



PRESIDENTIAL PONDERINGS

by *Tom Tylutki*

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 (PAAAM) 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.

In unity,

Tom Tylutki

Tom

NEW STEWARDS GET REVAMPED TRAINING

As part of MCO's renewed dedication to excellent training, staff redesigned 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 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 right.)

- Best Website (mco-seiu.org)
 - 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!



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 also be posted at mco-seiu.org.

Staff are looking for ways 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 support.

Statement of Activities 3rd Quarter 2015

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	Amount
Arbitration	\$9,381
Books, dues and subscriptions	\$1,668
Collective Bargaining	\$27,427
Computer	\$3,420
Consulting	\$24,130
Contributions	\$3,750
Depreciation	\$17,631
Election	\$309
Insurance	\$37,751
Leased Equipment	\$2,820
Legal and Accounting	\$19,197
Meetings and Conferences	\$34,641
Office and Administrative	\$13,529
Organizational Unity materials	\$10,343
Organizing	\$7,241
Pension Contribution	\$35,489
Postage	\$995
Repairs and Maintenance	\$12,759
Salaries	\$159,651
Scholarships	\$15,000
Social activities	\$1,399
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

Statement of Activities 4th Quarter 2015

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	Amount
Arbitration	\$8,341
Books, dues and subscriptions	\$1,694
Collective Bargaining	\$65,540
Computer	\$5,300
Consulting	\$49,105
Continuing Education	\$28,141
Contributions	\$6,750
Depreciation	\$17,661
Election	\$2,164
Insurance	\$40,235
Leased Equipment	\$2,820
Legal and Accounting	\$22,108
MCO Report	\$5,079
Meetings and Conferences	\$63,491
Office and Administrative	\$5,441
Organizational Unity materials	\$58,470
Organizing	\$14,526
Pension Contribution	\$52,678
Postage	\$12,575
Repairs and Maintenance	\$14,592
Retirement gifts	\$3,000
Salaries	\$259,932
SEIU political education and action account	\$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 Unrestricted Net Assets	-\$247,867



MCO Report

Proudly Representing Michigan Corrections and Forensic Officers for over 40 Years



I ... accept my responsibility as an elected officer of this Union and the Service Employees International Union. I pledge upon my honor that I will faithfully observe the Union's Constitution and Bylaws and that of the Service Employees International Union. I pledge to do everything within my power to properly represent the members, including organizing the unorganized workers within my jurisdiction. I agree to defend to the best of my ability the principles of trade unionism; to work to improve the lives of working people in my community; and to assist in electing to government office officials who will serve the interests of the membership and the community. I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it. I, also, pledge that I will work to the best of my ability to provide effective and responsible leadership to the members I am privileged to represent. I will deliver to my successor all books, papers, and other property that may be in my possession at the close of my official term.

-MCO Oath of Office

MCO CENTRAL CONFERENCE: NEW EXECUTIVE BOARD TAKES OFFICE, UNVEILS NEW MCO STAFF STRUCTURE TO ENGAGE AND ENERGIZE MEMBERS

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 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.

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Byron Osborn (URF chapter president), Cary Johnson (JCF chief steward), Ray 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.

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.

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 trends.

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

"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."
- Andy Potter, Vice President/Chief of Staff

ATTENTION: Big changes are coming to the MCO Report!
This issue is the last paper edition of the MCO Report that will be mailed to your home. Design and content changes are also in the works. See back page for details.

STORY CONTINUES

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.

