

MCO leaders, members, and their families are working through the outcome of a budget that calls for the closure of Pugsley Correctional Facility. Make no mistake about it, being involved in a closure is one of the hardest things you will have to deal with in your career.

As of this writing, the volunteer process has been completed with a pretty positive outcome. Fifty-seven out of 59 applicants received a transfer. Fifty-five of those 57 got their first choice, and two received their second choice.

Next in the process is to see how many officers will fill FTEs at the Oaks. MCO has advocated for proper staffing to help minimize the impact on officers and their families.

We appreciate your support in these trying times. MCO leaders and staff are working tirelessly to help MPF and ECF members land on their feet.

MCO is going full steam ahead with a staff reorganization, as reported at Central conference and in the KYI. More details are in the cover story on Central. We're planning other communications to make sure all members are aware of how the office staff is changing. The new staff model will encourage interaction between staff and all members, whether they've filed a grievance or not. We are now in a 90 day staff transition period.

The reorganization is based on feedback from the member listening meetings, facility tours, central committee gatherings, and other membership meetings. It was clear members wanted a union that provided deeper engagement and communication. We now have staff dedicated to member engagement and benefits. They're out in the field now meeting with members to engage and help you in new ways.

We have partnered with MDOC and Desert Waters to address PTSD for corrections and forensic officers. MCO leaders are very excited about this partnership to raise awareness and seek solutions. Vice President/Chief of Staff Andy Potter and Executive Board Trustee Cary Johnson deserve a special thank you for their hard work on this initiative.

MCO is also proud to announce we've partnered with the MDOC, MSP, and the Prosecuting Attorneys Association of Michigan (PAAM) for the Officer Dignity Initiative. An inspectors' conference this fall will include training on crime scene processing, evidence handling, writing, and compiling documentation, along with other pieces needed to successfully prosecute inmates who dress out COs or expose themselves.

Don't forget to take the online bargaining survey. Union leaders hope that this simplified, convenient survey will mean more member participation. Bargaining will begin soon with an economic presentation from the state. Remember, wages and health care are the only parts of the contract open for negotiation this year. MCO leaders and staff have been preparing for bargaining for several months.

Thank you, members, for your continued support. We're stronger together. Stay safe.

### NEW STEWARDS GET REVAMPED TRAINING

As part of MCO's renewed dedication to excellent training, staff rede-

signed the basic steward training. Almost 40 stewards took the improved training this spring. Welcome, new chapter stewards!





# Officers, administrators come together for Employee Awards Banquet

MCO leaders and staff celebrated the facility officers of the year at the Employee Awards Banquet May 3.

The event, at Michigan State University's Kellogg Center, honored COs and other MDOC staff.

Gov. Rick Snyder stopped by to congratulate the officers of the year. It's time to start reinvesting in corrections, he said, for security upgrades and other enhancements.

Snyder also said he was glad MCO was again taking part in the ceremony.

"We're building bridges again," he said.

After declining to participate for a few years, the MCO Executive Board decided to get involved in the banquet once again now that MDOC has new leadership. 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 lift up corrections officers and their exemplary work.

Congratulations to all facility officers of the year!

Clockwise from top left: MCO President Tom Tylutki with Alger officer of the year and Chapter President Larry Henley.

A table of officers and administrators at the Employee Awards Banquet. MDOC Officer of the Year Craig Altoft, RMI, with Warden Carmen Palmer. Tylutki, MCO Vice President/Chief of Staff Andy Potter, Gov. Rick Snyder, and MDOC Director Heidi Washington with the 2016 Correctional Officers' Week proclamation.





## **MCO Report among the top union publications in Michigan**

Again this year, the MCO Report brought home several first-place awards from the Michigan • Best Website (mco-seiu.org) Labor Press annual contest.

First-place awards include:

• Photographic Collage (Winter 2015 cover, pictured at far right.)

• Photographic Excellence (Spring 2015 photo of recruits learning about the contract, pictured at

Important — MCO Report moving TO DIGITAL-ONLY FORMAT!

Exciting changes are coming to the MCO Report.

Starting Fall 2016, the MCO Report will be redesigned and delivered online only. Dues-paying members who have provided MCO with their



home email address will receive it by email. It will lso be posted at mcoseiu.org.

Staff are looking for vays to add different types of content, too.

We are trying to get permission to take photos inside the facilities. We would like the MCO Report to feature dedicated members working hard, whether it's walking the blocks, policing the yards, or monitoring cameras – because you, the members, are what makes MCO.

The Fall 2016 MCO Report will also include information on our union endorsements for the Nov. 8 election. All Michigan state representatives will be on the ballot, in addition to a state Supreme Court Justice, a Court of Appeals Justice, and more. Americans will also vote for Congress and President. MCO does not typically endorse a candidate for President.

If you have suggestions for ways to improve the MCO Report, KYI, website, or other member communications, please share them. Email your thoughts to anita@mco-seiu.org. Now more than ever, MCO is open to member input on publications, communications, engagement, and more. Your comments can only make MCO better.

Thanks, members, for your feedback and sup-

right.)

- Best News Article (Winter 2015 cover story)
- Best Feature Story (Winter 2015 story on Kevin Ott's assault.)
- General Excellence (Spring and Summer 2015)

Thanks, members, for your support and input to make our publications even better!

	Revenues	Amount
	Membership Dues	\$1,001,879
	Non-Member Fees	\$11,626
	Interest	\$6,936
	From Affiliates	\$2,880
	Total Revenues	\$1,023,321
	Expenses	
	Arbitration	\$9,381
0	Books, dues and subscriptions	\$1,668
$\sim$	Collective Bargaining	\$27,427
er	Computer	\$3,420
IT	Consulting	\$24,130
na	Contributions	\$3,750
Ō	Depreciation	\$17,631
Ъ	Election	\$309
С Г	Insurance	\$37,751
Statement of Activities 3rd Quarter 2015	Leased Equipment	\$2,820
eS	Legal and Accounting	\$19,197
Ë	Meetings and Conferences	\$34,641
.>	Office and Administrative	\$13,529
Ç	Organizational Unity materials	\$10,343
<	Organizing	\$7,241
of	Pension Contribution	\$35,489
ب	Postage	\$995
еЛ	Repairs and Maintenance	\$12,759
ã	Salaries	\$159,651
Le Le	Scholarships	\$15,000
[J]	Social activities	\$1,399
Ś	Taxes - Payroll	\$11,925
	Taxes - Per Capita	\$264,499
	Taxes - Property	\$32,750
	Telephone	\$6,831
	Utilities	\$6,513
	Total Expenses	\$761,049

Change in Unrestricted Net Assets \$262,272

port.



	Revenues	Amount
	Membership Dues	\$870,149
	Non-Member Fees	\$8,739
	Interest	\$1,538
	Loss on disposition of assets	-\$190
	From Affiliates	\$2,880
	Total Revenues	\$883,116
	Expenses	
	Arbitration	\$8,341
0	Books, dues and subscriptions	\$1,694
Statement of Activities 4th Quarter 2015	Collective Bargaining	\$65,540
ΕĽ	Computer	\$5,300
Ţ	Consulting	\$49,105
Ja	Continuing Education	\$28,141
ñ	Contributions	\$6,750
C C	Depreciation	\$17,661
÷	Election	\$2,164
V	Insurance	\$40,235
S	Leased Equipment	\$2,820
<u>e</u>	Legal and Accounting	\$22,108
/it	MCO Report	\$5,079
Ţ	Meetings and Conferences	\$63,491
Ú	Office and Administrative	\$5,441
<b>N</b>	Organizational Unity materials	\$58,470
of	Organizing	\$14,526
Ļ	Pension Contribution	\$52,678
	Postage	\$12,575
Ц	Repairs and Maintenance	\$14,592
er	Retirement gifts	\$3,000
at	Salaries	\$259,932
St	SEIU political education and action ac- count	\$57,622
• /	Social activities	\$17,581
	Taxes - Payroll	\$15,038
	Taxes - Per Capita	\$269,307
	Taxes - Property	\$4,570
	Telephone	\$6,504
	Utilities	\$20,718
	Total Expenses	\$1,130,983
	Change in Uprestricted Net Assets	-\$247.867





# **MCO** CENTRAL CONFERENCE: New Executive Board takes office, unveils new MCO STAFF STRUCTURE TO ENGAGE AND ENERGIZE MEMBERS

able to say we just get people

out of trouble. We want them

to say we make a difference in

each others' lives."

**Chief of Staff** 

The MCO Central Committee elected a new Executive Board at its May 4 meeting and heard about the central office staff transition, under way now, to engage and other leader delegates from each chapter. Information on Central Committee is in serve members like never before.

Scott Waggoner (ARF chapter president) was elected as a Board trustee. He replaces Paul Jones (RGC chapter president) on the Board. The committee thanked Jones for service on the Board

> Byron Osborn (URF chapter president), Cary Johnson (JCF chief steward), Rav Sholtz (SLF vice president), and Ed Clements (AMF chapter president) were reelected as

Board trustees. President Tom Tylutki, Vice President Andy Potter, Treasurer Bill Henderson (SRF chapter

president), and Recording Secretary Brent Kowitz (SMT chapter president) all won reelection.

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

Photo: The new State Executive Board was sworn in following the vote tally at the May 4 Central Committee meeting. From left: MCO Director of Government and Political Affairs Jeremy Tripp (who swore-in the new Board); Board Trustee Ed Clements (AMF chapter president); Trustee Byron Osborn (URF chapter president); Trustee Ray Sholtz (SLF vice president); Treasurer Bill Henderson (SRF chapter president); President Tom Tylutki; Trustee Scott Waggoner (ARF chapter president); Trustee Cary Johnson (JCF chief steward); Recording Secretary Brent Kowitz (SMT chapter president); and Vice President/Chief of Staff Andy Potter

The Central Committee is made up of the chapter president, vice president and Article 12 of the MCO Constitution and Bylaws.

This Board will continue Tomorrow's Union Today, the important work the previous Board started 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. With work from the Board and staff, programs have expanded in the last several months to include the Officer Dignity Initiative and new, large-scale education efforts, including arbitration training (see the inside center page) and exposure

to national corrections "We don't want anyone to be trends.

> Also at the Central meeting, Vice President Andy Potter introduced important staff changes at the central office in

- Andy Potter, Vice President/ Lansing. The goal of the staff restructuring is to revolutionize the way staff interact with members. No longer will the

bulk of the office work revolve around grievances. Grievances, while an important and necessary part of unions, are only filed by about 10 percent of MCO members.

### STORY CONTINUES

# SUMMER 2016



# COVER STORY CONTINUED...

Many members who haven't filed a griev ance have had little interaction with MCO. That has to change.

"We have to be the generation to step up, to change the narrative about corrections officers and unions," Potter said. "We don't want anyone to be able to say we just get people out of trouble. We want them to say we make a difference in each others' lives."

The staff restructuring provides a model for reaching out to members and making a positive impact. MCO staff are now enabled to engage with members like never before, in areas that vary from workers' compensation, to chapter fundraisers, to community volunteer work.

The most significant of the staff changes concerns the regional labor representative positions. Those positions are being phased out, and replaced with a legal department. Instead of serving certain facilities, the former labor reps will focus on specific areas of expertise, including member benefits, member engagement, and legal/grievance processing. Each position will serve members across the state. Here are the former labor reps' new roles:

• Karen Mazzolini – Member **Engagement Director** • Tangee Laza – Member

**Engagement Director** • Cherelyn Dunlap – Member **Benefits Director** 

• Jeff Foldie – Legal/Grievance

Director Also, please join us in welcoming new member benefits associate Tara Nichol and new member engagement associates Jim McHenry and Olivia Toretta. We'll be sharing more information on these new staff members in a future newsletter.

At the central conference, delegates embraced the changes. Some said they felt this realignment was long overdue.

More information on the staff changes is online at mco-seiu.org. Over the coming weeks, members will receive more communications about these changes. If you are not sure who to contact during the staff transition, you can always call the office at (517)485-3310 or email our general mailbox at mail@mco-seiu.org.

# TOMORROW'S UNION TODAY: WHERE WE STAND

The last MCO Report included a comprehensive update on all of our Tomorrow's Union Today initiatives. Here's some of the work that's been done since then:

Corrections fatigue (PTSD) research and advocacy In May, MCO released the findings of last year's survey of corrections officers. The results were revealing:

• About 34 percent of corrections officers/forensic security assistants who completed the assessment battery met diagnostic criteria for PTSD.

• About 36 percent of corrections officers/forensic security assistants who completed the assessment battery met criteria for a depressive disorder.

• About 25 percent of corrections officers/forensic security assistants who completed the assessment battery met criteria for both PTSD and depression.

• About 5 percent of corrections officers/forensic security assistants who completed the assessment battery were classified as being at high risk of suicide.

More analysis on the study and the full published results are at mco-seiu.org

"Desert Waters, in cooperation with MCO and MDOC, has applied for grant funding to educate Michigan corrections officers on the signs of PTSD and healthy coping mechanisms," said Cary Johnson, the Board's point-person on PTSD awareness work. "Grant applications are under review now, and decisions should be made later this year."

MCO issued a press release on the findings and the next steps. The Lansing State Journal, Gongwer, Corrections.com, and UpperMichiganSource.com are a few of the media outlets that reported on the study.

Thanks again to all the officers who took the survey and made this important research possible.

### Military Members Outreach

In April, MCO members who have military service volunteered their time cleaning headstones at the Great Lakes National Cemetery.

"It was a rewarding experience that brought together veterans of all ages," said Ray Sholtz, the lead Board member on military member outreach.

If you are a veteran or active-duty military member, MCO wants to know. Go to mco-seiu.org to sign up. Or you can contact Cindy Kogut, the MCO staff point of contact for our military engagement work, at cindy@mcoseiu.org. We'll let you know about ways you can help fellow military members through MCO.

### **Officer Dignity Initiative**

In October, all prison inspectors will receive training on how to properly handle dress-outs and inmate exposures.

MCO advocated for this training to ensure no officer slips through the cracks after going through a dress out or exposure. The training will also enable prosecutors to press charges against inmates who act out in this manner.

MCO partnered with MDOC, the Prosecuting Attorneys Association of Michigan (PAAM), and Michigan State Police on the Officer Dignity Initiative. MCO staffers Jeremy Tripp and Jeff Foldie took the lead on this project and hosted planning meetings for the partnering groups. MCO leaders and staff are pleased the law enforcement community has come together to support corrections officers and take a stand against these indecent and degrading acts.

MCO also issued a press release on this, which got play in the Lansing State Journal, WorkersComepensation.com, Gongwer, and more. Read the press release and other info on this initiative at mco-seiu.org.



Far left: Election committee members count votes while MCO staff members Stephanie Short and Jeremy Tripp look on. Thank you to those who served on the election Committee: Chair Larry Henley (LMF); Ron Niemi (OCF); Dave Pasche (MTU); Lonnie Pohl (IBC); Michael Presley (MPF); and LaTese Walls (WHV). Center: MCO Central delegates

Right: Executive Board Member Cary Johnson talks about the results of the PTSD assessment and our next steps.

# LEGISLATIVE UPDATES: FY 2017 BUDGET THAT CALLS FOR MPF CLOSURE APPROVED, PLUS BILLS WE'RE WATCHING

In June, the House, Senate, and governor approved 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.

There were early demands by the Senate GOP to close two state-run correctional faciliin gun-free zones. ties and require the state to open and operate a privately owned institution. At the end of the day, only one prison was slated to close. Pugsley Correctional Facility's closure is projected save \$27 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

Support to cover transition costs.

The "Big Bus," as the general omnibus referred to in Lansing, was approved 26-11 in the Senate and 71-37 in the House. Governor Snyder signed off on the budget in late June.

### SB 487 would prohibit operating an unmanned aerial vehicle within 1,000 feet of a correctional facility.

SB 488 would make doing so a felony with a maximum sentence of four years in prison.

MCO has proactively supported these bills, and staff has spoken in favor of them in a committee hearing. The bills are awaiting action by the full Sen-

HB 4748 and 4749, which would make privately-run prison kitchens subject to inspection, are now awaiting action by the full House.

The House Oversight and Ethics Committee approved the bills in June.

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

### SB 218 would provide survivor health benefits to surviving spouses and dependents of certain public safety officers killed in the line of duty.

MCO supports the bill but is working with legislators on both sides of the aisle to make sure corrections is specifically included.

The bill has been passed by the Senate and is awaiting action by the House Appropriations Committee.

## 

## Get legislative news online

Stay up to speed on legislation that could affect your job. Go to mco-seiu.org to keep up with political news and sign up for MCO email alerts.

# **MCO** rolls out intense training on arbitrations and grievances, the first of several education programs

Corrections work re-That's why MCO is

quires more professionalism, precision and dedication now than ever before. committed to providing top-notch trainings and seminars. We are starting with chapter leaders, but eventually we hope to offer these types of opportunities, for professional and personal growth, for all of our members.

arises."

offered in December to downstate chapter leaders and in April to upstate leaders.

Presidents and chief stewards learned how the Executive Board taking a case to a third-party arbitrator.

in broad language that has implications on everyone in the bargait ber leaders need to understand what's at stake."

examine the other side's witnesses.

at an arbitration," Foldie said.

side likes the ruling.



MCO's Jeremy Tripp with Rep. Joel Johnson, author of the gun bill that allows certain COs to carry firearms

Our first new training program is a Leadership Development program. This program will have several courses, or subjects, which will be rolled out in the future. "Leaders of the past were taught what to think, like how to write a grievance," MCO Vice President/Chief of Staff Andy Potter said. "Leaders of the future have to be taught how to think, so they can handle any situation that

Arbitration Training, taught by MCO Legal Affairs Director Jeff Foldie, is the first subject of study in the Leadership Development course. The objective of the Arbitration Training is to better equip chapter presidents and chief stewards to lead members through arbitration. The training was

decides what situations should go to arbitration, and the pros and cons of

"Arbitration can sometimes result unit," Foldie said. "This can be a good or bad thing, but either way, our mem-

An arbitration is a quasi-courtroom experience, in which the arbitrator serves as the judge. Both sides, MCO and MDOC, present exhibits and witnesses. Both sides have the opportunity to cross

"Everything you see on Law and Order happens

One key difference is there's no jury at arbitrations. Juries can be persuaded by emotions and issues of fairness. Arbitrators - not so much. Instead, they narrow their focus to evidence and the language in a union's collective bargaining agreement. Arbitrators' decisions are binding, even if neither



An arbitrator isn't obligated to follow precedent, meaning he or she may rule a different way than another arbitrator did years ago.

Many arbitrators are attorneys, but they are also professors, personnel experts, and business professionals

Arbitrators are selected from a list provided by the American Arbitration Association. MCO and MDOC get the chance to number the arbitrators according to preference and cross out any arbitrators they don't like. MCO selects arbitrators based on previous experience with them and their biographies.

MCO chapter officials' role in arbitrations doesn't stop at signing grievances. They help grievants find witnesses and evidence to build arguments. They should find out what happened, who was involved, where it happened, when it happened, who witnessed it, and what the contract says about what happened. "You guys are in the best position to build that story," Foldie said. "You have boots on

the ground and know all the players at your facility." But, Foldie discouraged them from making

promises – promising they would get their job back, or Leadership goes beyond that the Executive Board arbitrations and would take their case to arbi tration. It creates false hope, grievances, and in the future MCO will devote and gives the impression that more attention toward arbitration is a cure-all for workplace injustices. programs that are relevant "The decision to withdraw to all members, not just a grievance or to settle a grievthose who file a grievance. But before we move on,

the Board wants chapter

leaders to have a solid,

foundational understanding

of MCO's core operations,

like grievance and

arbitration handling.

ance is not something our Executive Board takes lightly," Foldie said. "It's an ugly business sometimes. Somebody's life and livelihood is literally in their hands and it'll be in your hands someday if you are ever on the Executive Board."

The best way to resolve a grievance isn't arbitration -

it's negotiating a resolution both parties can live with. This is possible when there's credibility and trust between the MCO chapter leadership and the facility administration. Credibility and trust lead to accessibility, which enables members and administrators to resolve conflicts with minimal pain. Trying to understand the employer's position, while maintaining your commitment to members, is a good place to start, Foldie said.

On day two of the training, chapter leaders walked through real-life grievances from other unions. They practiced drafting a proof check list, a chart that lays out an argument and the witnesses and evidence (documents, videos, photos) to sup-



Clockwise from top

left: Vice President/

Potter speaks to kick

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Chapter leaders work

The arbitrator pane

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ACO Legal Direc-

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hrough an arbitration



port it.

"If you can't do this, or you start to have doubts during the process, that's a sign," Foldie said.

In the afternoon, a panel of three arbitrators answered questions on everything from the impact of arbitrating frivolous grievances, to their objections to ruling on emotions. The arbitrators reviewed one of the sample grievances chapter leaders examined earlier in the day and discussed how they would have ruled.

Picking the arbitrators' minds was the best part of the training, many leaders said.

MCO staff and the Executive Board received great feedback from the chapter officials on this training. We're proud to say, there's more great trainings coming. MCO staff are planning a training for Winter 2017 on Decorum Skills, which will explain best practices and tips for oral presentations, professional writing, and more.

### Members are savind..

Below are a few testimonials from mber leaders who took the Lead ip Development – Arbitration Trai

"I thought it was great trainng. I thought it will come in usefu or representing members when it comes to cases going to arbitration 'I'll) know how to handle it prior to t getting to that stag<u>e. And know</u> ng that this information came rom arbitrators themselves was a real eye opener to being able to explain it to our members and ou acilities, to help them better unde stand what they're looking at when they're going into the arbitratior hase....I thought it was awesom - Mike Lennox, ARF

"... The training that I was forunate enough to be part of is evi dence that MCO is stronger than ever, intelligently guided, and there for the sole purpose of support of our members. We are moving forward with an increasingly intense focus and I am grateful to be part of it. MCO is dedicated to preparing our chapter leaders to vigorously defend and support our members with intelligence and strength... Adam Earley, RM

Go to mco-seiu.org to read more estimonies from the training.

MCO STATE EXECUTIVE BOARD

andy Potter, Vice President Bill Henderson, Financial Secretary rent Kowitz, Recording Secretary Byron Osborn, Trustee

arry Henley, Alger	Jona
d Clements, Baraga	Pon
orraine Emery, Bellamy Creek	Edw
mes Wexstaff, Brooks	Johr
ric Stott, Carson City	Brai
yron Osborn, Chippewa	Tere
arcus Collins, Detroit Detention	Mar
ary Smith, Detroit Reentry	Gab
ene Patino, Cotton	Brei
aul Jones, Egeler	Ger
e Voorheis, FOA	Ada
ack Walker, Forensic Center	Bill
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ff Foldie, Legal Director	Staf
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ara Nichol, Member Benefits Associate	Jere

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526M.

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Volunteer name(s) and facility
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Please list and describe your volunteer activities
Upcoming volunteer events
What:
Date and Time:
Location