



## ADVOCACY UPDATE: MORE THAN 1,000 EMAILS SENT TO DIRECTOR ON SCHEDULING – SEND YOUR MESSAGE NOW!

MCO leaders and members recently got their first glimpse into new departmental policies brought about by changes to civil service rules that take effect January 1, 2019.

Director Heidi Washington issued a Director's Office Memorandum outlining how annual leave will be scheduled. Annual leave scheduling is now under the authority of the MDOC, thanks to the Michigan Civil Service rule changes made last year.

MCO leaders believe this new procedure will worsen our struggles with morale and retention, to say the least. This could have been avoided if Director Washington and her administration had listened to the thousands of corrections officers across the state and given us a seat at the table when deciding important issues that affect their lives. Again and again, MCO attempted to be a good partner in this process, and our efforts and voices were ignored.

**That's why we're asking every single MCO member to email Director Washington and MDOC HR Director Jonathan Patterson about their misguided plans. [Send them an email now.](#)**

As of this morning, 1,039 members had sent emails. While this is a great start, we need more officers to send the message. This shows the power of our numbers and unwavering solidarity and urges Director Washington to reconsider.

You can also [ask your family to send them a message](#) tailored to how their plans will affect the families of members. As of this morning, 391 family members sent emails.

**The Impasse Panel hearing occurred as scheduled Oct. 31. [Read about it in this bulletin.](#)**

MCO staff were allowed by the panel to record video. We hope to release the video in the coming weeks so members better understand our arguments and how the process works. Since the hearing was technically an extension of bargaining, we are being cautious about the timing of the video's release. We don't want to take a misstep that could backfire on us this late in the process.

Thanks, members, for your continued support. We'll keep you updated.

## IN MEMORIAM: RETIRED CO SCOTT WARNER



A retiree from Cotton passed away Oct. 26.

Scott Warner started with the MDOC in 1992 and just retired in August.

"He was the everyday control center officer, so he has trained every single new employee and had daily contact with everyone," JCF Chief Steward Cary Johnson said. "He was so knowledgeable, kind and thoughtful, there isn't anyone at JCF that wouldn't call him a friend. He will be horribly missed."

TISM (Traumatic Incident Stress Management) team members visited the facility last week to offer resources to grieving staff.

A memorial service for Warner will be at 10 a.m. Friday, Nov. 9 at Pennway Church of God, 1101 E. Cavanaugh Rd., Lansing. **In lieu of flowers, Warner's family is asking for donations to MCO's Crisis Fund.** Checks may be mailed to: MCO Crisis Fund, 421 W. Kalamazoo St., Lansing, MI 48933.

Rest in peace, CO Warner.

## CRISIS FUND RAFFLE TICKETS ON SALE NOW

Time is running out to get your tickets for the MCO Crisis Fund Raffle.

This year's prizes include a deer hunt at Hopkins Trophy Ranch, several crossbows, cash, a Kalahari getaway, and more. [See the full prize list.](#)

Tickets are \$5 or 3 for \$10.

See your MCO chapter officials for tickets. The drawing will be held Nov. 27. Need not be present to win.

The Crisis Fund supports members facing catastrophe. For those who support the fund, we thank you!

## GRETCHEN WHITMER WINS GOVERNOR'S RACE

It's a new day in Michigan! Thank you to all members who voted absentee and got to the polls Tuesday, despite hectic schedules.

See a [full list of election results](#). Also see [state senate](#) and [state house](#) results.

MCO leaders have been in close contact with Governor-Elect Whitmer concerning the pressing issues members face. Whitmer takes office Jan. 1.

MCO will keep members updated during this transition.



Governor-Elect Gretchen Whitmer speaks directly to MCO members in this video.