICF President

Candidate for Vice President:

- Andy Potter*

Candidate for Treasurer:

- Bill Henderson*, SRF President

Candidate for Recording Secretary:

- Brent Kowitz*, SMT President

Candidates for Executive Board Member at Large:

- Ray Sholtz*, SLF Vice President
- Ed Clements*, AMF President
- Cary Johnson*, JCF Chief Steward
- Byron Osborn*, URF President
- Stephen O'Harris, CFP President
- Scott Waggoner, ARF President
- Mitchell Gainer, ECF Chief Steward

Results will be published in the next KYI.



NEW EXECUTIVE BOARD SELECTED AT CENTRAL COMMITTEE MEETING

Please join us in congratulating the newly elected MCO State Executive Board!

Central committee delegates selected Board members at their meeting Wednesday in Lansing.

Here are the results:

President – Tom Tylutki (80 votes)

President – Paul Jensen, ICF (19)

Vice President – Andy Potter (unopposed)

Treasurer – Bill Henderson, SRF (unopposed)

Recording Secretary – Brent Kowitz, SMT (unopposed)

Trustee – Byron Osborn, URF (97)

Trustee – Ray Sholtz, SLF (96)

Trustee – Ed Clements, AMF (95)

Trustee – Cary Johnson, JCF (90)



MCO Director of Political and Government Affairs Jeremy Tripp swears in the new Board. From left: Tripp, Trustee Ed Clements, Trustee Byron Osborn, Trustee Ray Sholtz, Treasurer Bill Henderson, President Tom Tylutki, Trustee Scott Waggoner, Trustee Cary Johnson, Recording Secretary Brent Kowitz, and Vice President Andy Potter.

Trustee – Scott Waggoner, ARF (76)

Trustee – Stephen O’Harris, CFP (20)

Trustee – Mitchell Gainer, ECF (12)

This Board will continue the great work

the previous Board launched to engage members in a new way. Leaders are revamping our programs and asking members what they would like to see in their union. We’re hearing from officers who are enthusiastic about the military members’ work, the officer dignity campaign, the corrections PTSD awareness initiative, and more.

Information on the Board voting process was in the April 26 KYI.

Central delegates also learned about staffing changes at the MCO

Lansing office. Those details will be in next week’s KYI. Stay tuned for further details on changes at MCO!

AROUND THE STATE: ARF STAFF WEED OUT DRUGS; TOY DRONE FLIES INTO RGC

Gus Harrison staff has discovered lots of drug contraband over the last few weeks.

On Saturday, an inmate was removed from the visiting room for suspected drug smuggling. He was placed in a dry cell, where he later regurgitated a balloon containing a white, powdery substance. MSP is investigating. Another inmate was sent to seg for possible smuggling.

Three other inmates were found smoking an unknown substance, and two prisoners were found in possession of a substance that tested positive for THC.

Also on Saturday at ARF, inmate kitchen workers found maggots in their peaches. Some prisoners had already eaten. The rest of the peaches were thrown away.

Other ARF events:

4/21 – A 9-inch box cutter was found in a box of lettuce.

4/23 – Three Level II prisoners smoking unknown substance. Prisoners placed

in segregation for substance abuse.

4/24 – Level II prisoner placed in seg for smoking unknown substance.

4/29 – Four Level IV prisoner fight in food service.

A Brooks officer was punched in the face and side of the head April 29.

The officer told a prisoner to remove his jacket, and when he didn’t comply, the CO initiated a shake down. The prisoner started punching the officer. Two COs responded. The assault happened in a Level II housing unit.


The facility has gradually transitioned to a rule disallowing jackets in housing units due to contraband concerns, an officer said. This inmate had received a ticket for failing to remove his jacket on another occasion two days prior to the assault.

A toy drone was found lying in the grass inside the RGC perimeter April

26. The toy is called a Heli Ball. It can fly and hover.

The incident was treated like a drone discovery. The RGC siren was blown, and the ERT responded. The perimeter was searched, but no one was found. The PSV was placed on constant rounds. Michigan State Police are investigating.

Staff responded quickly and did an excellent job. This situation shows how quickly technology and prison security threats are changing.



**IN MEMORIAM:
ED MILLS**

Former ICF Chapter President Ed Mills passed away April 26.

Mills retired from MDOC in 2002. A memorial service will be held at 3 p.m. May 6 at Maranatha Assembly of God Church, 927 E. North St. in Lansing. Rest in peace, Officer Mills.



MCO CENTRAL OFFICE STAFF BEING REALIGNED TO ENGAGE AND SERVE ALL MEMBERS LIKE NEVER BEFORE

Over the last year, MCO leaders have been examining ways the union can better serve and engage members. It's a critical undertaking in our current economic and political climate, marked by waning union power and a shrinking middle class. What can we do to change that narrative?

By now, members are familiar with Tomorrow's Union Today, MCO's plan to build member strength and future growth. The listening tours, military members' initiative, corrections PTSD awareness, officer dignity campaign, and revamped education programs are all part of Tomorrow's Union Today.

MCO leaders are also restructuring the central office staff to revolutionize the way staff interact with members. The regional labor representative positions will

evolve. Instead of serving certain facilities, they will focus on specific areas of expertise, including member benefits, member engagement, and legal/grievance processing. Each position will serve members across the state.

Soon the office will welcome two member engagement associates; one member benefits associate; and a legal associate.

A FAQs sheet with more information is online at mco-seiu.org.

If you are not sure who to contact during this transition, you can always call the office at (517)485-3310 or email our general mailbox at mail@mco-seiu.org. Calls and emails will continue to be directed to the appropriate staffer.

June 1 will be the first day of a 90-day staff transition period. Leaders hope to have all work transferred to the appropriate area

and associate positions hired during this period. The Executive Board's goal is to have our new staff system fully in place by Sept. 1.

These changing roles and responsibilities will help MCO engage with members like never before, in areas that could vary from workers' compensation, to retirement savings, to family vacation discounts. We've already started to do some more proactive member engagement work, like delivering water to MCO members in Flint.

MCO is revolutionizing the best practices in our industry. Other unions have taken notice that we are transforming the way we do business to better position our members to win. That is something all corrections officers can be proud of. Thank you for your support.

AROUND THE STATE: TRINITY PROBLEMS AT IONIA, CHIPPEWA, LAKELAND

An ICF Trinity worker was fired early Tuesday morning for suspected possession of meth and heroin inside the facility, officers say.

In light of the allegations, MCO sounded the alarm on the mayhem contraband like drugs can cause inside a prison. Comments from MCO were included in news coverage of the suspected smuggling.

MDOC told one news outlet 66 Trinity workers have been stop ordered since the company took over prison food service. That's fewer than Aramark's first 10 months, but by no means is it a good track record.

MCO is willing to work with the Depart-

ment to find some solution to restore the highest level of safety and security inside prisons.

A URF officer was treated at a hospital after an inmate punched him in the side of the head.

The assault happened Wednesday in the lobby of a Level II housing unit. The CO suffered a laceration and bruising. He hasn't returned to work yet.

Also this week at URF, a Trinity worker resigned in lieu of termination on allegations of overfamiliarity.

An LCF Trinity worker was placed on stop order on allegations of overfamiliarity.

The stop order was issued last week, officers say.



IN MEMORIAM: KAMAL CARIUTY

It is with great sadness that we report the passing of Kamal Cariuty, former president of the Lakeland MCO chapter.

Cariuty started as a corrections officer in 1987. He served as LCF chapter president for more than a decade.

Services for CO Cariuty will be Saturday, May 14. Visitation starts at 9 a.m. at St. Paul Lutheran Church, 95 W. State St., Coldwater, MI. A service starts at 10 a.m. at the same location.

Please join us in praying for peace for Officer Cariuty's family, friends, and brothers and sisters at LCF during this time.

Rest in peace, Officer Cariuty.



Take me out to the ball game May 23!

Law enforcement night with the Detroit Tigers is Monday, May 23! The Tigers

play the Philadelphia Phillies at 7:10 p.m. at Comerica Park.

Tickets are \$32 each, of which \$10 will

be donated to the National Law Enforcement Museum. Each ticket also comes with a challenge coin.

This special game will honor all law enforcement officers, including corrections officers. The event is open to the public.

Go to tigers.com/law to buy tickets.



LEGISLATIVE PROPOSAL WOULD AMEND CIVIL SERVICE FIRING RULES

On Thursday, House Speaker Kevin Cotter (R- District 99) and State Representative Dan Lauwers (R- District 81) announced a package of reforms aimed at making it easier for department heads to terminate state employees.

The package included a joint resolution proposing an amendment to the state constitution and a bill that would effectively put employees in a position of guilt until proven innocent.

Under the proposal:

“The head of a principal department may discipline or dismiss an employee in the state classified service for conduct that directly and negatively impacts the department’s ability to accomplish its statutory duties in a fair, timely, equitable, and transparent manner. An employee who considers himself or herself aggrieved by that discipline or dismissal has a right of appeal to the commis-

sion through grievance procedures established by law. The civil service commission may reverse the discipline or dismissal of an employee under this paragraph if the department head’s decision was arbitrary or capricious.”

The accompanying legislation, HB 5677, lays out a burdensome appeal framework for employees to contest a firing if they feel it fails to meet the standard of the amendment. Specifically, it stipulates that a grievant and principal department would share the costs equally and the commission would not be allowed to award attorney fees, witness fees, costs, or other expenses.

MCO is opposed to the proposed amendment and accompanying bill and has already begun speaking with legislators on both sides of the aisle.

Cotter said he is not going to rush the amendment but would like to see it on the

November 2016 ballot. To achieve that goal, the joint resolution would need to pass both chambers (House and Senate) by the first week of September.

Another hurdle is that the joint resolution requires a two-thirds vote in each chamber before it can be put on the ballot.

In the House of Representatives, that would require all 63 Republicans to vote in favor and 10 Democrats to lend their support to reach the two-thirds threshold.

Thus far, the Democrats have come out strong in opposition, with leadership in both the House and Senate accusing their Republican colleagues of playing politics and trying to scapegoat state employees for the leadership and policy failures created in Flint.

MCO staff and leaders will continue to voice opposition. We’ll keep you updated.

MCO HIRING FOUR CENTRAL OFFICE STAFF TO SERVE ALL MEMBERS

MCO’s central office staff is being realigned to engage and serve members in new exciting ways, as reported in last week’s KYI.

As part of this restructuring, MCO is hiring two member engagement associates; one member benefits associate; and one legal associate. These employees will

assist staff directors in carrying out some of the union’s exciting new work to meet the needs of all members, including the members who have never before had the opportunity to interact with leaders and staff.

These jobs will be fast paced and will require travel with long, irregular hours.

All positions require a pro-union mindset and general knowledge of labor issues, politics, and communications. Experience with Microsoft Office programs and other computer skills is also required.

Full job descriptions can be found at mco-seiu.org. To apply, submit a cover letter and resume to cindy@mco-seiu.org.

AROUND THE STATE: ATTEMPTED CONTRABAND DROP AT KCF; WCC OFFICERS DRESSED OUT

A few people allegedly tried to throw contraband over the Kinross fence in the early morning hours Tuesday, officers tell MCO.

They weren’t successful. Police detained two of them near the facility. Other suspects were detained in another location, officers say.

Two Woodland corrections medical officers were dressed out in the same day.

On Saturday morning, an inmate threw

urine on a CMO’s chest. Later in the day, another prisoner spit and threw water on an officer.

MCO is working to raise awareness of dress outs and indecent exposure inside prisons. Enduring these degrading acts is not part of an officer’s job description. Staff and leaders will soon be sharing news of exciting progress in this campaign.

For more on MCO’s officer dignity campaign, go to mco-seiu.org.



SCHOLARSHIP DEADLINE JUNE 1

Applications for the MCO Scholarship must be postmarked by Wednesday, 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.

Go to mco-seiu.org to print an application now.



ASSESSMENT RESULTS ARE IN: PTSD, DEPRESSION SYMPTOMS COMMON AMONG MICHIGAN CORRECTIONS AND FORENSIC OFFICERS

This week, MCO released the findings of the corrections fatigue/PTSD assessment members took late last year. Desert Waters Correctional Outreach, a non-profit corporation which specializes in the health and well-being of corrections professionals, conducted the assessment, analyzed the results, and wrote a detailed report.

Key findings include:

- About 34 percent of corrections officers/forensic security assistants who completed the assessment battery met diagnostic criteria for PTSD on a valid screening assessment instrument. For those who work in high-security facilities, about 39 percent met PTSD criteria on that instrument.
- About 36 percent of corrections officers/forensic security assistants who completed the assessment battery met criteria for a depressive disorder on a screening instrument. For those who work in high-security prisons, the rate was 42 percent.
- About 25 percent of corrections officers/forensic security assistants who completed the assessment battery met criteria for both PTSD and depression. For those who work in high-security prisons, the rate was about 31 percent.
- About 5 percent of corrections officers/forensic security assistants who completed the assessment battery were

classified as being at high risk of suicide.

Staff with more than 10 years of seniority and those working in high-security settings were more likely to show signs of mental health issues, the study found.

Read the full research report at mco-seiu.org. From the website you can also read a press release issued Wednesday, that has already been picked up by the Lansing State Journal, Gongwer, and Corrections.com.

The assessment was anonymous, and its findings don't diagnose anyone.

But it does show the cumulative effects of staff's prolonged exposure to violence, injury, and death that commonly occur in prisons. Running into violent situations – instead of away from them, like our instincts dictate – wears on officers' and FSAs' physical and mental well-being. Those experiences and their impact ripple out to officers' and FSAs' spouses, children, parents, friends, and others.

MCO and MDOC are joining forces with Desert Waters to develop a program that helps staff recognize and cope with mental health issues. At this time, the program is contingent on grant funding.

"This is a big task, and there's no time to lose," said Cary Johnson, MCO Executive Board member and point-person on the union's PTSD awareness work. "If our

American soldiers can change their culture to remove the stigma on PTSD, so can we as correctional officers and FSAs."

"In Michigan and around the country, corrections reform is an ongoing, important conversation. In the past, corrections officers have felt like their voices were overlooked when reforms happened. If reform is being discussed, we want corrections officers and their needs to be part of that," MCO Vice President/Chief of Staff Andy Potter said.

To the members who took the assessment last fall: thank you. Each and every one of you played a vital role in this study.

Raising awareness of PTSD is part of Tomorrow's Union Today, MCO's initiatives for member strength and engagement. Watch your KYIs and the website for updates on the PTSD initiative and other Tomorrow's Union Today programs.

CONTRACT MAILING UPDATE

2016-2018 contracts have not yet hit the mail.

We hope to have the contract and an updated MCO bylaws book printed and mailed by mid-June. In the meantime, members can access the contract and bylaws at mco-seiu.org.

AROUND THE STATE: STF INMATES RETALIATE AFTER SHAKEDOWN

Three Central Michigan inmates ripped out sink pipes in a bathroom Wednesday.

The vandalism came in response to a shakedown, in which contraband TVs were confiscated.

The three Level I inmates were sent to temp seg, an officer said.

No one was injured.

An ICF inmate stabbed another prisoner Saturday with a homemade weapon resembling an ice pick.

The assaulted inmate was stabbed in the torso, but no serious injuries were reported.

The attack happened in a Level V unit shower.

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BULLETIN

MAY 31, 2016

MDOC PLANS TO CLOSE PUGSLEY

DEPARTMENT ESTIMATES APPROXIMATELY \$22 MILLION IN SAVINGS BY CLOSING THE PRISON IN KINGSLEY

MDOC has announced the closure of Pugsley Correctional Facility, possibly in late September.

MCO officials were notified this morning shortly before the announcement was made. MCO President Tom Tylutki is at the prison now hearing from MPF members and discussing their concerns.

Under the terms of the MCO contract, MCO will sit down with the Department to discuss the ramifications of this closure and to create a bumping area, with the goal of coming to a mutual agreement that will mitigate the impact to members as much as possible. This process will take several weeks, so while it is understandably difficult, we ask for your patience. Any confirmed information will be passed along.

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UPDATE ON PUGSLEY CLOSURE: MCO, MDOC TO NEGOTIATE BUMP REGION

As announced Tuesday, MDOC has decided Pugsley Correctional Facility will close, possibly in late September.

MDOC and legislators have stated Pugsley will be the only closure in the 2016-2017 fiscal year.

MCO leaders will meet with MDOC Tuesday to negotiate a bump region. That's the first step in the closure process. The bump region will be announced sometime next week after Tuesday. MCO will notify members as soon as the bump region is finalized.

MCO staff are compiling a packet that will be provided to officers at

MPF and in the bump region. It will explain how bumps and transfers work during the time of a closure.

Board members and staff will be at MPF in the coming weeks.

Previously, the Senate wanted two prisons to close (as MCO reported in the April 14 bulletin and the March 25 and April 26 KYIs). Due to uncertainty about the declining prison population, only one closure will occur for now, MDOC and legislators say.

MCO will update members every step of the way throughout this difficult process.



VITALLY IMPORTANT: MCO NEEDS CONTACT INFO!

Do you want to keep up to speed with news on the closure? The legislature and MDOC budget process? The staff realignment at the MCO central office?

These are just a couple of reasons MCO needs every member's personal email address. Staff and leaders don't want any members to miss important information.

Plus, members have been telling MCO leaders they want more transparency and more communication. Having your home email address is a critical part of communicating with you quickly and efficiently.

A few projects over the last year, including the PTSD survey, could have been improved if MCO had more personal email addresses. Your work email address is not appropriate for some of the engagement work we'd like to do in the future, as MCO strives to engage members in new ways.

Please give us your home email address now by going to mco-seiu.org and clicking "sign up for emails" on the right.

AROUND THE STATE: RGC OFFICER SPOTS DRONE; MCF TRINITY WORKER FOUND WITH DRUGS ENTERING PRISON

A drone was seen flying around the RGC perimeter at about 10:30 p.m. Sunday, officers say.

A tower officer spotted the drone. The yard was shaken down, but nothing was found. Staff believes the drone did not land or drop anything inside the prison grounds. The situation is still under investigation. To the staff who eyed this drone, great job.

It was just a month ago that a toy drone was found lying in the grass inside the RGC perimeter.

MCO is supporting two bills, SB 487 and 488, which would make it a felony to operate a drone within 1,000 feet of a correctional facility. Events like those at RGC reinforce the necessity of laws addressing drones and prisons.

A Trinity worker at Muskegon was caught bringing drugs into the prison Wednesday.

She tripped the metal detector and metal-detector wand. She had Suboxone (prescribed to treat addiction to narcotics) and marijuana, officers say. MSP detained her.

Good job, to the officers who prevented this contraband from entering MCF.

Alger officers found four gallons of spud juice last week.

The spud juice was made from stolen food service items. Staff found it fermenting in a trash bag, wrapped in blankets, and stuffed in a duffel bag.

Also at Alger, there was an inmate-on-inmate stabbing Monday. No serious injuries were reported.

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BULLETIN

JUNE 9, 2016

PUGSLEY CLOSURE UPDATE: OAKS WILL BE LAYOFF UNIT

VOLUNTARY TRANSFERS WILL BE PERMITTED BEFORE BUMPING STARTS

MCO and MDOC have negotiated the Oaks Correctional Facility as the layoff unit for the Pugsley closure. A Letter of Agreement was signed this morning.

The letter allows members within the layoff unit to voluntarily transfer outside of the layoff unit before the bumping process begins. In the bumping process, the two facilities' seniority lists will be combined, and all FTEs at the Oaks will be filled according to seniority. Members who do not have the seniority to be placed at the Oaks will be offered a "Transfer in Lieu of Layoff" transfer sheet.

On Monday, June 13, meetings will be held for both chapters. The exact time and location of the meetings will be determined and communicated by the MCO central office and chapter leaders as soon as possible.

MCO President Tom Tylutki, Vice President Andy Potter, other Board members, and staff will attend the meetings to discuss details and answer questions. Members will also be provided with packets containing vital information.

MCO leaders strongly urge all members at ECF and MPF to attend their respective meeting. Even if you can't stay, please plan to come to get your packet.

MCO staff will also be at the facilities frequently in the coming weeks. Dates and times will be announced.

All of this won't happen overnight – it will take several weeks. Your patience is appreciated as we all walk through this process.

MCO leaders know that closures are painful and stressful for the members involved and their families. Most Board members have been through closures themselves and have experienced the worries first-hand. Leaders will do everything possible to mitigate the impact as much as feasible.

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MPF CLOSURE UPDATE: MEMBER MEETINGS TODAY, STAFF ON SITE THROUGH WEDNESDAY

As announced in Thursday's bulletin, the Oaks and Pugsley are the layoff unit for the Pugsley closure.

Members within the layoff unit will be allowed to voluntarily transfer outside of the layoff unit before the bumping process begins. In the bumping process, the two facilities' seniority lists will be combined, and all FTEs at the Oaks will be filled according to seniority. Members who do not have the seniority to be placed at the Oaks

will be offered a "Transfer in Lieu of Layoff" transfer sheet.

Meetings will be held at both chapters today.

MCO central office staff sent emails about the meetings to all MPF and ECF members who have provided us with an email address. Board members and staff will be

**Pugsley meeting:
4:30 p.m. - 7 p.m. in the
MPF training room.**

**Oaks meeting:
1 p.m. - 3 p.m. in the
ECF training room.**

at the meetings to discuss the closure process.

Oaks and Pugsley members are urged to attend their chapter's meeting. Even if you cannot stay, please stop by to pick up an information packet. In addition, staff will be on site

Tuesday and Wednesday.

LEGISLATURE SENDS BUDGET TO GOVERNOR; PRISON KITCHEN BILLS PASS OUT OF COMMITTEE

Last week, the House and Senate passed a \$38.7 billion general omnibus budget for Fiscal Year 2017. The omnibus budget, HB 5294, is a single proposal that includes all departmental spending recommendations, except for the School Aid Fund which is handled separately.

In total, the department of corrections will spend \$2,002,729,000, in FY '17 after reductions and savings are factored in to meet the projected revenue shortfalls statewide.

Despite early demands by the Senate GOP to close two state-run correctional facilities and require the state to open and operate a privately owned institution, a deal was brokered amongst legislators to close only the Pugsley Correctional Facility

and save a projected \$27.0 million.

According to the omnibus conference report, savings will be achieved from a combination of the following:

- Eliminating \$24,863,100 in funding used for operation of the facility;
- Reducing funding for education programs by \$842,700;
- Reducing funding for clinical and mental health care by \$2,326,400;
- Reducing funding for prison store operations by \$78,400; and
- Increasing funding by \$1,041,200 for Northern Region Administration and Support to cover transition costs.

The "Big Bus," as the general omnibus is referred to in Lansing, was approved 26-11 in the Senate and 71-37 in the House.

To see how your legislator voted go to the Michigan Legislature website at legislature.mi.gov and under the heading "journals" look at Senate Journal 57, pg. 1098 and House Journal 57, pg. 1539.

Two bills that would make privately-run prison kitchens subject to inspection passed out of a legislative committee last week.

HB 4748 and 4749 were heard in the House Oversight and Ethics Committee and passed with bipartisan support.

The inspections would be done by a local health department or the Department of Agriculture and Rural Development, according to the bills.

AROUND THE STATE: DRF INMATES BOYCOTT MEALS; TOY DRONE FOUND OUTSIDE JCF

Hundreds of DRF east side inmates boycotted lunch and dinner Saturday in a peaceful protest.

Only 242 prisoners ate lunch, and 740 ate dinner, officers tell MCO. The prison's east side, which is Level I, has about 1,100 inmates. Normally, about 1,000 inmates go to lunch and dinner, officers say.

The east side of the prison was placed on lock down Saturday afternoon, and five inmates were sent to a Level IV unit. The lock down was lifted after dinner. Things seemed back to normal Sunday.

The inmates were protesting poor Trinity food quality and poor portion sizes. The last straw was a watered-down sloppy joe dinner served earlier in the week, an officer said. Inmates shouldn't have to protest to get decent food.

A toy drone was found Thursday on the ground outside of Cotton.

A porter spotted it while cutting grass, officers said. It appeared to have been lying there for a while.

Kinross officers' vigilance stopped contraband from coming over the fence and led to two arrests.

It happened in the early morning hours June 7. People tried to throw cell phones, heroin, and marijuana into the prison. Officers saw them and pursued one of them on foot.

This was the second time in less than a month that someone tried to throw contraband over the fence at Kinross but wasn't successful.



OFFICER DIGNITY INITIATIVE: INSPECTORS WILL BE TRAINED TO DEAL WITH DRESS OUTS

Last week, MCO announced a special development in the corrections Officer Dignity Initiative.

This fall, all prison inspectors will be trained on how to handle inmate dress outs and indecent exposures. This training, led by Michigan State Police, will be part of the three-day inspector conference.

The goal is to enable MDOC prison administrators to better deal with these events in a health-conscious and

respectful manner. The training will include information on crime scene processing, evidence handling, writing, and compiling documentation for the purposes of prosecuting inmates who dress out or expose themselves to officers.

Many stakeholders in the Michigan law enforcement community have come together on this initiative to support corrections officers. MCO, MDOC, MSP, and the Prosecuting

Attorneys Association of Michigan all agree—officers should not have to endure a work environment where prisoners throw feces, urine, and other bodily fluids. Inmates who do this should know they will be prosecuted to the fullest extent of the law.

Thank you, officers, for your support on this topic. The Officer Dignity Initiative is just one of the new programs underway at MCO to engage members in new ways.

AROUND THE STATE: KITCHEN WORKER TRIES TO BRING HUNDREDS OF DOLLARS INTO CENTRAL MICHIGAN; OAKS AND ALGER RATTLED BY PRISONER FIGHTS

An STF Trinity worker tried to enter the prison with \$736.

He couldn't clear the metal detector, and officers shook him down. It's not clear why the metal detector was tripped, officers said.

The employee was escorted to his car. Officers say he is not allowed back on grounds, even though no stop order was posted.

STF officers tell MCO they are prohibited from bringing \$25 or more into the prison.

Several fights and assaults have broken out at ECF in the last few weeks.

A Level IV inmate was slashed in an assault June 15 that occurred while inmates were returning to 3-block from dinner. Earlier that day, officers had to intervene in a fight between two Level IV inmates who lock in 3-block. No staff members were injured. Staff searched the unit and found a 5-in sharpened piece of metal.

Also, a 9-foot cable cord was recently found on a food cart headed to

a segregation unit at ECF, officers say. Meanwhile, a metal ice cream scoop went missing from the kitchen Tuesday. Officers say improper inventory practices are to blame.

LMF has been disrupted by several inmate fights.

On June 12, an inmate slashed another prisoner above his right eye. There were two prisoner fights later that day. Four inmates were sent to seg.

There were at least two more prisoner fights that week.

Thank you, officers, for professionally handling emergencies, like fights, every day.



Outing, held June 17 in Newberry, was a success.

The outing included a silent auction, where golfers and others bid on framed photos of UP destinations.

THANKS FOR SUPPORTING THE CRISIS FUND THIS SUMMER!

The UP Crisis Fund Golf

If you missed the UP outing, you can still sign up for the traditional downstate outing Aug. 19 at Ledge Meadows Golf Course in Grand Ledge. Sign up and sponsor forms are available at mco-seiu.org.

The Crisis Fund helps members facing a catastrophe. To those who support the fund, thank you!

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PUGSLEY CLOSURE UPDATE: NOTICES ISSUED TODAY REGARDING VOLUNTARY TRANSFERS

Here's an update about the members affected by the Pugsley closure.

- 60 officers in the layoff unit (45 from Pugsley, 15 from the Oaks) submitted voluntary transfer/appointment forms to leave the layoff unit.

- 56 of them will be placed at their first choice of facility.

- 2 of them will be placed at their second choice.

- 2 of them listed only one work-site, Baldwin TRV, which is at capacity. They were not granted a transfer.

Personnel offices at MPF and ECF issued notices today to members who applied for voluntary transfer/appointment. Release dates will be based on

operational needs and will be coming at a later time.

MDOC will make a seniority list of the remaining MPF and ECF officers. That list will be used to fill FTEs at the Oaks. Officers who do not have the seniority to be placed at the Oaks will be issued a layoff slip and a preference sheet so they can be added to the state-wide departmental recall list. Those officers will be placed at a facility listed in their preferences. They will also be on the layoff unit recall list.

More details can be found in the layoff packet MCO staff prepared for MPF and ECF members, available at mco-seiu.org. Copies were also handed

out to affected members at meetings.

Closures are difficult because they disrupt members' lives. The prospect of being laid off, moving, finding new childcare, etc., is taxing. Most MCO Executive Board members have been through closures themselves and have experienced the worries first-hand.

However, MCO leaders are glad all but four COs who applied for the voluntary transfer/appointment were not only placed, but placed at their top facility.

Union leadership and staff will continue to do everything possible to mitigate the impact of this closure as much as possible.

AROUND THE STATE: ARF OFFICER ASSAULTED; MASSIVE SHAKEDOWN AT MR

A Gus Harrison officer is still off work after being injured while intervening in a fight June 19.

The altercation broke out between two cell mates in unit 3, a Level II. Somehow, the cell door was slammed against the officer as he entered the cell. Please keep this CO in your thoughts as he recovers.

Additional ARF news:

An inmate kitchen worker assaulted a Trinity worker Monday. Officers tell MCO the Level II prisoner slapped the employee at least twice. He was sent to segregation. No serious injuries were reported.

On Tuesday, an inmate was caught with about 4 lbs. of turkey and nearly 4 lbs. of oatmeal as he was leaving the

north-side food service. Stolen food items are a threat to safety and security because they are often sold for cash or bartered for contraband. Food items have an inflated cash value inside prisons.

Michigan Reformatory was locked down for a facility-wide shakedown Tuesday. Three Level

II inmates were found in possession of weapons. Squads from other Ionia prisons assisted. Several suspected gang members have been interviewed in the last few days, and many have been transferred out.

MR saw an onslaught of violent activity during June, officers said. There were 12 assaults on prisoners, eight assaults on staff, and 39 inmates involved in fights.

Corrections officers have Michigan's toughest job. To all the officers who responded to assaults and fights behind the walls this week, thank you.

Recent events at ICF:

6/26 – inmate-on-inmate fight.

6/24 – inmate-on-inmate fight.

6/23 – prisoner found in possession of a weapon.

6/18 – inmate-on-inmate fight.

– 4-in. weapon (sharpened plastic) found on prisoner.



REGISTER TO VOTE IN PRIMARY NOW!

Celebrate America's independence by exercising your rights!

Tuesday, July 5, is the deadline to register for the Aug. 2 primary for state offices. Candidates for Michigan state representatives are among those who will be on the Aug. 2 primary ballot.

Voter registration info is available at www.michigan.gov/sos.



TISM SEEKS CORRECTIONS OFFICERS TO VOLUNTEER AFTER TRAUMATIC EVENTS

Corrections officers, please consider becoming a TISM volunteer. This is a great way to support your fellow officers when they're grappling with stress after a traumatic event in the prison.

TISM (Traumatic Incident Stress Management) services are a continuum of specialized interventions offered to employees and are provided by qualified, specially-trained state employees who have volunteered to be part of the TISM team.

The goal of TISM intervention is to reduce long-term stress related to critical incidents. There is considerable research

and anecdotal evidence to suggest that providing support, validation, information on positive coping strategies, and available resources to employees after an incident can be very helpful. TISM is part of the Employee Service Program.

TISM Peer Support team members have a role in encouraging employee participation in TISM services and provide some services to staff. As first responders, corrections officers are likely to be affected by violent and disturbing incidents that happen in prisons, making TISM volunteers so important.

The next TISM training is Aug. 10-11 in Dimondale. Volunteer applications and more information on TISM is at mco-seiu.org. Michigan.gov/esp also has resources. You must receive three recommendations, including one from a supervisor. All forms must be submitted to Joanne Bridgford, the MDOC TISM coordinator, at bridgfordj@michigan.gov. The application deadline for the August training is July 22.

If you would like to talk to an MCO staff member about TISM before you sign up, email Karen Mazzolini (MCO's TISM contact person) at Karen@mco-seiu.org.

AROUND THE STATE: SEXUAL ASSAULT AT MRF; MORE CONTRABAND AT KCF

A Macomb prisoner sexually assaulted a psychologist June 30 as she was wrapping up an individual interview with him in her office, officers tell MCO.

As she opened the door, he tried to hug her. She resisted him and shouted "no." The unit medical chief and psychologists in nearby offices heard her shouting and responded. Custody staff immediately responded and secured the prisoner.

The inmate was transferred to ICF.

Great job to all the staff who quickly and professionally handled this situation. Stay safe.

Someone tried to throw 2-liter bottles over the Kinross fence in the early morning hours of July 4.

An electronic monitoring officer was watching cameras and spotted someone approaching the fence. The person also tripped a zone alarm. Officers immediately responded.

The bottles landed between the fences. They were tossed over near the Baker unit. Contraband including tobacco was inside the bottles, which were taped together,

officers say.

COs and other custody staff searched the perimeter. MSP also responded, but COs say no one was apprehended.

This was at least the third attempted contraband drop at Kinross in the last two months.

No PSV was out making rounds at the time of the contraband drop. Officers firmly believe constant PSV rounds deterred crimes like this.

A four-inmate fight broke out on the Unit 3 small yard at ICF this morning.

The unit is a Level V. The inmates involved were sent to segregation. They had just been released from seg not long before the fight, officers say. No serious injuries were reported.

Officer positions have been cut in Unit 3 over the last month. One position was eliminated entirely, and another is being closed for many shifts. This isn't the unit's first altercation since the staffing changes were made, officers tell us.

Ojibway officers found a cell phone on an inmate Sunday.

A few days later, a 25-foot homemade rope was discovered during a mobilization.



IN MEMORIAM: JOHN FOLEY

Retiree John Foley passed away Tuesday. Foley had worked at Huron Valley Center and the Forensic Center. He had more than 20 years in the MCO bargaining unit when he retired earlier this year.

Foley was an avid union supporter who put others first. He supported the MCO Crisis Fund throughout the years and helped deliver water to Flint members in February. He was also a published author who wrote books about lighthouses and their preservation.

Foley leaves behind a wife, children, and grandchildren.

A memorial visitation will be held from 4-7 p.m. Sunday, July 10, at the L.J Griffin Funeral Home, 42600 Ford Rd., Canton, MI, 48187.

Rest in peace, FSA Foley.



PUGSLEY CLOSURE UPDATE: FIRST ROUND OF TRANSFERS WILL BE EFFECTIVE JULY 31

Expedited bumps and voluntary transfers out of Pugsley will start in a few weeks.

About a dozen COs will report to their new work locations beginning with the pay period that starts July 31. Two weeks after that, about a dozen

more officers will be released to their new worksite. MDOC will continue to transfer staff in waves.

One MPF unit is closed, and inmates are still being transferred out regularly.

MCO leaders and staff will continue

to visit Pugsley and the Oaks to answer questions.

MCO leaders and staff would also like to thank the two chapters' leaders for explaining the closure process to members and supporting them through it.

AROUND THE STATE: WCC AND LRF OFFICERS ASSAULTED; GANG FIGHTS AT KCF

A Woodland prisoner choked an officer Monday when a squad entered his cell.

The prisoner lathered up his cell floor with something slippery, causing officers to fall. As they fell, the inmate grabbed one CMO by the neck and choked him, officers said.

The CMO was admitted to the hospital. He has injuries to his spine and knee, plus bruising.

Please wish this officer a quick recovery. Stay safe.

A Level IV Brooks prisoner assaulted an officer last week.

The inmate approached the CO, who was sitting in the officers' area in a housing unit. The officer was punched in the face and jaw. Other COs quickly responded. There were no serious injuries, an officer said.

The prisoner was sent to segregation.

Gang-related fights, including two stabbings, occurred at Kinross Monday afternoon, and a sergeant was injured during the response.

Altercations broke out on the yard, and then later in front of housing units. An inmate was stabbed in the stomach, and another was cut on his left shoulder, an officer said. About 30 Level II inmates were involved, MCO was told, and about 20 prisoners were transferred out. More than a dozen first-shift officers worked late to help with the fights' aftermath. The facility was on lock down until Wednesday.

A sergeant was taken to a hospital for a leg injury.

Thank you to all the custody staff who responded to these events. Run-

ning toward danger, instead of away from it, is a profoundly difficult thing to do.

ICF officers had to fire a warning shot Thursday to disperse a six-prisoner yard fight.

The inmates were Level V. No serious injuries were reported.

This was the second warning shot fired on the yard in the last week. A warning shot was also used to end an inmate-on-inmate assault Sunday.

A Parnall inmate threw hot liquid in another prisoner's face, severely burning him.

The assault happened earlier this month. The assailant had warmed up the liquid in a microwave, an officer said. He was transferred.

Parnall is a Level I prison.



Join us for COPS Day Wednesday at the Ionia Free Fair!

COPS Day at the Ionia Free Fair is Wednesday, July 20. Cor-

rections officers and other law enforcement officers are welcome to come out and get free snacks, toys, MCO gear, and discounted ride wristbands. The fun starts at noon at the hospitality center in the Administration Building.

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

Bring the kids and enjoy a day at the fair. See you there!





ONLINE MCO BARGAINING SURVEY OPENS TO MEMBERS NEXT WEEK

This fall, wages and health care will be bargained. Like in past years, the MCO Executive Board, which also serves as the bargaining team, wants members' input before negotiations begin.

Instead of mailing a paper survey, this year's survey will be online. Dues-paying members who have given MCO their home email address will receive an email with a link to the survey next week. All dues-paying members will also receive a post card in the mail with the link.

This user-friendly survey will only take

about 15 minutes to complete. The survey will request identifying information from you so your membership status can be verified. However, your responses will not be associated with your identity. Even though membership will be verified, please do not share the survey link with non-members.

Last year's survey response rate was 14 percent, so staff and leaders are taking steps to increase participation. Members will find this online survey more convenient and simple than the paper surveys.

Please note, in the future, you may

not receive a letter or postcard notifying you of surveys and online votes.

This is why it is so crucial that you provide MCO with your personal, home email address. **MCO will not email information on surveys or voting to state email addresses. If you have not provided us with your home email address, please do so now at mco-seiu.org (click "sign up for emails" on the right).** If you have any questions about the survey, please email mail@mco-seiu.org. Thanks in advance for your participation!

AROUND THE NATION: TEXAS AND PENNSYLVANIA COs DIE THIS WEEK

Rest in peace, Officer Johnson and Officer Moules



Two corrections officers were killed in the line of duty this week, one in Texas, and one in Pennsylvania.

Mari Johnson, 55, was found unresponsive in the early morning hours of July 16 at the French Robertson Unit, a prison near Abilene, Texas. Prisoner Dillion Gage Compton is accused of attacking her as she entered a storage area near the kitchen. Johnson was taken to a hospital, where she was pronounced dead.

Johnson had complained about low staffing, her son said this week in a media interview. She had worked at the prison

since 2009. Johnson wanted to reach her 10-year work anniversary and then retire, her son said.

An investigation is under way. The findings will be turned over to the local district attorney.

Officer Kristopher Moules, 25, died July 18 after falling down an elevator shaft during an altercation with an inmate at the Luzerne County Prison in Wilkes-Barre, Pa.

They were on the fifth floor when they ran into the closed elevator door. The door opened, and they fell into the shaft. The prisoner, Timothy D. Gilliam Jr., also died.

Before he was an officer, Moules was a college baseball player. An interest in pub-

lic service led him to a corrections career, his former coach told reporters.

These tragic deaths remind us of the dangerous jobs corrections officers do every day. When corrections officers complain about staffing, security, or safety, it's because they know the risks of their profession. They know that some who have gone before them have made the ultimate sacrifice. MCO leaders and staff thank you, members, for putting your lives on the line every day to keep the public safe.

Please keep these officers' families, friends, and coworkers in your thoughts and prayers. Rest in peace, Officer Johnson and Officer Moules.



Reminder: Sign up now for the MCO Crisis Fund Golf Outing!

Don't forget, the 20th annual Crisis Fund Golf Outing is Friday, Aug. 19.

Spots for four-person 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 event will be at Ledge Meadows Golf Course in Grand Ledge.

We are also looking for sponsors. The deadline to sponsor a tee or cart sign is 4 p.m. Friday, Aug. 12. 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 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 at mco-seiu.org or call (800)451-4878.

See you there!



MCO ONLINE BARGAINING SURVEY SEES GREAT PARTICIPATION IN FIRST FEW DAYS!

MCO's new online bargaining survey opened Wednesday.

The survey link was emailed to all dues-paying members who have provided MCO with a personal, home email address. The survey will not be emailed to work email addresses. To verify your membership status, identifying information is requested in the survey. Your identity will not be associated with your responses. Responses from non-members will be discarded.

If you did not receive an email with the survey link, please email mail@mco-seiu.org.

Judging from the response so far, members are finding this online format quick and convenient. Hundreds of members have already taken the

survey, in just a few days. Join them and voice your opinions to the bargaining team. Keep the feedback coming!

Please note:

- You cannot save your responses and return to the survey later. You must complete the survey in one sitting.
- A few facilities were initially left off the drop-down list of facilities. They have been added at the end of the drop down menu. We apologize for this error. If you notice any other bugs or have questions about the survey, please contact mail@mco-seiu.org.

CONGRATULATIONS, RECRUITS!



The Barry Wickman class, with 61 recruits, graduated today in Lansing. Congratulations to all! Welcome to the MDOC and to MCO.

Also, MCO would like to hear any feedback you might have about online surveys and contract voting. Send your thoughts to mail@mco-seiu.org

GET READY: 2016-2017 INSURANCE OPEN ENROLLMENT BEGINS MONDAY

Insurance Open Enrollment will be held this year starting Monday, Aug. 1st, and ending Wednesday, Aug. 31st, at 11:59 p.m. This is your annual opportunity to review plan summaries and current benefits, make changes to your coverage, and add or remove individuals from your insurance.

New enrollments, rates, and changes will take effect on Sunday, Oct. 9, 2016.

Several enhancements will be added to the State Health Plan PPO on that date, including telemedicine, hearing aid discounts, and an online smoking cessation platform. Additions are also coming for the State

Dental Plan as well as increases in the amount of dependent life insurance coverage available for spouses and children.

Starting this year, MCO members may add Other Eligible Adult Individuals (OEAI) and OEAI dependents to their health insurance plans.

For a flyer detailing the enhancements, go to mco-seiu.org. Also, visit mi.gov/ioe for research, reference materials, and information.

Please note:

- If a participant is adding a dependent, all required documentation must be submitted by Sept. 30. If the documentation is not received by the deadline, the dependent will not be added.
- Even if a participant doesn't plan to make any changes to their insurances, they should still log into their account to make sure that all dependents and selections listed are accurate.
- To get text alert reminders, text MCSOE to 468311

Summer is almost over! Check out MCO discounts on summer fun while there's still time!

Have you checked out MCO discounts lately?

Members can get special rates for Cedar Point, Kalahari (Wisconsin Dells and Sandusky), Great Wolf Lodge, Mt. Olympus, and more! A one-day admission ticket to Cedar Point is only \$38 Aug. 26-28.

Members can also find deals on cars (rental or purchase), home mortgages, hotels, resorts, etc.

See what's available at mco-seiu.org.

[org/uniontools/discounts/](http://mco-seiu.org/uniontools/discounts/). MCO staff will verify your membership over the phone before giving out discount codes.

In the coming months, MCO will be looking to add more types of discounts to bring more value to your union membership. If you have any suggestions, or feedback on MCO's current discounts, email MCO's new Member Benefits Director Chereyn Dunlap at chereyn@mco-seiu.org.



AROUND THE STATE: COs SEE DRONE OVER ICF; RASH OF ASSAULTS AT ARF

Two ICF officers spotted a suspected drone flying over the housing unit 5 small yard on Thursday.

The COs saw the object when they were arriving for second shift. The object also flew over units 4 and 3 before disappearing, officers report. Units 3, 4, and 5 are all Level V.

The facility was placed on limited movement. Staff combed the grounds, but no contraband was found.

MCO has been advocating for two bills, SB 487 and 488, which would make it a felony to operate a drone within 1,000 feet of a correctional facility. There have been several sightings of unmanned aerial objects over Michigan prisons in recent months, underscoring the dire need for this legislation. We will keep members updated on these bills.

Two packages of suspected contraband were found in the woods near Kinross Monday morning.

Officers saw a vehicle parked near KCF. Staff also reported hearing what sounded like people running in the woods, MCO was told. Squads from KCF and Chippewa, along with other law enforcement, were sent out to search. MSP discovered the packages. At least one person was detained.

MDOC ABSCONDER AGENT INVOLVED IN FATAL SHOOTING; MCO DEPLOYS LEGAL DEPARTMENT TO PROVIDE COUNSEL

On Aug. 3, at approximately 11 a.m. a call came in to MCO Central Office that one of MCO'S Absconder Recovery Unit Agents was involved in a fatal shooting of an armed parolee.

Offender Bradley Carey was a person of interest in a bank robbery and was tracked by a joint task force of law enforcement officers and MDOC personnel to a motel in Detroit.

During the operation, the task force came face to face with the subject, who then advanced upon the team with a large knife. Failing to follow instructions to stop and drop the knife, the offender had to be shot two times and was pronounced dead. A West Bloom-

field police officer and the Absconder Agent each fired single shots that struck the offender.

MCO's Legal Director immediately headed to Detroit to counsel the agent. Legal counsel for MCO has been at the side of the member since the time of the shooting and throughout all aspects of inter-agency investigations.

A homicide investigation by Detroit police is under way. MDOC internal affairs will conduct an independent investigation. A shoot review team will also be convened.

Our ARU agents have dangerous jobs, and they deserve our appreciation for keeping our streets safe.

KCF and URF were locked down for a mobilization Monday morning

Several inmate-on-inmate assaults broke out at Gus Harrison in late July.

On July 20, a Level II inmate assaulted another Level II prisoner with rocks in some type of sack or holder. The attacked inmate suffered a head injury. He was taken by ambulance to a local hospital, and then airlifted to another hospital.

The next day, a Level I inmate assaulted another prisoner. The aggressor

was sent to seg.

On July 29, a Level II prisoner armed with rocks in a sock assaulted an inmate in the activity room. The assaulted inmate was sent to a hospital via ambulance. The assailant went to seg.

Then on July 30, there was another assault between two Level II prisoners on the basketball court during chow lines.

Four Pugsley inmates were caught using a cell phone July 31.

They were seen using the phone on the big yard. MPF is a Level I.

Last chance to sign up for Crisis Fund Golf Outing! Team spots still open

There's still time to sign up for the MCO Crisis Fund Golf Outing Friday, Aug. 19!

The outing, in its 20th year, will be held at Ledge Meadows Golf Course in Grand Ledge. 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.

Team spots are going fast. Reserve your spot today by filling out the form on our website, mco-seiu.org, and sending it in with payment.

We are still looking for sponsors.

The sign up form on our website also includes a sponsor form.

The golf outing is one of the Crisis Fund's largest fundraisers. The Crisis Fund lends help to members facing a catastrophe. To all of those who contribute to the Crisis Fund, thank you!



AROUND THE STATE: INMATE CAPTURED AFTER ESCAPE FROM NEWBERRY THIS MORNING; RMI INMATES PROTEST SUBPAR FOOD; MTU INMATES TICKETED AFTER SHOUTING THREATS

A Newberry prisoner escaped early this morning and threatened to take a hostage during his brief breakout.

The inmate climbed both perimeter fences, triggering a zone alarm shortly after 2 a.m. Staff immediately responded, but the inmate climbed the fences quickly.

The perimeter security vehicle (PSV) was activated. The inmate was also pursued on foot. MDOC's Emergency Response Team, Michigan State Police, U.S. Border Patrol, and local police searched for the inmate.

The prisoner crossed M-123 before going to a hotel on M-28 in Newberry, where he threatened to take a hostage. The escapee was apprehended at the hotel.

Inmate Alize Montague, 19, was captured less than two hours after making his break. He was hospitalized for injuries sustained while scaling the fence. He is now at a higher-level facility.

Montague is in prison for assault by strangulation or suffocation and other convictions. He started serving a 5 to 10-year sentence in January. NCF officers say he had been at the prison for about two weeks.

MCO will conduct an independent re-

view of the incident. We have confirmed that two officer positions were closed at the time of the escape. Positions are routinely closed at several, if not all, prisons in the state to save money. Corrections officers have spoken out for years against budget-driven corrections, and we will continue to do so.

We will also be examining whether this inmate was properly classified. Montague was a Level I, the lowest security classification.

"Our concern is that this could be yet another example of how budget-driven corrections make prisons and communities like Newberry less safe," MCO President Tom Tylutki said. "We are grateful for the corrections officers and law enforcement whose quick actions led to the escapee's arrest."

About 60 inmates at the Michigan Reformatory marched in a peaceful protest of Trinity food Sunday.

The march started at about 8 p.m. during the Level II night yard, officers tell MCO.

Level II inmates from about five housing units participated. Their chief complaints are food shortages and subpar

turkey, which is served several times a week, officers said.

The protest was peaceful, and no one was hurt, officers said. Prisoners were escorted back to their cells without incident.

A few MTU inmates received incite-to-riot tickets and at least half a dozen prisoners were sent to seg after an incident in B-unit Aug. 10.

Two weapons had been found in the unit. As officers were escorting prisoners out of the unit, a few prisoners started shouting threats. No one was hurt. Officers say the situation was gang-related. Two inmates were sent to another facility.

MTU is a Level II prison.

A Macomb inmate bit an officer Aug. 7.

That afternoon, an RTP (Residential Treatment Program) prisoner became resistant while being moved to A-Wing (segregation wing). While officers were trying to gain control of the inmate, he bit an officer in his right arm, breaking the skin.

The officer was taken to a clinic for treatment.

Join other MDOC staff for summer fun at these events!

If you're headed to the UP State Fair, make sure to stop by the MDOC table!

The fair is going on now through Sunday at the Upper Peninsula State Fairgrounds in Escanaba. MDOC will have a table set up in the Ruth Butler building. Stop by and say hello! The kids can get pencils, candy, MCO swag, and more.

Fair hours today through Saturday are 10:30 a.m. to 10:30 p.m. Sunday

hours are 10:30 a.m. to 9 p.m.

MDOC participated in the 2015 fair for the first time in many years, MBP member Pam Basal said.

"The response was incredible," Basal said. "It gave me the opportunity to show officers in a positive light and educate the public on what our job is."

See you at the fair!

MDOC staff at Detroit-area facilities and all MCO members are invited to

the Children's Day Picnic on Saturday, Aug. 27 at Lower Huron Metro Park in Belleville.

The picnic will include bounce houses, music, airbrush tattoos, Disney characters, lots of great food, and more. Plus, kids can get a backpack full of school supplies!

The fun starts at 11 a.m. and lasts all day. The annual picnic brings together corrections staff and their families for a day of fun and fellowship.



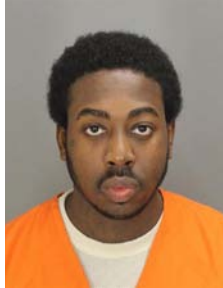
AROUND THE STATE: OAKLAND COUNTY ACCIDENTALLY RELEASES DANGEROUS INMATE; LMF GRAPPLES WITH FIGHTS AND STAFF ASSAULTS; DOZENS OF OCF PRISONERS TICKETED IN FIGHT

Oakland County released a dangerous inmate by mistake Wednesday instead of returning him to MDOC custody, the department said in a statement today.

Johnny Rodgers, 25, was released at about 6 p.m. after a court appearance. Rodgers is serving 7 to 15 years for assault with intent to commit murder, armed robbery, and felony firearms convictions.

Rodgers was lodged at Cotton before being turned over to Oakland County for court proceedings. He was last seen in Detroit wearing a white t-shirt, blue jeans, and boots.

Rodgers should be considered dangerous.



Johnny Rodgers

If you see him, do not approach. Instead, call 911 or the Michigan State Police at 1-855-MICH-TIP (1-855-642-4847).

Alger officers have had their hands full with inmate fights.

There were at least two inmate fights Aug. 19. That evening, an officer in the Level II Spruce Unit told an inmate to report to the officer's station, but the prisoner wouldn't end his phone call. After he eventually hung up the phone, he charged at an officer, COs say. Inmates congregated in the commons area, in what an officer called a show of force. An incite-to-riot ticket was written. Inmates also refused to leave the chapel. The facility was placed on lock down.

Monday, an LMF inmate in Maple Unit (Level IV) tried to punch an officer in the

head. The officer blocked the punch and was struck in the wrist.

At least five fights broke out in a 30-minute window Aug. 17 at Ojibway, and officers say the melee was gang related.

COs had to break up the fights. Twenty-five tickets were written, and 18 inmates were transferred to other prisons.

One officer pulled a hamstring during the response, MCO was told. No serious inmate injuries were reported.

The facility was placed on lock down until about 10 a.m. the following day. OCF is Level I.

Also recently at OCF, a package of contraband, including cell phones and drugs, was found outside the facility Aug. 4.

SENATE SUBCOMMITTEES HEAR ABOUT CRIME-REDUCTION EFFORTS

The Senate Appropriations Subcommittees on Corrections and State Police held a joint hearing Wednesday on public safety.

"Given the statistical information that shows that we have three of the most dangerous communities in the nation, it's important that we identify what we're doing right, what we can do better, where resources should be applied, and how we can make a difference in the state of Michigan. The budget process is just one of those areas where we can do so," said Sen. John Proos, chair of the Senate Appropriations Subcommittee on Corrections.

Proos was referring to a widely-cited FBI report that identified Detroit, Flint, and Saginaw as being among the most dangerous cities in the U.S.

Proos has also advocated for the passage of 21 criminal justice reform bills.

Many of the comments at the hearing focused on efforts to reduce crime in Detroit, Saginaw, Flint, and Pontiac. Michigan State Police Capt. Gene Kapp said the Secure Cities Partnership significantly reduced crime in those cities from 2012-2015. For example, violent crime has fallen 45 percent and property crime has dropped by 40 percent in Flint, Kapp said. Saginaw has seen similar

declines in property and violent crimes. The Secure Cities Partnership provides investigatory resources to local police departments and also focuses on community policing and building public trust.

MDOC's FOA Deputy Director Russ Marlan and Legislative Liaison Kyle Kaminski also spoke at the meeting. There are 58,464 people under MDOC supervision. There are currently 1,123 absconders, which is about 33 percent less than in July 2013, Marlan said. MDOC is doing more to share the department's intelligence with law enforcement agencies, he said.

MCO is sharing this information, not because leaders agree with all of the comments made at the hearing, but because members need to understand that prison reform, recidivism, and public safety are hot topics in our state legislature. Legislators are continuing to look for alternatives to incarceration, and have told MCO staff more closures could possibly be coming in the future if the prison population continues to decline. Both the House and Senate are continuing to look for savings in the MDOC budget, which takes up the largest portion of the state's general fund.

We'll keep you updated.



REST IN PEACE, OFFICER LOCK

DRC Officer Scott Lock has passed away.

Lock had worked at several facilities in his 21 years as an officer and MCO member.

No funeral arrangements have been made.

Please keep his family and friends in your thoughts. Rest in peace, Officer Lock.

Fundraiser will support family of FSA John Foley

A golf tournament will be held Sept. 18 to help support the family of CFP member John Foley, who passed away in July.

The tournament will be held at Deme Acres Golf Course, 17655 W. Albain Rd., Petersburg, MI. The cost is \$65 per person. Fee and registration are due Sept. 9.

To sign up, contact Terry Jensen 734-429-2531 Ext. 4604. A flyer with more details is available at mco-seiu.org.



BARGAINING ON WAGES AND HEALTHCARE KICKED OFF THIS WEEK

Bargaining for wages and health care is now under way.

Representatives from the Office of the State Employer (OSE) and MDOC met with the MCO Executive Board Wednesday to open negotiations. The Executive Board also serves as the bargaining team. Again this year, MCO President Tom Tylutki is leading negotiations for MCO.

At Wednesday's meeting, the bargaining team gave state officials several recent KYIs describing the dangerous work members do every day.

Last week, the bargaining team also attended an economic presentation given by the state. The state gives the presentation ahead of bargaining to help both sides understand the state and national economic

climate.

The bargaining team is moving forward with a good understanding of what members want, thanks to participation in the online survey. As of this morning, 1,272 people (about 20 percent of members) had completed the survey. This is a great improvement from last year, when the survey return rate was 14 percent. Board members examined the survey results last week. Thank you, members, for taking time out of your busy schedules to take the survey.

Remember, only wages and health care will be bargained this fall. Watch the KYI and the website for bargaining information. Don't miss any updates – please sign up for MCO emails with a valid, personal email address. Sign up at mco-seiu.org.

MPF CLOSURE UPDATE: LAYOFF SLIPS ISSUED; MOST COs PLACED

Layoff slips were issued late last month to COs at Pugsley and the Oaks who didn't have the seniority to stay at the Oaks.

Twenty-five officers at Pugsley and the Oaks who received a layoff slip applied for the statewide expedited recall list. We are pleased to report that 24 of them will be placed at their first choice of facility. Recall notices will be mailed to those officers soon.

Some officers will be laid off because they chose not to apply for the statewide expedited recall list.

Closures are never easy. MCO leaders have been working hard to mitigate the impact of Pugsley's closure as much as possible. Thanks, members, for your support. More background on the MPF closure and an in-depth layoff packet is at mco-seiu.org.

AROUND THE STATE: KCF INMATES AGAIN PROTEST FOOD; LMF COs ASSAULTED

At least 500 inmates stood on the yard Sunday at Kinross in protest of Trinity food.

They gathered at about 3 p.m., which is shift change. They congregated near the door to the control center, an officer said. At about 3:30 p.m., the yard was closed and the inmates returned to their units without incident. The demonstration was non-violent, and no injuries were reported.

This is the fourth time KCF inmates have protested food since the kitchens were privatized in December 2013.

Two Alger officers were assaulted by inmates last week.

One CO was punched several times while breaking up a fight during chow lines. Another officer was letting out Pine Unit (Level IV) for yard when a prisoner punched him.

The CO was taken to a hospital. Both have returned to work. There were also several inmate fights and assaults last week at LMF.

Felony charges were filed late last week in the Newberry escape Aug. 16.

Alize Montague, 19, is charged with prison escape, armed robbery, and taking a hostage. According to court documents, an inmate escaped from prison and then stole money from a woman while armed with a box cutter.

MCO staff have copies of Montague's charging documents, but they don't contain many details. Staff have filed a Freedom of Information Act (FOIA) request for Michigan State Police records. MCO will continue to investigate this case until members, leaders, and staff have a full picture of what exactly transpired.

STATE TAKES RUO/CMUO CASE TO COURT OF APPEALS

The RUO/CMUO classifications elimination is now filed at the Michigan Court of Appeals.

As expected, the state's attorneys are appealing the March court ruling that the classifications were improperly eliminated. The Court of Appeals has granted the state's request for Leave for Appeal, which means the March decision won't be carried out during the appeal.

Both parties will file written briefs. The Court of Appeals could also schedule a hearing.

MCO leaders and staff still stand firm in our belief that the state cannot arbitrarily cut worker's pay to save a buck. We will continue to fight, as we have been doing since the classifications were abolished in 2012. To see a timeline detailing everything MCO has done to hold the state accountable for this, go to mco-seiu.org.

Thanks, members, for your support.

MILITARY MEMBERS: VOLUNTEERS NEEDED TO SAFEGUARD HERO'S WALL

The traveling Michigan Vietnam Memorial Wall for Fallen Heroes will stop in Fowler soon, and the MCO Military Members Committee is looking for volunteers to watch over it to ensure it's not vandalized.

The Wall will be located at 126 S. Maple St., Fowler, MI 48835. Volunteers are needed Sept. 16 and 17 from 9 p.m. to 6 a.m. Times can be split according to your schedule. Any amount of time would be greatly appreciated.

This is yet another good cause that the Military Members Committee is participating in. The committee is honored that the VFW Hall in Fowler reached out to MCO to make this request.

If you are interested in volunteering, please send an email to Cindy Kogut at cindy@mco-seiu.org or call (800) 451-4878 x117.



AROUND THE STATE: MBP OFFICERS RECOVERING FROM ASSAULT; TRINITY EMPLOYEE FOUND WITH SUSPECTED DRUGS; FIGHTS AND ASSAULTS REPORTED AT SEVERAL PRISONS

Two Marquette officers were assaulted in a Level V unit Tuesday.

One was stabbed in his arm and the back of his head. The other officer, who was the first to respond, was cut on his arm. The assailant was armed with a sharpened blade at least three inches long, an officer said. The inmate attacked when B-unit was being released for yard.

Both officers were treated at a hospital and released. The inmate was transferred.

MCO leaders and staff are grateful this assault wasn't worse. When we say corrections officers have Michigan's toughest job, we mean it. Stay safe.

Suspected Suboxone and heroin were found on a Trinity employee at Cotton last week.

An officer stopped the employee in the gates when he tripped the metal detector. Officers estimate the value of the suspected drugs to be in the thousands, which represents a substantial threat to the prison's security and the

safety of inmates and staff.

Michigan State Police escorted the Trinity employee off grounds.

Parnall officers uncovered marijuana and a cell phone after a vigilant CO noticed some suspicious behavior on the yard Wednesday.

An officer monitoring cameras saw inmates on the yard passing items. Yard officers were summoned to shake down the inmates. One of the prisoners threw a package on the ground, but then swallowed it when officers approached him. The other prisoner had marijuana. More marijuana, a cell phone, and cell phone charger were found later in a cell shakedown.

Hats off to Officer Harden and all the other COs who caught this contraband!

There was a lot of activity this week at prisons around the state, not all of it mentioned here. Thank you, officers, for your professionalism and dedication to keeping prisons and communities safe.

Carson City inmates punched and kicked another prisoner last week in retaliation for telling officers about an earlier fight.

The inmate was punched and kicked by four other prisoners. He was treated at a hospital.

The assault happened after the inmate went to the officers' desk to report a fight, a member said.

There were several other inmate fights and assaults last week at Carson City. In total, 16 inmates were sent to Level IV units. About two dozen prisoners were involved in fights or thefts that occurred after inmates were moved to other units.

DRF officers say their small segregation unit is a revolving door. Inmates are frequently pushed out before they've had enough time to cool down, which is contributing to fights, members say.

More than 20 Bellamy Creek inmates were sent to segregation for involvement in gang-related fights last weekend.

IBC's two Level IV units were placed on lockdown due to the melee.

Some prisoners were transferred to other facilities.

An MP3 player containing contraband was found hidden at ICF last week.

The device was wifi enabled, an officer said.

SUMMER MCO REPORT ONLINE NOW

The Summer 2016 MCO Report is online now at mco-seiu.org/publications/mco-report/.

The MCO Report includes updates on our efforts to engage members in new ways. Our military members committee, central office staff changes, Officer Dignity Initiative, and PTSD awareness



campaign are just a few things we've been working on to bring value and connect with members.

This edition is the last MCO Report to be issued by mail. Starting with the Fall edition, the MCO Report will be online only. Also, members who have provided MCO with a personal home email address will receive it by email.

Thanks for reading the MCO Report!



BULLETIN

SEPT. 19, 2016

BARGAINING UPDATE: PARTIES REACH TENTATIVE AGREEMENT THAT INCLUDES TWO MORE YEARS OF WAGE INCREASES

MCO and the Office of the State Employer have reached a Tentative Agreement (TA) that calls for 5% in wage increases over two years and a slight enhancement to health care language.

The TA addresses wages and healthcare in 2017 and 2018. The TA calls for a 3% base increase in October 2017 and a 2% base increase in October 2018. Non-economic provisions were negotiated last fall and run through December 2018. Remember, members will receive a 1% base increase effective this October, as negotiated last year.

You may recall that last fall, the Office of the State Employer (OSE) insisted on a one-year contract on wages and health care due to their uncertainty about the federal excise tax on premium health care plans (known as the Cadillac Tax). The Cadillac Tax effective date has since been postponed.

The MCO Executive Board served as the bargaining team and finalized the TA today. MCO President Tom Tylutki chaired the bargaining team and was assisted by MCO Legal Director Jeff Foldie.

“This is a good agreement,” MCO President Tom Tylutki said. “It takes MCO members forward, not backward. Since this TA does not require higher health care costs, our members should, for the first time in a long time, see their take home income rise in a significant way.”

The TA enhances health care language concerning hearing aids. After the language is added, health care will remain status quo through September 2019.

The 3% and 2% increases are in line with what members requested in MCO’s online bargaining survey. This year, 22% of members took the survey. To those who took the time out of their busy lives for the survey, the MCO Executive Board thanks you.

The TA is subject to member approval. Watch your KYIs, the website, and our Facebook group for more details on contract voting.

If members choose to ratify the agreement, the Civil Service Commission will be asked to approve it at an upcoming meeting.

Thank you, members, for your support.

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MCO TAKING ACTION FOLLOWING RIOT AT KINROSS CORRECTIONAL FACILITY

Union leaders asking MDOC for meeting to talk about contributing factors and solutions

As most readers are probably aware, there was a riot at Kinross Correctional Facility Sept. 10.

Windows were smashed. A clothes dryer was thrown from a window. Sinks, toilets, and other fixtures were destroyed. Fire was set to at least one unit. Inmates barricaded themselves in housing units. MDOC staff from prisons around the state were called to Kinross, including Emergency Response Teams and gun squads. Miraculously, no staff injuries were reported.

Although some limited media comments were made in the days after the riot, MCO leadership and staff made a decision to hold back details until calm was definitively restored and armed squads were removed from the prison.

“We felt a real responsibility to the officers around the state and those officers that were still in Kinross dealing with the situation,” Vice President/Chief of Staff Andy Potter said.

We’ve come out stronger this week to tell the media, lawmakers, and the public

what really happened. MCO officials have spoken with the Detroit Free Press, WJR radio Detroit, CMU Public Radio, Michigan Public Radio, 1320 WILS, and more.

We are taking out ads in several newspapers to acknowledge and thank all of the officers, ERT members, other MDOC staff, and all of the other first responders who responded to the riot.

MCO is calling this a riot, despite MDOC’s continued claims that it was not. Their only official release on the incident contained the word, “peaceful.” Their continued minimizing of this event has deeply offended officers.

For anyone who is unsure what to call the Kinross event, here is Michigan’s legal definition of a riot, according to Michigan Compiled Laws Section 752.542a, Riot at state correctional facility:

“A person shall not willfully instigate, cause, attempt to cause, assist in causing, or conspire to cause a riot at a state correctional facility. As used in this section, “riot at a state correctional facility” means 3 or more persons, acting in concert, who intentionally or recklessly engage in violent conduct

within a state correctional facility that threatens the security of the state correctional facility or threatens the safety or authority of persons responsible for maintaining the security of the state correctional facility.

History: Add. 1988, Act 393, Eff. Mar. 30, 1989.”

MCO leaders have been reaching out to MDOC administrators and lawmakers. Andy Potter (Vice President/Chief of Staff) and Jeremy Tripp (Government and Political Affairs Director) have already met with several legislators, the governor’s chief of staff and the corrections ombudsman. More meetings are scheduled, including with the chairs of the House and Senate corrections appropriations subcommittees.

Immediately after the riot, MCO leaders contacted the MDOC administration and asked for a meeting. They agreed, but did not agree to a date. Again we requested a meeting in a formal letter sent today. The ball is in their court. We eagerly await their response.

MCO APPLAUDS HOUSE AND SENATE FOR PASSAGE OF SURVIVOR HEALTH BENEFITS BILL

After months of discussion and consideration, the Michigan House and Senate have passed a bill that will provide health benefits for the surviving spouse and dependents of officers who are killed in the line of duty.

Senate Bill 218, sponsored by Sen. Wayne Schmidt (R-Traverse City), covers the families of law enforcement officers, corrections officers, firefighters and members of a rescue squad or ambulance crew.

MCO Government and Political Affairs Director, Jeremy Tripp, has been advocating the importance of this bill since it was introduced in March of 2015 and made passage a central part of MCO’s platform when speaking with lawmakers in both chambers.

Throughout the legislative process, we emphasized the dangerous nature of corrections work and tragic circumstances a slain officer’s family is faced with after.

MCO also encouraged inclusion of Forensic Security Assistants and has been informed that it is the position of the fund administrator that those classifications are covered by the bill.

While we hope for the safety of every officer, this legislation serves as an important reminder of the risks we face every day and the real world impact those dangers have on our loved ones.

AROUND THE STATE: WHV CO ASSAULTED; SUSPECTED DRUG SMUGGLING AT JCF

A WHV officer was punched and hit her head on a metal toilet while trying to subdue a prisoner Sept. 14.

The injured CO and another staff member entered an inmate’s cell because she had tied an undergarment around her neck and

around a doorknob. The prisoner hit the officer. As they tried to gain control of the prisoner, the CO fell and hit her head, causing a concussion.

She returned to work a week later on light duty.

A Cotton inmate received suspected drugs while visiting his mother in the visiting room Sept. 17.

Michigan State Police are testing the substance.



BARGAINING UPDATE: VOTING PACKET IN THE WORKS; PAY INCREASES EFFECTIVE OCT. 1

MCO and OSE have reached a tentative agreement, as announced in the Sept. 19 bulletin.

The TA calls for a 3% base increase in October 2017 and a 2% base increase in October 2018. Non-economic provisions were negotiated last fall and run through December 2018. These figures are in line with what members requested in MCO's online bargaining survey.

The TA also enhances health care language concerning hearing aids. After the language is added, health care will remain status quo through September 2019.

The MCO Executive Board, which also serves as the bargaining team, believes this is a solid contract. It will begin

to put money back in members' pockets after years of health care cost increases. President Tom Tylutki chaired the MCO bargaining team. MCO Legal Director Jeff Foldie and MCO Member Benefits Associate Tara Nichol did research and aided the team, making this agreement possible.

Despite success with the online bargaining survey, the Executive Board has decided to use paper voting ballots again this year. MCO staff is preparing voting materials now. Watch your KYIs for information on when the ballot may arrive.

Remember, members will receive a 1% base increase effective Oct. 1, 2016, and a 1.5% lump sum payment Nov. 3, 2016. In addition, the attendance incentive, physical

incentive, and the dry cleaning allowance will be dispersed in October and November.

Payment	Amount	Date
Uniform allowance	\$575	Oct. 20
Lump sum	1.5% of annualized base salary	Nov. 3
Longevity	varies by years of service	Nov. 3
Attendance/physical	varies by amount of sick time used	Nov. 3

GOODBYE, PUGSLEY: PRISON CLOSED ITS DOORS LAST WEEK

Pugsley Correctional Facility is now shuttered. According to the MDOC newsletter, the last 40 inmates left the facility last week.

Although closures aren't easy, MCO leaders and staff are pleased that so many members were successfully placed at other facilities. Only a handful of officers were laid off because they chose to not apply for the statewide expedited recall list.

Remember, of the 59 officers who submitted voluntary transfer/appointment forms to leave the layoff unit, 55 were placed at their first-choice facility.

Of the 25 officers who received a layoff slip and applied for the statewide expedited recall list, 24 of them were placed at their first-choice facility.

Thanks, members, for sticking with MCO throughout this process.

CLOSER TO HOME WINDOW PERIOD OPENS OCT. 1

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: Cheryln 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 Oct. 1 - Oct. 31 for consideration. **If you submitted an application before Oct. 1, it is invalid. You must apply during October.**

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, 2017, 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.

GOVERNOR SIGNS SURVIVOR HEALTH BENEFITS INTO LAW

Did you see our MCO In-Depth this week?

The governor has signed SB 218, which will provide health benefits for up to 60 months to the surviving spouse and depen-

dents of officers who are killed in the line of duty.

This is another great legislative win MCO staff has delivered for members!

Read the In-Depth at mco-seiu.org.

Special appreciation cookout Oct. 12 for staff in KCF riot

The MCO Executive Board and staff are hosting an appreciation cookout for all Kinross-area officers and employees who worked during the riot or its aftermath.

The cookout will be held **12 p.m. to 5 p.m. Wednesday, Oct. 12 at the Kinross Township Hall, 4884 W. Curtis St., Kinross Township, MI 48849**. Staff who responded from other prisons are welcome to attend. A printable flyer is available at mco-seiu.org.

The Board and staff are holding the cookout to say thank you for your hard

work throughout the riot. We understand and appreciate what you experienced that day.

MCO's work to tell the story of what truly happened at KCF continues. For the second time since the riot, President Tom Tylutki and Vice President/Chief of Staff Andy Potter were at Kinross this week talking to officers and meeting with area media. We have also placed ads in newspapers around the state thanking COs and others who responded.



BARGAINING UPDATE: LOOK FOR REVIEW, BALLOT NEXT WEEK

The Collective Bargaining Review, voting instructions, and ballot are scheduled to be dropped at the post office early next week. They should be delivered to members' homes next week.

The materials will arrive in a smaller envelope than in previous years – don't overlook it! The envelope will be marked "CONTRACT SUMMARY/VOTING BALLOT ENCLOSED" and "TIME SENSITIVE MATERIAL/please open immediately."

Please read the review and the voting instructions carefully. Ballots may be dis-

qualified if instructions are not followed. The Collective Bargaining Review is only one page this year because only wages and healthcare were on the table.

Ballots must be received at the address on the return envelope before Thursday, Oct. 27. On the morning of Oct. 27, chapter presidents will get 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. Watch the KYI and MCO website for updates.

MICHIGAN REFORMATORY OFFICERS ASSAULTED

An RMI officer was assaulted Sunday by an inmate after finding contraband in his cell.

The CO found the contraband in a cell in J-block, a Level IV unit, and wrote a ticket not long before the prisoners went to lunch.

When they returned, the ticketed prisoner punched the CO in the back of the head, officers said. Another prisoner jumped in on the assault. The officer and the first inmate fell down a flight of stairs. Two officers came to assist and were also assaulted.

It was later determined that the two inmates were intoxicated. The prisoners were transferred to another facility.

Fortunately, no major staff injuries were reported. Please join us in wishing a quick recovery to the officers involved.

MCO CENTRAL OFFICE STAFF REALIGNMENT IS COMPLETE

MCO's staff realignment is in its final phase.

Many MCO staff employees have new jobs and responsibilities. In addition, we have hired several new faces. Please join us in welcoming Member Engagement Associates Jim McHenry and Olivia Toretta; Member Benefits Associate Tara Nichol; Legal Associate Shawn Davis; and temporary Receptionist Valarie Mosley. They've been busy meeting members and training in their roles. Look for more info

on them in the upcoming MCO Report.

Full details were emailed to members' personal email addresses a few weeks ago and mailed to members' homes. You can also find information at mco-seiu.org.

If you are not sure who to contact during this transition, you can always call the office at (517)485-3310 or email our general mailbox at mail@mco-seiu.org. Calls and emails will continue to be directed to the appropriate staffer.

MCO MEMBERSHIP DUES INCREASE NOTICE

MCO member dues will increase by 22 cents per pay period, effective Oct. 23. This equates to an increase of only \$5.72 per year.

The MCO Constitution and By-

laws call for an automatic dues increase equivalent to the percentage wage increase received. All bargaining unit staff received a 1% wage increase Oct. 1.



MICHIGAN VOTER REGISTRATION DEADLINE IS OCT. 11

Are you registered to vote?

To vote in the Nov. 8 general election, you must be registered to vote by Tuesday, Oct. 11. In addition to the President, voters will elect U.S. representatives, Michigan state representatives, state Supreme Court justices and other judges, certain county officials, and more.

State employees have the unique opportunity to elect some of their bosses. MCO will provide information on the union's key endorsements in the next MCO Report.

Get registered and cast your vote wisely! Registration instructions, sample ballots, and more info is available at Michigan.gov/vote.

Hurry, last chance to get MCO Crisis Fund Raffle tickets!

Time is running out to get your 2016 Crisis Fund raffle tickets!

The first prize is \$2,000. Two crossbows and five firearms are up for grabs.

Gift certificates for Kalahari, Great Wolf Lodge, and Cedar Point 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. 20 at 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. To those who support the fund, thank you!



BARGAINING UPDATE: BALLOT COUNT DELAYED UNTIL FRIDAY, NOV. 4

Due to the overflow of campaign material in the U.S. mail, MCO has been alerted that the timeframe in which our ballot mailing would be delivered may not allow our members the turnaround time needed in order for us to count all the ballots on Oct. 27.

In order to provide the time needed for all members to have their votes counted, we are extending the timeframe. **The date for counting the votes has**

been extended to Friday, Nov. 4.

Voting instructions mailed to members state the count will be taken Oct. 27. Please disregard that date.

The ballot mailing should be arriving at members' homes any day now. If you have not received your packet by Oct. 24, or you believe there's a problem with your packet, please call the MCO central office at (517)485-3310 or email receptionist@mco-seiu.org.

Remember, the mailing will arrive in a smaller envelope than in previous years – don't overlook it! The envelope will be marked "CONTRACT SUMMARY VOTING BALLOT ENCLOSED" and "TIME SENSITIVE MATERIAL, please open immediately."

Once the votes are tallied, MCO will publish the results in a bulletin. Watch the KYI, MCO website, and MCO Facebook group for updates.

AROUND THE STATE: ICF OFFICER ASSAULTED; MARQUETTE INMATE STABBED

An ICF officer suffered abrasions and bruises in an assault Oct. 13.

The attack happened in Unit 3, a Level V. The CO was punched in the head and neck. An inmate hit the officer from behind and put him in a chokehold, COs said. He refused orders to stop. The prisoner continued to assault the officer until

more staff arrived.

The inmate was transferred to another facility. The officer has returned to work.

Stay safe.

An MBP prisoner stabbed another inmate Oct. 6 with an ice pick-style weapon.

The attacked inmate suffered a collapsed lung. He was stabbed a total of 10 times in the chest, head, and neck, officers say. He received treatment at a hospital.

The assault happened on the Level V yard. Officers quickly responded. No staff injuries were reported.

MCO'S KINROSS APPRECIATION COOKOUT DRAWS A LARGE NUMBER OF COs

Nearly 200 officers and other corrections staff members came to the Kinross appreciation cookout last week.

MCO Executive Board and staff thanked members in person for their dedication, professionalism, and bravery during the riot last month. We can't say thank



you enough.

The new MCO Member Engagement Associates Olivia Toretta and Jim McHenry and Member Benefits Associate Tara Nichol organized this event.

MCO Executive Board Members Bill Henderson, Ed Clem-

ents, and Scott Waggoner cooked chicken, hot dogs, and hamburgers. But before

anyone ate, we served lunch to seniors who were at the township hall. It was one small way we could give back to the community that came to officers' aid during the riot. We also welcomed new recruits from the training academy that started this week in Kinross.

Many MCO staff members and the Executive Board stepped up to make this event a success.

Thank you to all who attended. **See photos of the event on our Flickr page, flickr.com/mcoshots.**

Thank you, Rotary Club of Ionia, for honoring corrections officers!

The Rotary Club of Ionia recognized the officers of the year from the Ionia facilities at a special event Wednesday.

They took their advocacy a step further by holding a silent auction at Wednesday's event to benefit the MCO Crisis Fund. The auction raised hundreds of dollars that will be used to support members facing a catastrophe. Thanks very much, Rotary Club of Ionia!

See more photos from Wednesday's event, plus photos from Thursday's Central Conference and other MCO events, on our Flickr page, flickr.com/mcoshots.



Board members Byron Osborn (left) and Ray Sholtz (right) with Bill Roeser (center), president of the rotary club.



FLEXIBLE SPENDING ACCOUNT OPEN ENROLLMENT BEGINS NOV. 1

The Employee Benefits Division (EBD) encourages you to log into your Self-Service account Nov. 1 through Nov. 30th for Flexible Spending Account (FSA) Open Enrollment, your annual opportunity to enroll in a Health Care and Dependent Care FSA. Eligible employees* who wish to participate in the plan year beginning Jan. 1, 2017 must enroll, even if they are currently enrolled in the 2016 plan year.

There are two types of FSAs, and eligible employees are able to enroll in one or both. The Health Care FSA allows you to pay for eligible out-of-pocket medical, dental, prescription, vision expenses, and more. The Dependent Care FSA allows you to pay for eligible expenses such as day care, day camp, nursery school, elder care, and more. FSAs are funded by pre-tax payroll contributions. The maximum contribution levels for 2017 are \$2,600 for eligible health care expenses and \$5,000 for eligible dependent care expenses.

State of Michigan FSAs will continue to feature a grace period. This

grace period extends the time you can use remaining 2017-plan-year FSA funds on eligible expenses until March 15, 2018. The deadline to submit required documentation (receipts, Explanation of Benefits (EOB), etc.) to WageWorks© for your eligible FSA expenses will be May 31, 2018.

FSA Open Enrollment materials will be sent to you via email or mail (if you do not have an email address currently listed in your Self-Service account). You are encouraged to verify that your contact information is up-to-date in the system, which can be done by logging into Self-Service, selecting "Employment," and then "Work Phone & E-mail" from the left-hand menu. You can also contact the MI HR Service Center at 877-766-6447.

For more information on FSAs, visit www.mi.gov/FSA.

* Non-career and Special Personal Services (SPS) employees are not eligible for this benefit.

Story provided by the Employee Benefits Division (EBD).

Did you see the new and improved MCO Report this morning?

The redesigned MCO Report was emailed to members' home email addresses today. You can also read it at mco-seiu.org. This new format is optimized for online reading. Also, you'll find lots of handy links to quickly email us or jump to an important website.

This edition has information about our endorsements, how endorsements are made, the Kinross riot, special events, and more.

FINAL VOTING REMINDER!

The ballot count is Friday, Nov. 4. Results will be issued in a KYI and posted at mco-seiu.org.

If you have not received a voting ballot, please call the MCO Central Office immediately at (517)485-3310. The last day we can overnight a ballot to anyone is Nov. 1. But please don't wait until that date—call us today if you don't have a ballot.

Thanks for voting!

Have you checked out MCO discounts lately? Member benefits dept. adding more great deals!

Have you checked out MCO's member-only discounts lately?

There are lots of new opportunities to save. Recent additions include:

- A stay at Island Resort Casino in Harris is only \$80.05 per night Sunday through Thursday. They also offer a complimentary casino package for up to two guests.

- UnionPlus and Wells Fargo are offering a \$500 VISA gift card and \$500 check after closing for any member who buys their first home through the program. Or, members who refinance their mortgage can get a \$500 VISA gift card after closing. UnionPlus/Wells Fargo mortgages also offer a Hardship

Benefits program for members who buy a home and are later injured on the job.

- Driven Collision: Up to 10% off your deductible costs and other services such as detailing, loaners, and car washes.

- Michigan International Speedway: 2017 ticket packages are on sale now. Get four tickets, including pit passes and food vouchers, for \$380. Or, get a ticket, pit pass and food voucher for one for \$115. Rates good for the Firekeepers Casino 400 June 16-18 and the Pure Michigan 400 Aug. 11-13.

- Also, Blue Cross Blue Shield members are eligible for \$25 per month gym memberships, plus other discounts on

health products and services.

Go to mco-seiu.org/uniontools/discounts/ to see all discounts now. MCO staff will verify your membership over the phone before giving out discount codes.

The MCO Member Benefits Associate Tara Nichol has added these great discounts for members. If you have any suggestions for new discounts, feel free to email tara@mco-seiu.org.

The Member Benefits Department is working on an online survey for members to weigh in on MCO discounts and other programs. The survey will be emailed to members' home email addresses soon.



BULLETIN

Nov. 4, 2016

MCO MEMBERS APPROVE PROPOSED CONTRACT BY 94%

MCO members approved the 2017-2018 tentative agreement on wages and healthcare by a vote of 2,222 to 145. The contract passed by about 94 percent.

About 38 percent of ballots were returned.

“The MCO Executive Board is pleased this tentative agreement was approved by members,” said MCO President Tom Tylutki, who led the Executive Board through negotiations. “Members’ votes

show they are glad to have a proposal that includes wage increases and no cost increases to health care.”

The contract includes a 3% wage increase in 2017 and a 2% increase in 2018. The TA also enhanced health care language concerning hearing aids.

Next, the Civil Service Commission must approve the contract. The commission’s next meeting is Dec. 14.

See the chart below for the results from each facility.

To the members who took the time to vote, thank you. We appreciate you taking the time to read the summary, digest it and cast an informed vote.

For more on the changes approved today, refer to the collective bargaining review at mco-seiu.org.

FACILITY	YES VOTES	NO VOTES	SPOILED BALLOTS	TOTAL VOTES CAST
Alger	58	2	0	60
Baraga	64	3	0	67
Bellamy Creek	73	9	1	83
Brooks	46	3	0	49
Carson City	69	9	0	78
Central Michigan	99	5	1	105
Chippewa	91	6	0	97
Cooper Street	41	1	0	42
Cotton	82	6	3	91
Detroit Detention Center	13	0	0	13
Detroit Reentry Center	38	2	0	40
Egeler	91	3	1	95
Forensic Center	70	2	3	75
FOA	9	0	0	9
Gus Harrison	73	5	0	78
Huron Valley Women’s	52	1	1	54
Ionia (IMAX)	49	6	3	58
Kinross	61	3	0	64
Lakeland	55	5	0	60
Macomb	48	3	0	51
Marquette	55	25	0	80
Michigan Reformatory	49	5	1	55
Michigan Training Unit	63	6	0	69
Muskegon	42	3	1	46
Newberry	42	5	0	47
Oaks	79	4	2	85
Ojibway	51	4	1	56
Parnall	45	4	0	49
Saginaw	90	5	2	97
SAI	15	1	0	16
St. Louis	106	2	0	108
Thumb	92	2	0	94
West Shoreline	37	3	1	41
Woodland	48	2	0	50
New recruit classes	226	0	2	228
TOTAL	2,222	145	24	2,391



AROUND THE STATE: FIGHTS, FIRE KEEP LMF, ICF BUSY

An LMF inmate tried to hold back an officer to prevent him from responding to a fight Sunday.

The altercation broke out in the Level IV Pine unit and involved eight prisoners. Ten other prisoners were ticketed for failure to disperse. No staff injuries were reported. Officers report the brawl was gang related.

There was a total of three prisoner fights Sunday. The Level IV units at Alger remained on lock down today.

Officers fired a warning shot to disperse another serious fight Nov. 1. An inmate was stabbed in the head when he was attacked by two other inmates in the commons area.

Other recent events at LMF:
11/5 – three-inmate fight. One inmate was hit with a lock-in-a-sock.

11/4 – inmate found in possession of weapon made from sharpened toothbrush.

A wing in a Level V housing unit at ICF was evacuated Saturday after an inmate lit his mattress on fire. SCBA equipment was utilized, and the Ionia Department of Public Safety responded to the fire in Unit 1, A wing.

To the officers and staff who led the evacuation of these dangerous prisoners – good work!

Also at ICF, four weapons were recovered after a seven-prisoner fight Oct. 29. COs report one inmate who had a weapon charged at an officer. He received a threatening behavior ticket. One prisoner's face was cut in the fight. The brawl was gang-related, officers say.

VETERANS INVITED TO SPECIAL MEAL NOV. 12

All veterans, current military members, and their families are invited to a special dinner Nov. 12 at VFW Post 701 in Lansing.

What: A special veteran's day dinner, hosted by VFW Post 701's auxiliary.

When: 3 p.m. to 6 p.m. Saturday, Nov. 12.

Where: VFW Post 701, 123 N. Rosemary St., Lansing, MI 48917

Cost: \$8 per plate for

adults, \$3 per plate for kids. Veterans eat free.

This is another great event being shared by the MCO Military Members' Committee. All MCO members who are

veterans or currently serving in the military are encouraged to sign up for the military members' committee. Sign up at mco-seiu.org. Thanks, members!



There are many veterans and active service men and women in the MCO family. MCO leaders and staff thank you for service. Have a safe Veterans Day.

Members, exercise your right to vote Tuesday!



Election Day is Tuesday, Nov. 8. It's likely that lines will be long for many precincts, so give yourself plenty of time to cast your vote.

MCO encourages all members

to vote. Voting is both a right and a responsibility, and we hope you have taken the time to educate yourself on the candidates and their stances.

There are many important down-ticket races on the ballot. Before you vote, check out MCO's endorsement list at mco-seiu.org.

MEMBERS SHOW STRONG SUPPORT FOR CONTRACT

MCO issued a bulletin Friday announcing that members approved the proposed contract by about 94% in a vote of 2,222 to 145.

The approved contract includes a 3% wage increase in 2017 and a 2% increase in 2018. The TA also enhanced health care language concerning hearing aids.

Next, the Civil Service Commission must approve the contract. The commission's next meeting is Dec. 14.

Read the entire bulletin, which includes vote totals from all facilities, at mco-seiu.org.



MEMBERS, CALL IN TO WIN PISTONS TICKETS!

Call the MCO office now for your chance to win two Detroit Pistons tickets!

The tickets are for great lower bowl seats at the Monday, Nov. 14 game against the Oklahoma City Thunder. You'll also get a card good for 20 percent off the Pistons Locker Room store.

Call the MCO central office at (517)485-3310 during normal business hours (Monday-Friday 8 a.m. to 4 p.m. EST) before Wednesday, Nov. 9 and ask for Jim (ext. 155), Tara (ext. 150), or Olivia (ext. 152) to be entered to win these great tickets!

The drawing will be held Wednesday, Nov. 9 at 4:00 p.m. The winner will be notified by email with instructions on how to get their tickets.

The contest is open to members only.

Good luck!



MEMBERS STEP UP FOR VETERANS, MCO CRISIS FUND, AND OTHER GREAT CAUSES

MDOC staff around the state have been organizing some great events to honor and serve others.

- Cotton employees held a cookout and raffle Nov. 10 in honor of Veterans Day. All proceeds will be used for care packages for deployed troops. Staff also donated candy for the packages. Thank you Warden Brewer for buying the first 200 hotdogs!

- WCC held cookouts Nov. 9 and 10 to celebrate veterans. Thank you, WCC Employee Club, for sponsoring this event.

- ICF had a cookout Oct. 26 to benefit a retired CO who needed a wheelchair ramp at his home. Employees raised nearly \$1,000! Way to go, ICF!

- Macomb recently held a cookout to benefit the MCO Crisis Fund. They raised more than \$1,100. Thanks, MRF staff!

- Looking ahead, the Manistee Shop with a Cop event is Dec. 12.

Oaks Officer Mathew McShane organizes the Manistee Shop with a Cop, which celebrates its 10th anniversary this year. Volunteers are needed to shop with kids. If you are able to volunteer, email McShane at manisteeshopwithacop@yahoo.com.

ECF officers are among many COs around the state that participate in local Shop with a Cop programs. Officers, let MCO know if you volunteer with Shop with a Cop this year. Send stories, photos, or other info to mail@mco-seiu.org.

- An MCO member at Parnall has asked for our help to support a grieving veteran in his community who lost his son. He is seeking donations of outdoor Christmas items. Donations can be dropped off at the MCO central office today before 4 p.m. Our address is 421 W. Kalamazoo St., Lansing.

Thanks, members, for supporting these causes!

LET MCO MEMBER ENGAGEMENT HELP!

If you volunteer in your community, MCO's Member Engagement staff wants to help you expand your efforts.

For example, Cotton's annual Veterans Day fundraiser started when Cary Johnson (JCF chapter chief steward and executive board member) found out CO Nugent was building care packages for deployed troops and volunteering in other ways for military members.

"I thought, 'what a great idea. Maybe MCO can get involved so we can help Officer Nugent in his great work, and support our soldiers even more,'" Johnson said.

If you volunteer in your community, or are planning a fundraiser at your facility, let the MCO Member Engagement team know. They can assist members in organizing special events and spreading the word. Whether you're reaching out to vets, kids, or other groups, the engagement team might be able to help.

"During our listening tours last year, members told us it's very important to them that they see their communities thrive. Our union is here to help in that. It's a great thing when we can contribute to communities and lift up officers at the same time," Johnson said.

To reach the Member Engagement team, call the MCO central office at (517)485-3310 and ask for member engagement, or you can find contact info at mco-seiu.org/about-us/staff/.

Also, if you are an active duty military member or veteran, please sign up for MCO's Military Members' Outreach Program at <http://526m.seiu.org/page/s/military-members-outreach-program>.

AROUND THE STATE: LCF CO FINDS CONTRABAND BETWEEN FENCES; 20-MAN FIGHT AT RMI

A Lakeland officer found two basketballs full of contraband between the perimeter fences Monday.

The CO was checking zones at the beginning of second shift when he saw the basketballs. Several cell phones, suspected heroin, suspected cocaine, marijuana, lighters, rolling papers, toothbrushes, and dental floss were inside, officers said. The balls were found between the fences behind B building.

Also from LCF, an inmate was stabbed earlier this month in the head and chest. He was taken by ambulance to a hospital. A 7-inch weapon was recovered from the scene, an officer said. Officers say the as-

sault was gang-related.

LCF is Level II.

Information on these incidents was omitted from facility shift reports sent to officers, they said. COs said they received information from inmates, which they then verified with supervisors.

MCO has heard many accounts of facilities leaving critical information off of shift reports. Communication with front-line staff has deteriorated. We feel this is inefficient and dangerous for staff. We will be developing a campaign around this issue and other safety concerns.

A warning shot was fired to disperse a brawl involving about 20 inmates at Michigan Reformatory.

The fight happened Saturday on the Level II small yard. Officers believe it was gang related. A dozen inmates were sent to seg.

No officers were injured.



AROUND THE STATE: JCF PROBATIONARY OFFICER ASSAULTED AFTER WRITING SEXUAL MISCONDUCT TICKET; OTHER STAFF ASSAULTS AT MTU, LMF, DDC, AND ICF

A Cotton inmate assaulted a female officer Tuesday, a few days after she wrote him a sexual misconduct ticket.

The officer, who recently joined MDOC and is still on probation, was punched four times in her face and head. The prisoner had just returned from his misconduct hearing and was talking to inmates outside the unit. She told him to come inside because he's on a Loss Of Privileges (LOP) sanction. He came inside, but confronted her, calling her names. When officers tried to handcuff him, he punched her in the face, officers said.

The officer wrote the prisoner a ticket on Sunday for exposing himself to her. He had also exposed himself a few days earlier.

The inmate was housed in a Level II

unit, even though he had enough points to be a Level IV, officers said. He has been transferred to ICF.

The sexual exposure was promptly turned over to the Michigan State Police. As part of the Officer Dignity Initiative, inspectors received a special training in October on how to handle dress outs and inmate sexual exposures. MCO leaders and staff are pleased MDOC, MSP, and prosecutors are working with us to protect officers' rights and safety.

The assault was also referred to MSP for possible prosecution.

An MTU officer suffered a broken nose in an inmate attack Wednesday.

The CO was in an office when the prisoner jumped him from behind and punched him in the face. The assault happened in the Residential Treatment Program unit, a Level II. The assailant

was transferred to ARF.

Four Alger officers have been dressed out in the last two weeks.

On Nov. 18, an inmate in Birch Unit, a Level IV seg unit, threw an unknown liquid on two officers. Then on Thanksgiving Day, an inmate threw feces at a CO. Another inmate threatened to hurl feces at an officer on the holiday. He was removed from his cell. After his move, staff found a cup of urine in the cell. On Thursday, another CO was assaulted with feces.

These inmates could face prosecution.

A detainee at the Detroit Detention Center removed his spit mask and spit on an officer's back Nov. 14.

The detainee has been charged with assault on an officer, the CO said.

An ICF inmate assaulted the law librarian Thursday, hitting him in the head and neck.

Officers immediately responded and intervened in the assault. No weapon was used, and no serious injuries were reported.

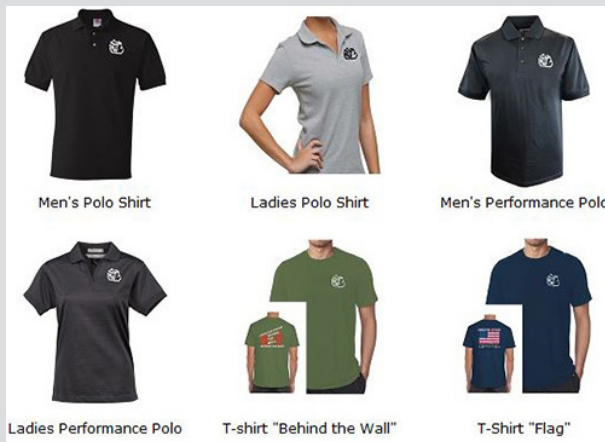
This Christmas, shop MCO's online store!

Christmas is right around the corner. This year, make sure your family and friends know what you really want – swag from MCO's online store!

They can order T-shirts, polo shirts, hats and mugs with the MCO logo. It's all online at mcowebstore.com.

All merchandise is made in the U.S. MCO sells items at cost and does not make a profit.

The store has limited inven-



tory. As our current inventory sells, more items will be added. If there's something you'd like to see offered in the store, please let us know! Email cindy@mco-seiu.org or leave a message when you check out.

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FALLEN OFFICERS MEMORIAL TO BE UNVEILED ON THE FIRST DAY OF CO WEEK 2017

All members invited to a special dedication ceremony and open house at MCO May 7

Did you see our special announcement this week?

MCO leaders and staff are pleased to announce that the Fallen Officers Memorial will be unveiled and dedicated at a ceremony on Sunday, May 7, 2017, the first day of Correctional Officers Week. The ceremony will be followed by a special reception and open house, where members can get acquainted with the new MCO.

The memorial pays tribute to the four Michigan state corrections officers who have made the ultimate sacrifice in public service: George Haight, Earl DeMarse, Josephine McCallum, and Jack Budd. They are not forgotten. MCO leaders are taking steps to ensure their memory will be kept alive while we continue to fight for members' safety behind the walls.

A fallen officers memorial had been discussed several times over the years but never came to fruition. Then, in 2015, a few corrections officers and retirees approached the MCO Executive Board with a detailed plan for a memorial. The Board approved a committee to

research a memorial and turn this long-standing dream into a reality.

At the reception and open house, members can see the MCO central office, meet Executive Board and staff members, and learn about MCO's new work. Over the past two years, union leaders and staff have taken on dynamic initiatives to engage all members. We are reaching out to a new generation of corrections officers, while still holding on to the values of our long-serving members and the camaraderie that makes MCO so unique.

We have launched many new programs, including a state-wide member listening tour; a military members' committee; PTSD research and awareness; and the Officer Dignity Initiative, to

ensure members are treated with respect in dress outs and inmate sexual exposures. We came together to deliver water to members in Flint, and raised officers' collective voice after the Kinross riot.

We are trying to engage all members, in their workplaces and their communities. All members should feel a connection with their union and be proud to belong.

All MCO members and retirees are invited to the dedication ceremony and the reception. The families of fallen Michigan corrections officers,

MDOC administrators, legislators, and state union leaders will also be invited.

We hope you'll join us Sunday, May 7, 2017. Times will be announced at a later date. Watch your email for a formal invitation and more details in the coming months.

The success of the memorial ceremony relies on the dedication and commitment of MCO leaders, staff, and numerous volunteers.

We are looking for members and retirees to volunteer May 7 to assist with the ceremony, reception, etc.

If you are interested in volunteering, please send an e-mail to Tangee Laza at tangee@mco-seiu.org or call (800)451-4878x128.

AROUND THE STATE: FIGHTS WITH WEAPONS REPORTED AT RMI, LRF; LMF INMATES QUARANTINED

About 20 inmates were sent to segregation after fights Thursday at Michigan Reformatory.

Two fights broke out a few minutes apart. The first one happened in the chow hall and involved five Level IV prisoners.

The second happened in the I-block entryway between 13 Level IV inmates. A weapon was found. Officers fired a warning shot to stop the melee. The fights were gang-related, COs say. The Level IV units are locked down.

No staff injuries were reported.

Another inmate was sent to seg Thursday for possession of a weapon.

Five inmates brought weapons to a fight Thursday at Brooks.

It happened in the Level II commons area. The altercation started with two inmates, and others jumped in. The prisoners were armed with shanks and locks on belts, a CO said. Officers quickly responded and broke up the fight.

The inmates were taken to segregation. One of them needed stitches. All weapons were recovered.

Alger was placed on quarantine for two days this week due to an illness allegedly caused by tainted lettuce.

About 70 inmates and two officers were sick. An additional five detainees at the county jail, which receives meals from Alger's kitchen, reported symptoms, an officer said. Symptoms included vomiting and diarrhea.

The kitchen and other areas were disinfected with bleach, officers said.

COs believe lettuce served in a chef salad was the source of the illness.



MCSC APPROVES CONTRACT ON WAGES, HEALTH CARE

The Michigan Civil Service Commission has greenlighted MCO's contract on wages and health care for 2017 and 2018.

MCSC approved MCO's and other state employee union's contracts at its meeting Wednesday.

MCO's contract calls for a 3 percent wage increase in October 2017 and a

2 percent increase in October 2018. Health care will stay the same, except for an enhancement to language concerning hearing aids.

Members approved the contract in November by a vote of 2,222 to 145. Thanks again, members, for casting a ballot.

AROUND THE STATE: WCC, SMT OFFICERS ASSAULTED; ODD, DANGEROUS WEAPONS FOUND AT GUS HARRISON

A WCC officer's orbital bone was broken when an inmate punched him Monday.

The CMO was accompanying a nurse who was doing routine blood sugar checks when he was assaulted. The officer was treated at the emergency room and released. He has not returned to work.

This prisoner has a long history of assaults on staff, officers said.

Please join us in praying for this CMO's quick recovery.

A Parnall inmate punched three officers Tuesday.

It happened in a common area in 10-block, a Level I unit. The prisoner refused to obey orders and became unruly. He stood up and hit the officers, a CO said.

The officers were taken to a hospital. No serious injuries were reported,

and all of them have returned to work.

The prisoner was transferred to another facility, where he broke a segregation cell window.

ARF staff found unique weapons last week.

At least two garrotes were discovered in a drain tube under a picnic table on the secure Level I yard, an officer said. These garrotes were made with wire and two handles on the ends. They were approximately two feet long.

This is just a small representation of what MCO members deal with regularly. Thank you, officers and FSAs, for your hard work and dedication. You truly have Michigan's toughest job.

Let us know what's happening at your facility. Email us at mail@mco-seiu.org.



IN MEMORIAM: OFFICER NATHAN DELAPAZ

Michigan Reformatory
Officer Nathan Delapaz passed away Wednesday. He had about five years with the MDOC.

Please keep his family, friends, and the staff at RMI in your prayers during this difficult time. Take care of each other.

Rest in peace, Officer Delapaz.

NOTICE: EXCHANGE TRANSFER LIST WILL BE WIPED

The Exchange Transfer List will be cleared in early January. If you requested to be placed on the list before August 2016, your name will be removed. If you do not want your name to be removed, please email anita@mco-seiu.org by Jan. 1.

Many people leave the Department or get a transfer without notifying MCO to remove their name from the list. Clearing the list once a year means the list is more useful and effective.

You can find information on exchange transfers and other types of transfers in Article 15, Part D of the contract.

MCO members' 2016 holiday packet with calendars is on the way



The 2016 holiday packet, which includes next year's pocket calendar, was mailed to members early this month. If you have not

received your packet by Monday, you can contact the MCO central office to get one.

Keep in mind, the office will be closed Dec. 23, 26, 30, and Jan. 2. Happy holidays!

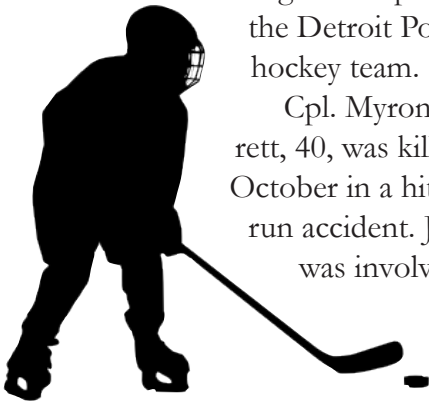
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MDOC BLACK KNIGHTS, DETROIT POLICE TAKE TO THE ICE TO SUPPORT FALLEN CORPORAL

The fourth annual Clarence Hammond Memorial Hockey Game will be Saturday, Jan. 21, and all proceeds will support the family of a fallen Detroit police corporal.

The event will be held at the Mt. Clemens Ice Arena. The MDOC Black Knights will play the Detroit Police hockey team.



Cpl. Myron Jarrett, 40, was killed in October in a hit and run accident. Jarrett was involved in a

traffic stop when he was hit. The accused driver of the hit-and-run vehicle has been arrested and charged. Jarrett's survivors include a wife and children.

The matchup honors the memory of Clarence Hammond, a Macomb officer killed outside his home in 2012. His murder remains unsolved, despite receiving media attention throughout the years. In June, MCO renewed a promise with Crime Stoppers of Michigan to give a \$5,000 reward to anyone who provides information that leads to an arrest in Hammond's death. This brings Crime Stoppers total award for info to \$7,500. Contact Crime Stoppers at 1-800-SPEAK-UP or 1-800-773-2587.

What: Clarence Hammond Memorial Hockey Game to support the family of fallen Detroit police Cpl. Myron Jarrett. MDOC Black Knights v. Detroit Police.

Where: Mt. Clemens Ice Arena, 200 N. Groesbeck Hwy, Mt. Clemens, MI 48043.

When: 7:30 p.m. Saturday, Jan. 21

Cost: \$10

To get tickets: email CTO Bolan at bolank@michigan.gov
Thank you Sgt. Warner for planning the Clarence Hammond Memorial Hockey Game every year.

BRIEFLY: The MCO central office will be closed Dec. 23, 26, 30, and Jan. 2. Happy Holidays!

The 2016 holiday packet, which includes next year's pocket calendar, was mailed to members early this month.

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central office to get one.

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MCO leaders and staff would like to wish all members and their families a safe and peaceful holiday season. Take care of yourselves and each other. See you next year.



Congratulations to the David Bergh class! More than 150 recruits graduated Thursday at a ceremony in Lansing. Good luck, graduates! To see photos, visit us on Flickr at flickr.com/mcoshots or our Facebook group, Michigan Corrections Organization (Members Only).

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