



## CLARENCE HAMMOND HOCKEY GAME WILL AID DETROIT POLICE OFFICER HURT ON DUTY

The [fifth annual Clarence Hammond Memorial Hockey Game](#) will be Saturday, Jan. 13, and all proceeds will support the family of Detroit police Officer Waldis “Jay” Johnson, who was shot while on duty in April 2017.

The event will be held at the Dearborn Ice Skating Center (The Disc). The MDOC Black Knights will play the Detroit Police hockey team.

Johnson was shot while responding to a call of domestic violence. He suffered a traumatic brain injury, according to a media report, and is still recover-

ing.

The matchup honors the memory of Clarence Hammond, a Macomb corrections 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. Contact Crime Stoppers at 1-800-SPEAK-UP or 1-800-773-2587.

**What:** Clarence Hammond Memorial Hockey Game to support the family of Detroit police Officer Waldis “Jay” Johnson. MDOC Black Knights v. Detroit Police.

**When:** 8 p.m. Saturday, Jan. 13, 2018

**Where:** Dearborn Ice Skating Center (The Disc), 14900 Ford Rd., Dearborn, MI 48126

**Cost:** \$10

**For more info:** email CTO Bolan at [bolank@michigan.gov](mailto:bolank@michigan.gov).

## IN MEMORIAM: FSA BRAMAN AND OFFICER BEINS



**CFP Member Jeremy Braman passed away suddenly Dec. 20.**

Braman had about three years with the state.

He worked the first two years at Belamy Creek and the last year at the Forensic Center.

A memorial service was held Dec. 27.

**SRF CO Brian Beins passed away Dec. 24.**

Beins had 22 years with the state and was well-respected, officers said.

A memorial service was held Dec. 29.

Please keep Braman’s and Beins’ family, friends, and coworkers in your prayers during this difficult time. Rest in peace, FSA Braman and CO Beins.

## AROUND THE STATE: ICF STAFF FIND DRUGS IN MAIL; FLU AT KCF

**ICF staff found sealed packages of Suboxone Dec. 19 in papers marked as legal mail.**

A lieutenant reviewed the mail and noticed some pages sticking together. Between the pages he found another piece of paper with contraband folded inside. Several folded packets of Suboxone were found, along with a light brown powder.

The inmate who was supposed to receive the mail was sent to segregation.

Other recent events at ICF:

12/31: Staff intervened in an inmate-on-inmate fight in Unit 5 (level V).

12/30: Gang-related inmate-on-inmate assault in Unit 5.

12/29: Inmate-on-inmate fight in Unit 6 (level II).

**Kinross visits have been canceled and transfers have been restricted due to a flu outbreak.**

Two KCF inmates are confirmed to have Influenza A, and at least 10 others are suspected to have it.

MCO was told no staff members have reported symptoms.

## MCO MEMBERS: BEAT THE WINTER BLUES WITH EXCLUSIVE DEALS



Check out the updated [MCO discounts page](#). There are several options for winter fun.

Pine Mountain Ski Resort in Iron Mountain is offering specials during Public Safety Appreciation Week January 7-11. During this time, MCO members can receive \$10 lift tickets and

\$5 ski rentals. Those interested in lodging can receive \$10 off the rate of Lodge Rooms and \$20 off the rate of two-bedroom condos (condos require a 2-night minimum). Additional appreciation weeks are February 25-March 1 and March 18-22.

MCO also has discounts for Crystal Mountain, Kalahari Resorts, Great Wolf Lodge, and many more.

Contact [Tara Nichol](#) with MCO Member Benefits at (517)485-3310 ext. 150 to get these deals now.



## MCO REVEALS SPECIAL 50TH ANNIVERSARY LOGO AND COMMEMORATIVE COIN

MCO is proud to reveal [a special logo](#) in recognition of our 50 years of service to Michigan corrections officers and forensic security staff.

“This logo symbolizes all the advances we’ve made for our members over the decades, and reminds us to look with hope toward our next 50 years,” said Andy Potter, MCO Vice President and Chief of Staff. “Our membership numbers are the highest among state employee unions and we are engaging members about the issues important to them. After all these years, we are still solid, and we will carry on our legacy for future generations of members.”

In honor of our anniversary, all members received a commemorative coin with the anniversary logo on front and the twelve professional values we integrate into our daily lives on back. Coins were mailed with the holiday package and we encourage each recipient to carry this coin and recall the foundation upon which MCO is built.

“I hope, when you look at this coin, you remember all the staff that came before you,” said MCO President Tom Tylutki. “As you hold it in your hand, I hope



Top left: The new 50th anniversary logo. Above left: The commemorative 50th anniversary coin. Above right: This month’s value in the Move Forward campaign is Excellence. Look for this poster in your facility now. [Click here to view the poster larger on our website.](#)

you understand what our founders knew: that when we work together, each of us is stronger than we would be on our own.”

MCO came into existence in 1968 when a group of corrections officers met to form an organization that would primarily focus on prison security and custody issues.

A lot has changed in 50 years. We should all be proud and humbled to say

that what started as a grassroots effort by a group of concerned officers is still thriving.

As a part of our Move Forward campaign, look for this special gold and black logo on our website, social media channels and in publications throughout 2018.

This is more than a simple logo but a symbol of what we believe in and who we are as professionals and as colleagues.

## AROUND THE STATE: STAFF ASSAULTS AT ECF, DRF

**An ECF prisoner assaulted two officers and three inmates Tuesday.**

The prisoner was called out of his cell in 7-block (Level II) for a minor ticket review. He punched the first inmate he encountered, then hit another inmate, officers said. He picked up a mop bucket and threw it at another prisoner, hitting him in the head.

Then he swung on a responding officer. Another CO intervened and was also punched. Both staff members were sent to an emergency room for treatment. One officer suffered a bump on the head and abrasions, and the other CO injured

his right elbow and right knee.

The inmate was sent to segregation.

**A DRF prisoner threw a softball-size rock at a Trinity employee, breaking several of her teeth, officers said.**

The assault happened during lunch lines Dec. 30. The inmate was standing in the serving line and threw the rock at her when he got to the front of the line.

He was taken to segregation and later transferred.

The employee also needed stitches, COs said.

## Briefly...

The [Exchange Transfer List](#) will be cleared next week. If you requested to be placed on the list before August 2017, your name will be removed. If you do not want your name to be removed, please email [anita@mco-seiu.org](mailto:anita@mco-seiu.org) immediately.

Scholarship applications for the 2018-2019 academic year are now on the [MCO website](#). Union Plus and MCO offer scholarships for children of active members. Don't delay – the Union Plus deadline is Jan. 31! MCO's scholarship deadline is June 1. Good luck!



## NEW MCO VIDEO: GRATITUDE AMID ADVERSITY

Corrections officers come from many different backgrounds and walks of life. But certain virtues – respect, humility, gratitude – unite them all.

In a new video, Michigan Corrections Officer Jorge Miller talks about his gratefulness for the direction and values instilled in him by his parents, who passed away when he was a teenager.

These are some of the same values Michigan Corrections Organization is lifting up as part of [Move Forward](#), MCO's campaign to elevate corrections and forensic officers in the criminal justice system and celebrate MCO's 50 years of advocacy. MCO is changing the narrative on corrections work by drawing attention to the diverse and professional work expected of modern-day corrections and forensic officers.

Despite the adversity he faced, Officer Miller made good choices. Now, he's a corrections officer setting an example for inmates and others.

"(When my mom died,) I told her that I was going to make something of myself

and be someone someday, for her," CO Miller said.

The day he graduated from the Michigan Department of Corrections Training Academy in the David Bergh class was a proud day for Miller. He said his primary focus in his new career is custody and security. Beyond that, he hopes to guide inmates to prepare for release and reintegration into society.

CO Miller volunteered to tell his story because he knows how important it is to change the narrative on corrections work. MCO always seeks permission from members before sharing their stories.

Many Michigan corrections officers share a sense of thankfulness for their parents, mentors, coworkers, and others who encouraged them to make good choices and do the right thing even when it was a challenge. There are many admirable Michigan corrections officers who



In a new video, Officer Jorge Miller talks about how values instilled in him by his parents guided his life and led to his career in corrections. This video was produced as part of MCO's [Move Forward](#) campaign.

Share now:



are setting good examples for other staff, inmates, and their community. Do you or one of your coworkers have an inspirational story? MCO wants to hear from you and lift up your stories. This is how we start to change the narrative on corrections work. Email MCO Communications Director [Anita Loyd](#).

## AROUND THE STATE: WCC, LMF STAFF ASSAULTED

**A WCC officer was choked and suffered a broken ankle in a tussle with an inmate Jan. 19.**

A corrections medical officer was making rounds in pod 8 when the prisoner jumped in front of him and became hostile. The prisoner grabbed the officer in a choke hold. Another CMO tried to break the hold but couldn't. A mental health worker made a radio call for help. A lieutenant and a sergeant arrived and broke the hold.

This inmate has a history of assaulting staff, an officer said.

If staff hadn't responded and broken the prisoner's hold, this officer could have lost consciousness and

suffered very serious injuries.

Please wish this CMO a quick recovery. Stay safe.

**An Alger inmate punched a CO several times hours after she wrote him an insolence ticket.**

The assault happened in the Level II Spruce unit Jan. 17. As she walked out of the dayroom, he punched her in the face. She fell to the floor and activated her Personal Protective Device as he continued to hit her. The inmate stopped when COs arrived.

The officer suffered bruising. The prisoner, who has a history of assaulting staff and inmates, was transferred, a CO said.

## TRANSFER LISTS UPDATED

The [Exchange Transfer List](#) has been cleared. If you requested to be placed on the list before August 2017, your name was removed. If you would like to be added back to the list, please email [Anita Loyd](#).

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.

The [Closer to Home Transfer List](#) is complete and has been posted on our website. There is no set time for when those on the list will be transferred.

Contact [Karen Mazzolini](#) at (517)485-3310 ext. 139 with any questions.

For more on the different types of transfers, see Article 15, Part D of the [MCO contract](#).





# BULLETIN

JAN. 29, 2018

## MDOC ANNOUNCES CLOSURE OF WEST SHORELINE CORRECTIONAL FACILITY

MDOC has announced the closure of West Shoreline Correctional Facility, tentatively scheduled for March 24.

MCO leaders were notified this morning. [Read MDOC's announcement here](#). The MDOC states there was no single reason MTF was chosen for closure.

A closure was long expected, although MCO officials didn't know when or where. For years, the legislature has pushed for closures to achieve cost savings as the prison population declines. The state's inmate population is now less than 40,000 – the lowest number in more than 20 years, according to the MDOC announcement.

MDOC Director Heidi Washington has testified before the legislature as saying a closure would be coming when she felt the time was right. [Read MCO's article](#) about comments she gave in Feb. 2017 to the Senate Appropriations Subcommittee on Corrections. Subcommittee Chair John Proos has brought up closures several times over the years.

MCO President Tom Tylutki and MCO staff are heading to West Shoreline now to meet with members. The MCO Executive Board and staff will plan additional meetings with impacted members soon.

Under the terms of the MCO contract, MCO officials will sit down with the Department to discuss the ramifications of this closure and to discuss a bumping area, with the goal of coming to a mutual agreement that will mitigate the impact to members as much as possible. This is a difficult process and will take several weeks. Like MCO has done in the past, we will work to ensure the West Shoreline closure goes as smoothly as it possibly can.

MCO will keep members updated on any developments. Please watch [our website](#), email newsletters, and our members-only [Facebook group](#). You can also sign up for text message alerts by texting MCO to 787753.

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## CALLING ALL HOCKEY ENTHUSIASTS! PLAY ON AN OFFICER TEAM

Did you know there's an all-new hockey team made up of MCO members? The team is in its first season and is looking for players. All skill levels are welcome. You just need to be in the MCO bargaining unit or retired from the bargaining unit. The team has already achieved bronze status. [Check out their stats.](#)

The team needs several alternates due to players' work schedules. Games are on Monday evenings and occasionally

Wednesday evenings at the Midland Civic Arena. Many players practice during rink drop-in times.

Team Capt. Drew Coston, the MCO SLF chapter vice president, said there's a strong sense of camaraderie on the team.

"It's good for officers to have hobbies and be included in activities outside of work because it's a stress reliever,"



"I feel like my whole career I missed out on stuff like this because of the schedule,"

Coston said. "It takes your mind away from the negativity you might deal with at work."

CTO Josh Tullar plays on the team and said they understand COs may not be able to make it to every game due to mandates and rotating schedules.

Tullar said. "So it's really nice to be a part of this. When you can make it, you're more than welcome to play."

Coston would like to eventually have two teams, one for beginners and one for intermediate players.

For information on fees and other details, email Drew Coston at [dcoston11@icloud.com](mailto:dcoston11@icloud.com).

## AROUND THE STATE: KCF CO ASSAULTED; FIGHT AT IBC

**An intoxicated Kinross inmate slapped a CO last week.**

Officers approached the Level II prisoner on the yard because he seemed impaired. He ran from officers and went to his housing unit. An officer stopped him in the unit, and he slapped her, officers said. Another CO intervened. The responding officer sprained his wrist and hasn't returned to work.

Staff issued the prisoner misconduct tickets for assault on staff, substance abuse, and disobeying a direct order. The inmate was transferred.

**An IBC officer fired a warning shot to break up an inmate fight Tuesday.**

A Level IV inmate started wailing on another prisoner while on the big yard. A warning shot was fired and officers on the ground quickly responded.

Staff recovered a weapon from the scene.

No staff were injured. One of the inmates had minor injuries.

*Thank you to all the officers around the state who responded to dangerous situations this week. Stay safe.*

## MDOC ANNOUNCES CLOSURE OF WEST SHORELINE

As announced Monday, West Shoreline Correctional Facility will be closed in March.

Read [MDOC's announcement](#) and [MCO's bulletin](#).

MCO Executive Board members and staff were at the facility and other Muskegon prisons this week to meet with members. More meeting dates will be announced.

Like in the Pugsley closure, MCO staff will prepare a detailed closure guide for all affected members.

MCO President Tom Tylutki and other Board members are meeting with the MDOC human resources director today to negotiate a bump region. This process is a negotiation done within the confines of our collective bargaining agreement. Tom has been MCO's point person through several closures and has experience in coming to an agreement that serves all members. We will keep all members updated as negotiations unfold and a plan takes shape.

MCO also issued this press statement Monday:

"It's unfortunate for corrections officers any time a prison closure is announced, because their lives are affected so deeply. A closure is a time of uncertainty and stress for officers because their employment, work location, living arrangements, childcare, and other critical aspects of day-to-day life are made uncertain. We know it is a difficult process, but like MCO has done in the past, we will work to ensure the West Shoreline closure goes as smoothly as it possibly can. All these details that impact officers' lives must be sorted out, according to MDOC and MCO protocol, in the coming weeks. MCO will keep members updated every step of the way."

Now more than ever, it's important that all members stay connected with MCO. Sign up for text alerts now by texting MCO to 787753. Follow us:



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# BULLETIN

FEB. 2, 2018

## BROOKS AND MUSKEGON WILL BE IN THE WEST SHORELINE LAYOFF UNIT

Brooks and Muskegon correctional facilities will be in the layoff unit for the West Shoreline closure.

MCO and MDOC negotiated the layoff unit this week.

Officers at a facility in the layoff unit will be allowed to voluntarily transfer outside of the layoff unit before the bumping process begins. MDOC personnel will email an MCO Voluntary Transfer Form to all officers in the layoff unit Feb. 6. Forms are due back at personnel by 3 p.m. Feb. 15.

After those members leave the layoff unit, the bumping process will begin. In the bumping process, the three facilities' seniority lists will be combined, and all FTEs at Brooks and Muskegon will be filled according to seniority. Members who do not have the seniority to be placed at Brooks or Muskegon will be given a layoff slip and an Expedited Recall Form. The Expedited Recall Form gives members rights to return to Brooks or Muskegon as the MDOC fills vacancies at those facilities.

**On Tuesday, Feb. 6, MCO will hold meetings for members of all three chapters to discuss the closure process. We will answer questions and give everyone a packet explaining your options and the process.**

**WHERE: Northway Lanes, 1751 Evanston Ave., Muskegon.**

**WHEN: Feb. 6 from 12:45 p.m.-1:45 p.m.; 2 p.m.-3 p.m.; 4:45 p.m.-5:45 p.m.; 6 p.m.-7 p.m.**

Additional meetings will be scheduled over the next few weeks.

All of this won't happen overnight – it will take 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. All Board members are COs. 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 possible.

MCO will keep members updated on any developments. Please watch [our website](#), email newsletters, and our members-only [Facebook group](#). You can also sign up for text message alerts by texting MCO to 787753.

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# BULLETIN

FEB. 7, 2018

## GOVERNOR WANTS STATE EMPLOYEES TO RUN FOOD SERVICE

Today, Gov. Rick Snyder recommended that the Trinity contract not be renewed when it expires this summer and that state employees again run prison food services.

MDOC Director Heidi Washington [issued a statement](#) moments ago.

“Budget language first approved in 2012 required the open bidding of our food service operations to reduce costs. That boilerplate language is no longer in place. While this is a request made by the governor today, it is not a done deal and adequate funding for this change still requires the approval of the Legislature moving forward,” Washington wrote in the statement.

MCO members and leaders had voiced serious safety concerns about Trinity and Aramark throughout their contracts. These concerns led MCO to start a national conversation with other corrections administrators and unions. Poor food quality and quantity has created problems in prisons around the country.

MCO members never backed off from our security concerns around food service changes. We frequently discussed it with legislators, the media, and MDOC administrators. Members banded together on this issue and spoke with one voice. This shows our advocacy and persistence can lead to positive safety changes when we work together.

There are many unanswered questions about this transition back to state workers. When we have concrete details, we will share them with members. MCO believes that front-line staff are a resource and should be included in the conversation when these kinds of changes are made.

We all know corrections is changing around the U.S. Innovations and new technologies are unveiled every day. As corrections officers and professionals, we should embrace and help inform where these changes work and where they don't. We hope corrections administrators will invite more frontline staff and their unions to the table to help think through the possible solutions.

MCO will keep members updated on any developments. Please watch [our website](#), email newsletters, and our members-only [Facebook group](#). You can also sign up for text message alerts by texting MCO to 787753.

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## OFFICER ELWANDA RAY HONORED AS MDOC 2018 CO OF THE YEAR



CO Ray

The Michigan Correctional Officers' Training Council has named **Officer Elwanda Ray**, an employee at Thumb Correctional Facility, as the **2018 Corrections Officer of the Year**.

"I'm humble and grateful because I truly, truly do love my job and what I do," CO Ray said. "I love

that I can make a difference in someone's life."

Officer Ray is a firm believer in the power of a positive attitude. She is a mentor in her community, to coworkers, and to inmates in the Burns B unit at Thumb. She hopes the lessons offenders learn in prison will help them lead better lives after release.

"Your attitude can change everything. You don't have to be negative," CO Ray said. "(In my unit), we say good morning, I encourage (prisoners), and hopefully that makes a difference."

Finalists are:

### • Peter Goodreau, Baraga Correctional Facility

Officer Goodreau is a Security Threat Group team member and a former Emergency Response Team member. He was instrumental in transitioning a general population unit to segregation on short notice.

CO Goodreau uplifts coworkers and has earned the respect of both staff and prisoners, his warden wrote in Goodreau's nomination. He has 21 years with the MDOC.

### • David Rowley, St. Louis Correctional Facility

Officer Rowley has 23 years with the department and is a great role model for new staff, his nominator wrote. He articulately raises concerns and helped create new movement plans for medication and meal lines.

CO Rowley is a veteran of the Army and Marine Corps. His extensive volunteer work has included coaching, school functions, and helping elderly neighbors with yard work. He is working on a master's degree in professional accountancy.

### • Jerald Nugent, Cotton Correctional Facility

Officer Nugent, with 17 years with the MDOC, "demonstrates excellence when performing his duties," his warden wrote in his nomination materials.

CO Nugent started a Veterans Day cookout at JCF to support Sweets for Soldiers, a program that sends treats to service men and women. Nugent is a veteran and an MCO Military Advocate at JCF.

### • Tom Johnson, Absconder Recovery Unit

Investigator Johnson joined the ARU in 2015 after years as a parole agent, probation agent, and SAI drill instructor. Thanks to his prior experience, he brought a wealth of knowledge to the job. Johnson's volunteer work includes coaching baseball teams and mentoring at a county juvenile center.

**Congratulations to the finalists and Officer of the Year Elwanda Ray! Read more about them and see photos at [mco-seiu.org](http://mco-seiu.org).**

## WATCH LIVESTREAM OF HONOR GUARD RAISING SPECIAL FLAG FRIDAY

The Honor Guard will be at the MCO headquarters Friday to raise our special anniversary flag and enjoy a luncheon in celebration of the Honor Guard's 30th anniversary.

Members can go to our [Facebook group](#) to watch a livestream of the Honor Guard raising the flag. Watch for the livestream to start at about 11:45 a.m. Friday, Feb. 16. We will also post a video of the flag raising on [YouTube](#) and [our website](#) after the event.

This month's value in the [Move Forward campaign](#) is Honor. In corrections, honor means we hold ourselves to a high standard and hold our careers in high esteem. The Honor Guard embodies these values and lifts up the best of the MDOC.

Make sure to visit us Friday on [Facebook](#), [Twitter](#), [Instagram](#) and [mco-seiu.org](http://mco-seiu.org) to see the Honor poster.

## MEN SENTENCED IN DRONE DROP; MCO ADVOCATES FOR DRONE RESTRICTIONS NEAR PRISONS

The three men charged in the MTU drone drop in August have been sentenced in Ionia County 8th Circuit Court.

Jonathan Larawn Roundtree, Daryl Steven Marshall, and Patrick Corey Seaton Jr. were sentenced by Judge Ronald Schafer, the Ionia Sentinel-Standard reported.

Schafer said he hoped the legislature would address the issue of drones being used in conjunction with furnishing contraband, because "clearly there is a huge safety issue to all penal institutions, including fellow inmates, staff and other people who work there."

[Read more on their sentencing.](#)

MCO has brought attention to this issue over the past year and has met with dozens of legislators across the state to discuss the danger of drones. The House is considering a five-bill drone package that would prohibit drone use near prisons. They are HB 5494, HB5495, HB 5496, HB 5497, and HB 5498. To read the bills, go to the [legislature's website](#) and search for each bill. MCO will continue to advocate for regulations on drone use near prisons.

Now more than ever, it's important that all members stay connected with MCO. Sign up for text alerts now by texting MCO to 787753. Follow us:







## MOVE FORWARD: THE VALUE OF HONOR IN CORRECTIONS

In corrections, the term honor can take on many forms. From high standards to personal achievements, honor is regarded and sought after by every member of our profession.

To many, honor is earned and at times comes with great sacrifice. To acknowledge these contributions, honor is this month's value in the [Michigan Corrections Organization – Move Forward Campaign](#).



Jeremy Tripp, Government and Political Affairs director, talks to the Honor Guard at a special anniversary luncheon hosted by MCO Feb. 16. The Honor Guard also raised MCO's anniversary flag. [See video of the flag raising on YouTube.](#)

### [Michigan Department of Corrections Honor Guard – Move Forward Campaign.](#)

The honor poster depicts the Michigan Department of Corrections Honor Guard, which celebrates its 30th anniversary this year. The Honor Guard was formed in response to the slaying of corrections officers Josephine McCallum and Jack Budd. [Read more about how the Honor Guard started.](#)

Now Honor Guard members from across the state, many of whom are COs, console the families and co-workers of fallen corrections staff throughout the United States. They volunteer their personal time to show solemn gratitude for those who have made the ultimate sacrifice.

At times, we in corrections may not always feel honored or appreciated but it's up to us to respect each other, honor our accomplishments, and encourage each other to strive for this noble distinction. By honoring our coworkers' good deeds, as well as our own, we can begin to



This month's value in the Move Forward campaign is Honor. [View the poster on Instagram.](#)

change the image of corrections and rewrite the narrative that is falsely depicted in television and movies. If we don't do it, no one else is going to do it for us.

Look for this honor poster and others in the series in your facility soon.

## MARK YOUR CALENDAR FOR THE UP GOLF OUTING!

The UP Golf Outing returns this summer! Join us Friday, July 20 at Pictured Rocks Golf Course in Munising. Additional details are in the box at right.

The downstate golf outing, held near Lansing, will be in August. Info on that outing will be shared soon.

The UP Golf Outing and traditional downstate golf outing raise money for the Crisis Fund, which helps MCO members facing catastrophe. To those who support the Crisis Fund, thank you!

### UP Crisis Fund Golf Outing

**WHEN:** Friday, July 20. Registration starts at 9:15 a.m. Shotgun start at 10 a.m.

**WHERE:** Pictured Rocks Golf Course, E10240 County Road H-58, Munising, MI 49862

**COST:** \$70 for 18 holes with dinner.

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

**TO SPONSOR OR GET**

**MORE INFO:** Contact Tim Fleury at [timfleury@outlook.com](mailto:timfleury@outlook.com)



## BELLAMY CREEK OFFICERS DRESSED OUT BY PRISONER

An IBC inmate threw feces on two officers last week, drenching one of them to his shoulders.

The COs were preparing to escort a segregation prisoner back to his cell after a shower. When they approached him in the shower area, he threw a container with feces and water onto the officers. One CO's head was soaked and the other had some fluid on his upper body. The inmate received two assault tickets and was transferred to another facility. Officers thought he may have been upset about a sexual misconduct he received the day before from another CO.

Photos were taken for evidence, and the prisoner could possibly be prosecuted.

*What's going on at your facility? Email Communications Director Anita Lloyd at [anita@mco-seiu.org](mailto:anita@mco-seiu.org). Thanks, members.*

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## AROUND THE NATION: PENNSYLVANIA OFFICER DIES AFTER ASSAULT; UPDATES FROM AMF, ICF, ARF

**A Pennsylvania corrections officer died Monday from injuries he suffered in a prisoner assault 11 days earlier.**

Sgt. Mark J. Baserman worked at State Correctional Institution-Somerset. He was a member of the Pennsylvania State Corrections Officers Association. MCO sent a card and flowers to his union to express Michigan officers' condolences.

Baserman was at a desk in a housing unit when an inmate punched him several times in the head and stomped on him with heavy work boots, [according to media reports](#). Another officer intervened, and the inmate assaulted him before turning back to Baserman.

The prisoner may have attacked Baserman because he took a towel the inmate had hung in his window, blocking the view of his cell.

Services are planned for March 7.

Please join us in wishing peace for Baserman's family, friends, and coworkers.

Rest in peace, Sgt. Baserman.

**Baraga COs uncovered several weapons last week.**

After a prisoner dropped a weapon as he was walking into a shower stall, officers shook down his cell and found 10 plastic weapons in a locker. The weapons appeared to be made from a TV's plastic cover. The prisoner was in a Level V unit's reintegration wing, meaning he had been in segregation and was being eased back into general population.

Also last week, officers found a toothbrush sharpened into a weapon. It was hidden inside a cable outlet cover in an inmate's cell.

Another Level V inmate had sharpened the arms of a pair of glasses and stashed them in a cell vent. Staff found them during a routine search.

Great job to AMF officers who discovered this contraband.

**ICF staff responded to an inmate assault that involved two weapons.**

Two Level V prisoners attacked another inmate on the Unit 5 yard Wednesday. Officers say it was gang-

related. The assaulted inmate suffered minor injuries.

**A Level IV Gus Harrison inmate covered his cell window and threatened to harm his cell mate, but a staff squad extracted both inmates with no reported injuries.**

The prisoner wouldn't obey staff orders to uncover his window. After he threatened to slit his cell mate's throat, a squad was called in.

The inmate who made threats went to segregation.

Good job to the staff who intervened quickly to prevent possible violence.

Last week's [story about a dress out at Bellamy Creek](#) was picked up by the [Ionia Sentinel-Standard](#) and [CorrectionsOne](#). Earlier this week, it was the most read news article on CorrectionsOne. *This illustrates the reach and impact of the KYI. Let us know what's going on at your facility. Email Communications Director Anita Lloyd at [anita@mco-seiu.org](mailto:anita@mco-seiu.org). Thanks, members.*

## IN MEMORIAM: AGENT DANA (TAYLOR) BRYE



Probation Agent and former CO Dana Brye passed away Feb. 27.

Brye's name was

Dana Taylor when she worked as an officer. She started at the

now-closed Western Wayne Correctional Facility in 1998. She also worked at Women's Huron Valley before becoming an agent.

Keep her family, friends, and colleagues in your thoughts.

Rest in peace, Agent Brye.

## MTF CLOSURE UPDATE: LAYOFF/BUMP NOTICES TO BE ISSUED MONDAY

Layoff/bump notices will be distributed to officers in the West Shoreline layoff unit Monday, March 5. The MDOC human resources director will deliver letters to affected MTF staff in person Monday. Affected LRF and MCF staff will get notification from their HR office.

MCO staff will be in Muskegon Monday and Tuesday to meet with members and answer any questions.

They will be at MTF Monday from 5 a.m. to 10 a.m. and from 1 p.m. to 4 p.m. in the room across the hall from the CO lunchroom and the deputy warden's office.

Tuesday they will tour MCF from 10 a.m. to noon. Also Tuesday they will be in the LRF conference room near the employee entrance from 1 p.m. to 4 p.m.

**Now more than ever, it's important that all members stay connected with MCO. Sign up for text alerts now by texting MCO to 787753. Follow us:**

**(Don't visit social media from state computers.)**





## SIGN UP NOW FOR BENEFITS FOR LIFE PLANS

The 2018 Benefits for Open Enrollment started March 12 and runs through March 30. Benefits for Life plans are optional benefits in which employees pay 100% of the cost of coverage. Such optional benefits include enhanced accident insurance, supplemental term life insurance and more.

**NEW FOR 2018:** MetLife will be the new provider of Supplemental Term Life Insurance, Accidental Death and Dismemberment (AD&D) Insurance and Legal plans with new enhanced coverage limits. If you are currently enrolled in any of these plans, your coverage will automatically roll-

over effective May 1, 2108. No action is needed to keep your current coverage.

Eligible employees are encouraged to visit [www.BenefitsforLife.org](http://www.BenefitsforLife.org) to review existing coverage, make changes, or enroll. Remember to select Register instead of Login when visiting the enrollment site as usernames and passwords from prior years are no longer valid. If you would like further information or prefer to enroll by phone, call the Benefits for Life Call Center at 888-825-8395, Monday-Friday 9 a.m. – 6 p.m.

*- Information provided by MCSC*

## CHANGES COMING TO MCO MASS EMAIL SYSTEM

MCO is switching to a new mass email system, effective April 1. **All links in emails from MCO before April 1 may no longer work after that date. If you have links from our emails that you'd like to access in the future, please bookmark them now.** Remember, you can access KYI archives at <http://www.mco-seiu.org/publications/kyi/> and find lots of archived information by searching on our website.

appearance of our emails and website forms in the next few weeks, and you may possibly run into some technical difficulties. If you experience any issues, please report them to [anita@mco-seiu.org](mailto:anita@mco-seiu.org).

We are doing prep work to ensure this transition goes smoothly, but we may not be able to anticipate every possible technical problem. That's why we ask that you report any issues as soon as possible.

Thank you for your patience.

You may also notice changes in the

### Prison dog training program helps corrections officer's family

CO Rick Benson and his wife, Ericka Benson, struggled for months to find a service dog for Ericka. That changed when CMO John Hassen, a fellow officer they met through MCO, introduced them to Stiggy's Dogs, a program that allows Michigan prisoners to train service animals.

[Watch to find out how their story unfolds!](#)



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## BELLAMY CREEK CO PUNCHED WHILE SIGNING CALL-OUT SLIPS

An IBC prisoner punched an officer in the face March 6 in a Level IV segregation step-down unit.

The CO was standing next to a podium in the Unit 5 common area as inmates approached to get their call-out slips signed. One prisoner handed the CO his pass, and as the officer was signing it, the inmate punched him on the side of the face. The officer fell back, and the inmate punched him again. A nearby officer immediately stepped in, and another CO called for help on the radio.

The assaulted officer went to a hospital for treatment. Luckily, he only suffered bruising. The responding officer also went to a hospital for a shoulder injury.

The inmate was transferred to another prison. Officers said it may have been gang related.

Corrections officers can be assaulted at any time. Be especially cautious when your hands are busy, and always stay near your partner. Great work to the officer who immediately intervened in this assault.

Stay safe.

MICHIGAN CORRECTIONS  
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421 W. KALAMAZOO  
LANSING, MI 48933  
517.485.3310  
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## AROUND THE STATE: MTF NOW CLOSED

**West Shoreline closed last week as scheduled.**

Fifty-seven officers didn't have the seniority to stay in the layoff unit. They were given layoff notices and expedited recall forms. Forty-eight of those officers were granted transfers. Notices were issued last week. The other nine officers didn't apply for expedited recall.

MCO posted frequent updates on [our website](#) and [Facebook group](#) during the closure. We also held several meetings in Muskegon and handed out a closure packet with tons of resources to help families through the process.

MCO leaders and staff know closures are never easy. All of MCO's Executive Board members have experienced a closure first-hand. Thanks, members, for sticking with MCO throughout this process.

**A Baraga inmate dressed out two officers, hitting them with feces on their shirts and pants.**

The COs were escorting the inmate, who has a history of staff assaults, from a segregation cell March 9.

The cell has its own shower, and maintenance needed to check the temperature. When the officers opened the slot in the prisoner's door to cuff him for the escort, he threw feces on them.

Evidence photos were taken. The incident was handled properly at the facility level, members said.

**ICF staff did a great job responding to an inmate's medical emergency March 15.**

They quickly noticed the prisoner was slurring his speech, and they called for a nurse. Officers then retrieved a wheelchair and AED. They assisted health care staff throughout the incident. Nice work, ICF officers.

Also that day, staff found five contraband razor blades and a piece of sharpened metal in Unit 5, a Level V unit. Thank you to the officers who got these dangerous items out of the unit.

Other events at ICF:

March 16 – Two-on-one inmate assault on the Unit 3 (Level V) yard.

March 20 – A two-prisoner fight broke out in Unit 3 (Level V).

## IN MEMORIAM: MCCALLUM AND HAIGHT

In late March, we remember two Michigan corrections officers who made the ultimate sacrifice this month years ago.

Josephine McCallum 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 and left to die. She left behind a husband and son.

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 an inmate. Haight was survived by a wife and five children.

McCallum, Haight, and two other Michigan corrections officers who have died in the line of duty – Earl DeMarse in September 1973 and Jack Budd in December 1987 – are honored on MCO's [Fallen Officers' Memorial](#).

Read more about Michigan's [fallen corrections officers](#).

Remember McCallum and Haight as you go about your day. May all our fallen officers rest in peace.

## CHANGES COMING TO MCO MASS EMAIL SYSTEM

Remember, MCO is switching to a new mass email system, effective April 1. **All links in emails from MCO before April 1 may no longer work after that date. If you have links from our emails that you'd like to access in the future, please bookmark them now.** Remember, you can access KYI archives at <http://www.mco-seiu.org/publications/kyi/> and find lots of archived information by searching on our website.

Read more about this change in the [March 13 KYI](#).

### MCO VP recaps food service struggles for C1

In a column published by [CorrectionsOne](#), MCO Vice President/Chief of Staff Andy Potter summarized the problems Michigan prisons experienced under privatized food service and how MCO leaders and corrections officers spread awareness of security concerns.

"I urge any corrections administrators reading this to recognize that front-line staff are a resource, not a roadblock, and should be included in the conversation when solutions are explored or operational changes are made," Potter wrote. [Read the column now.](#)

CorrectionsOne is an industry leader in corrections news and training. Look for more columns from MCO in C1 in the coming months.

Now more than ever, it's important that all members stay connected with MCO. Sign up for text alerts now by texting MCO to 787753. Follow us:



Photo by Dave Wasinger/  
Lansing State Journal



## MOVE FORWARD: THE VALUE OF CHARACTER IN CORRECTIONS

Your character tells a story about who you are and where you've been. We're not born with character – it's instilled in us from a young age and shaped by our families and our experiences.

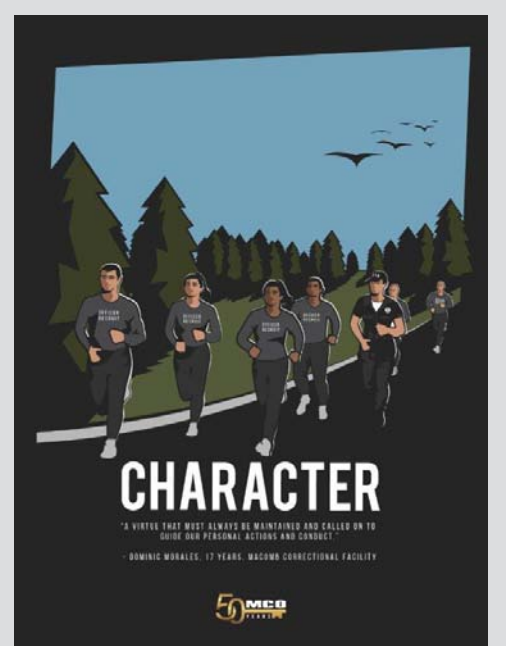
Character is this month's value in the Michigan Corrections Organization – [Move Forward Campaign](#). Throughout the campaign, we'll introduce a shared value of our membership, accompanied by a unique poster, every month until Labor Day 2018.

At the academy, our fellow recruits and trainers help us to develop our character as we learn the high standards required by a career in corrections. When we get to the institution, our supervisors, co-workers and mentors help us to sharpen those skills and bring character to all aspects of our work.

Character is vital because we must rely on each other when stressful or dangerous situations arise behind the walls.

"In a prison, we have to be vigilant and prepared, knowing that anything could happen at any time," said CO Tim Fleury of Alger Correctional Facility. "If you have faith in your partner's character, you know they'll be at your side and have your back. That makes all the difference. We must have character because we are trusting each other with our lives."

Why is character important to you? MCO wants to hear from you and lift up your stories. This is how we start to change the narrative on the corrections profession. Email MCO Communications Director [Anita Lloyd](#).



This month's value in the Move Forward campaign is Character. [View the poster now on Instagram.](#)

## SERGEANT ASSAULTED AT MARQUETTE

**An MBP inmate punched and cut a sergeant March 28 in what officers believe was a gang-related attack.**

The sergeant was monitoring the staff desk while G-block (Level V) was let out for yard. An inmate came up to the sergeant, punched him in the face, and cut him with a sharpened piece of metal on the side of his face.

Luckily, there was an officer in the unit who saw the assault and quickly

responded. Without this CO's quick response, the injuries could have been much worse. The prisoner was transferred that afternoon.

Another prisoner was locked up for stopping to watch the assault.

The sergeant was taken to a hospital for treatment and released later that afternoon.

Officers said the sergeant may have been targeted because of his work to identify gangs and curb their activity in prisons.

## SUPPORT THE MCO CRISIS FUND THIS SUMMER

Join us for the downstate or UP Crisis Fund Golf Outing this summer!

The UP outing will be Friday, July 20 at Pictured Rocks Golf Course in Munising.

The downstate outing will be Friday, Aug. 17 at Ledge Meadows Golf Course near Lansing.

Pricing, signup, and sponsorship information is [on the MCO website](#). If you don't golf, please consider sponsoring a tee or a cart.

The crisis fund supports members facing a catastrophe, whether it's an on-the-job injury, house fire, sudden illness, or other disaster. To those who support the fund, we thank you!

Now more than ever, it's important that all members stay connected with MCO. Sign up for text alerts now by texting MCO to 787753. Follow us:





## AROUND THE STATE: GANG FIGHTS RATTLE SLF, MBP, ICF

**About 50 inmates have been involved in gang-related fights at St. Louis over the past week.**

The Level IV prison was placed on lock down Monday. Twenty inmates have been transferred and others have been placed in segregation. The lock-down remains in effect.

The fights stem from two gangs trying to control the use of phones and JPay machines, which allow inmates to send emails and purchase store goods.

The skirmishes started April 12 in Unit 5. Officers broke up the dispute.

On Sunday, nearly 20 inmates in Unit 6, the segregation step-down unit, were involved in fights at meal times.

The next day, 15 Unit 2 inmates were involved in yard fights. Officers found weapons in the area. More prisoners took part in additional fights that day, prompting the lock down.

No staff injuries have been reported.

Corrections officers handled the situation well, MDOC spokesman Chris Gautz told the Detroit News.

“It’s a real testament to their professionalism and their ability to do the job they’re trained to do,” Gautz said.

**A Marquette inmate assaulted two officers April 14 as he was walking out of his cell.**

The prisoner was housed in the Level V G-block.

Officers were moving the prisoner to another cell, but he didn’t want to go. He smashed his TV and punched

one CO in the side of head and bit his leg, an officer said. The prisoner ran. Another CO chased him and suffered minor injuries while trying to restrain him.

This prisoner had four previous convictions for staff assault. Officers believe he should have been in segregation instead of a general population housing unit.

Also that day, six inmates were involved in gang-related yard fights. One of the prisoners had a weapon.

The Level V units were locked down due to the fights.

**Several gang-related fights have broken out at ICF over the past week.**

COs responded to three fights and assaults April 13. The first was on the Unit 3 (Level V) yard. About an hour later on the Unit 4 (Level V) yard, an inmate stabbed another prisoner several times with a 6-in. piece of metal. A tower officer fired a warning shot, and the prisoners stopped fighting. Later that day, a Unit 5 inmate (Level V) slashed another prisoner with a weapon.

On April 12, two inmates punched another prisoner in Unit 4.

**What started as a conflict between two Thumb inmates grew as three more inmates joined in a fight Monday.**

The altercation started between two prisoners in the Burns Unit, which is Level II. Two more prisoners jumped in, and an officer separated them. A

## RUO/CMUO UPDATE

The Michigan Supreme Court will take up MCO’s challenge of the RUO/CMUO abolishments. No hearing date has been scheduled.

MCO has been fighting the abolishments since 2012, first through the Civil Service Commission and now through the courts. [See a timeline of our past actions.](#)

We’ll continue to keep members updated.

fifth inmate approached and started assaulting one of the inmates.

During the commotion, dozens of inmates in the unit came out of their cells to watch. The unit was locked down.

Only two officers were assigned to this unit at the time of the fights.

*Great job to the officers who responded to these dangerous situations over the past week. Stories like these are why MCO says corrections officers have Michigan’s toughest job. Thank you, members, for your professional service to keep prisoners and the public safe.*

Now more than ever, it’s important that all members stay connected with MCO. Sign up for text alerts now by texting MCO to 787753.

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## MCO CENTRAL COMMITTEE WILL ELECT NEW BOARD AT MAY 10 MEETING

The MCO Central Committee will elect a new Executive Board at its May 10 meeting in Lansing.

Duties of Board members can be found in Articles 10 and 13 of the MCO [Constitution and Bylaws](#).

### PRESIDENT

- **Byron Osborn** – URF 2nd Vice President & MCO Executive Board Member at Large
- **Bill Henderson** – MCO Executive Board Treasurer

### VICE PRESIDENT

- **Brent Kowitz** – SMT Vice President & MCO Executive Board Recording Secretary
- **Ray Sholtz** – SLF 2nd Vice President & MCO Executive Board Member at Large

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.

### TREASURER

- **Paul Jensen** – ICF President
- **Ed Clements** – AMF 1st Vice President & MCO Executive Board Member at Large

### RECORDING SECRETARY

- **Cary Johnson** – JCF Chief Steward & MCO Executive Board Member at Large

### MEMBER AT LARGE (5 positions to be filled)

- **Scott Waggoner** – ARF President & MCO Executive Board Member at Large

Below are the nominees. Listed after each name is the nominee's currently held office(s).

Results of the election will be announced May 10. To hear the results first, join our [MCO Facebook group](#).

- **Dave Pasche** – MTU President
- **Tim Fleury** – LMF Chief Steward
- **Gabe Justinak** – OCF President
- **Marcus Collins** – DDC President
- **Latese Walls** – WHV President
- **Kacy Datema** – RMI President
- **Voncha Henderson** – WHV Vice President
- **Mark Dunn** – ECF President
- **Lorraine Emery** – IBC Chief Steward
- **Phillip Fleury** – CFP President

## AROUND THE STATE: GANG FIGHTS AT ECF, AMF

At least twenty inmates took part in gang-related clashes Tuesday and Wednesday at the Oaks.

The fights involved inmates from Units 2 and 3, both Level IV. Both units were locked down.

The first fight started after a prisoner approached a member of a rival gang from behind and punched him in the head.

The next day, another prisoner hit an inmate in the back of the head, and seven more prisoners joined in the fight.

Officers intervened in these altercations quickly and escorted prisoners to segregation. No staff injuries were reported. A few inmates needed stitches and had minor injuries.

Thirteen Baraga inmates were moved to segregation for fights and assaults this week.

One fight, involving two members of rival gangs, broke out on the Unit 6 (Level V) yard Wednesday. As officers responded, another prisoner ran out of the unit to join the brawl.

Then on the Unit 4 (Level V) yard, a gang fight started near the phones. Three inmates received tickets for fighting, and six more were cited for failing to disperse when officers told them to return to their cells.

There was also an assault on the Unit 5 (Level V) yard Wednesday.

A weapon made from a metal outlet cover was found in Unit 4 Thursday.

## IMPORTANT BUDGET UPDATE: SENATE WANTS YET ANOTHER CLOSURE

MCO leaders and members are completely opposed to Sen. John Proos' recent budget recommendation for the Michigan Department of Corrections.

Proos, Chair of the Senate Subcommittee on Corrections, has proposed a corrections budget that undercuts the [governor's proposal](#) by \$25 million dollars. Under the Senate recommendation, these cuts would be achieved by closing yet another unspecified prison, reducing funding to train new corrections officers, and eliminating transition costs to return food service from a private vendor back to state employees. MCO supports the governor's recommended budget.

[Read more on our website and contact your legislators](#) to let them know this proposal is dangerous.

We'll keep you updated.

Now more than ever, it's important that all members stay connected with MCO. Sign up for text alerts now by texting MCO to 787753. Follow us:





## MOVE FORWARD: THE VALUE OF RECOGNITION

MCO honors Corrections Officers of the Year with new awards

For correctional officers, recognition is rarely a motivating factor in performing one's duties or acting to ensure the safety of an institution.

Recognition is this month's value in the Michigan Corrections Organization – [Move Forward Campaign](#). Throughout the campaign, we'll introduce a shared value of our membership, accompanied by a unique poster, every month until Labor Day 2018.

In Michigan, the "Correctional Officer of the Year" is the highest recognition an officer can receive, yet it is rarely sought out or promoted due to personal humility and strong feelings of simply doing ones duty. This selflessness is also reflected on a national level. A simple internet search would return very little in terms of awards and recognition for corrections officers yet many distinctions are bestowed upon others within the law enforcement com-



This month's value in the Move Forward campaign is Recognition. [Click here to view the poster larger on our website.](#)

community.

As union brothers and sisters, it is up to us to recognize the achievements of our colleagues and praise the quick thinking and heroic actions of our co-workers. As an organization, MCO is taking definitive action to lift these qualities up and honor those who have earned the distinction at their facility of "Corrections Officer of the Year."

For the first time ever, MCO will be issuing (aside from the MDOC) custom awards, created and designed to recognize the outstanding men and women who have proven, through their actions, to be of the utmost integrity and character.

Facility award winners will receive a customized wooden box, engraved with the MCO logo. The inside of the box will commemorate the award winner's name, year and facility and include a custom coin created to honor this exceptional achievement.

The statewide officer of the year will receive a superior cast resin upright that sits on a black painted wood base and is referenced on the recognition poster displayed at your facility. Next to the male/female officer is a glass piece to recognize the awardee's name and facility.

Awards will be presented at the facility

by MCO Chapter officials and we encourage all members to participate. Like all corrections officers, these award recipients do a difficult job protecting the people of the state of Michigan and deserve our thanks.



CO of the Year Elwanda Ray with her award from MCO.

MDOC gives awards to all COs of the year and other exceptional employees, but MCO wanted to give officers a special award that brings to life the brave work corrections officers perform. We appreciate and honor the achievements of officers. [See more banquet photos on Flickr.](#)

The MDOC's Employee Appreciation Banquet was held May 2 and drew a record-breaking crowd of more than 400 people.

Gov. Rick Snyder made an appearance and congratulated MDOC staff on their work to rehabilitate inmates and keep the public safe. Snyder recently [signed a proclamation](#) making the first full week of May Correctional Officers Week in the State of Michigan.

Officer of the Year Elwanda Ray and all facility COs of the year were honored. In her remarks, Ray encouraged staff to take pride in their work and uplift each other.

"I challenge you, as you go back to your facility, if you think morale is down, what can you do? You?" Ray said.

MCO leaders and staff would again like to congratulate all facility officers of the year. You should take pride in this great professional achievement.

al:MCOPS/NSO 5/3/18

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## 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 Thursday in Lansing.

Here are the results. For each position, top vote getters are listed in bold.



- **President – Byron Osborn, URF (57 votes)**  
President – Bill Henderson, SRF (38 votes)

- **Sholtz, SLF (60 votes)**  
Vice President – Brent Kowitz (35 votes)
- **Treasurer – Ed Clements (59 votes)**  
Treasurer – Paul Jensen, ICF (34 votes)

- **Recording Secretary – Cary Johnson, JCF (unopposed, 79 votes)**
- **Trustee – Scott Waggoner, ARF (56 votes)**
- **Trustee – Gabe Justinak, OCF (55**



MCO Director of Political and Government Affairs Jeremy Tripp swears in the new Executive Board. From left: Tripp, Trustee Gabe Justinak, Trustee Scott Waggoner, Trustee Marcus Collins, Trustee Dave Pasche, Recording Secretary Cary Johnson, Vice President Ray Sholtz, Trustee Mark Dunn, President Byron Osborn, Treasurer Ed Clements.

- votes)
  - **Trustee – Dave Pasche, MTU (52 votes)**
  - **Trustee – Mark Dunn, ECF (53 votes)**
  - **Trustee – Marcus Collins, DDC (47 votes)**
- [See the complete list of those who ran on our website.](#)
- The new Board will continue the important work of the previous Board to engage members and build relationships with allies. They are also tasked with navigating [Civil Service rule changes](#) that

go into effect in January. MCO leaders and staff have been researching the implications of the changes and will be visiting all chapters and sharing more info soon.

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.

Thanks, members, for your continued support.

## AROUND THE STATE: INMATE BRUTALLY ASSAULTS OFFICER, BREAKING SEVERAL BONES

**A Gus Harrison inmate attacked two officers Sunday near the officers' desk in Housing Unit 1, a Level II unit.**

The prisoner approached the COs while they were near the officers' desk and punched them. One of them suffered a broken nose, lacerations from his glasses, a

broken arm, and a concussion. The other officer had a back injury. Officers immediately responded.

The prisoner was upset about a misconduct ticket one of them wrote.

Both COs were treated at a hospital and released. The inmate was taken to

segregation. Another officer was assaulted by an inmate Saturday in Housing Unit 4, a Level IV RTP unit.

Also last week, an inmate spit on an officer during an escort.

Once again, we'd like to recognize May 6-12 as Correctional Officers Week. [MCO produced a special video](#) to shine light on the dedication of corrections officers. [CorrectionsOne reposted](#) our video to spread the word. Thanks again, corrections officers!

Now more than ever, it's important that all members stay connected with MCO. Sign up for text alerts now by texting MCO to 787753. Follow us:







## AROUND THE STATE: GANG VIOLENCE AT ICF; ECF COs SAVE OFFICER'S LIFE

### ICF officers dealt with a few gang-related fights last week.

The combat started when a suspected gang member in Unit 5 (Level V) stabbed a suspected member of a rival gang. The weapon was a steel rod made from part of a locker.

In another incident, two other prisoners from the same unit used a weapon to assault an inmate.

ICF staff responded quickly to these fights. They've also done a great

job of researching these inmates' gang affiliations and the sources of their disputes. Keep up the good work.

### Officers at the Oaks saved a CO's life when they revived him with an AED after a serious heart attack.

The officer collapsed May 13 in housing unit 3 while passing out food trays. Officers and other staff immediately responded and used the AED. Their training and quick action may

have saved this officer's life. After he was taken to a hospital, medical staff even called the prison to commend the staff.

Several officers and other staff members have been nominated for lifesaving awards.

The officer is expected to make a full recovery.

This story reinforces the fact that COs are well-trained first responders. Excellent work.

## Briefly...

Among the many issues that MCO advocates on, none is more important than correctional officers being recognized for their work as professionals.

[House Bill 5849](#), which MCO has prioritized and supports, would add local and state corrections officers to the definition of "peace officer" for the purposes of carrying and administering life-saving drugs such as opioid antagonists.

[Read more on our website](#), including a letter of support from bill sponsor Rep. Patrick Greene.



Corrections staff from OCF and AMF participated in the Peace Officers Memorial Service in Crystal Falls during National Police Week. Thank you, officers, for representing the MDOC. [See more photos on Flickr](#). Photos courtesy of CO Jason Nelson.

## CATCH THE MDOC BLACK KNIGHTS JUNE 9

The MDOC Black Knights hockey team will play Michigan State Police in a special matchup to support the family of a former corrections officer who passed away in March.

Joe Leahy started as a CO with the MDOC in 1997. He worked at SAI, Huron Valley Men's, and Woodland. He was a member of the Emergency Response Team and the Honor Guard. He was working for the Texas Department of Criminal Justice when he died.

Please join the Black Knights for the hockey game and in supporting Leahy's family.

**What:** Hockey game to support family of former MDOC CO Joe Leahy. MDOC Black Knights v. Michigan State Police.

**When:** 2 p.m. Saturday, June 9, 2018

**Where:** Ann Arbor Ice Cube, 2121 Oak Valley Dr., Ann Arbor, MI 48103

**Cost:** \$10 suggested donation

**For more info:** email CTO Bolan at [bolank@michigan.gov](mailto:bolank@michigan.gov).

## DON'T DELAY: MCO SCHOLARSHIP DEADLINE IS JUNE 1

Don't forget, the deadline for MCO Scholarship applications is June 1.

Mailed applications must be post-marked by that day. [Print an application from our website](#). Online applications must be submitted by 11:59 p.m. June 1. [Complete the online application](#).

Incomplete applications will not be considered.

MCO offers scholarships for members' children who will enter or return to college this fall. Twenty scholarships of \$750 each will be awarded. Good luck!

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## MICHIGAN SUPREME COURT EXAMINING BRIEFS IN RUO/CMUO LAWSUIT

As announced in the [April 19 KYI](#), The Michigan Supreme Court is considering the RUO/CMUO case.

MCO's attorneys filed a brief with the Supreme Court May 18. The Supreme Court asked for briefs that address three complex legal questions

that concern the scope of the Court of Appeals' review.

The state's attorneys now have the opportunity to submit a brief to the Court. Once their brief is submitted, the Court could make a ruling or schedule oral arguments.

MCO has been fighting the abolishments since 2012, first through the Civil Service Commission and now through the courts. [See a timeline of our past actions.](#)

We'll continue to keep members updated.

## BROOKS STAFF FIND DRUGS, REVIVE INMATE AFTER OVERDOSE

Brooks officers found a bag of suspected drugs in a pocket of the pool table earlier this week.

The bag contained packets of suspected heroine, Suboxone, and possibly other drugs that were sent to the state police for verification. An investigation of who placed the items is still in progress.

Officers found the contraband in the Level II Baldwin unit.

In another incident at Brooks, staff saved the life of an inmate who apparently overdosed.

In Level IV Eastlake unit, an inmate reported his cell mate was unresponsive and blue. Officers went to the cell and found the prisoner with no pulse. They immediately started CPR and called for health care staff. Narcan was administered, and the prisoner was revived. He was taken to the hospital for treatment and was back in the facility within 48 hours, officers said.

Great work to all the officers, health care staff, and other staff who had a hand in saving this inmate's life.

## MCO CRISIS FUND GOLF OUTINGS COMING UP

Don't forget to sign up for the UP or downstate Crisis Fund Golf Outings this summer.

Join us at Pictured Rocks Golf Course in Munising July 20. Registration is \$70 and includes 18 holes and lunch.

Or if you live downstate, join us at Ledge Meadows Golf Course near Lansing Aug. 17. The traditional downstate outing is in its 22nd year.

Find more details and sign up information [on our website.](#)

The crisis fund supports members facing a catastrophe, whether it's an on-the-job injury, house fire, sudden illness, or other disaster. To those who support the fund, we thank you!



## Summer is here! Enjoy the season with MCO's exclusive discounts

Are you ready for some summer fun? MCO's Member Benefits Department has you covered with exclusive discounts for water parks, hotels, car rentals, and more. Check them out at [mco-seiu.org/discounts.](#)

The FireKeepers Casino 400 at Michigan International Speedway is June 10th. MCO members can purchase \$40 Center Grandstand tickets or \$75 gets you a Grandstand ticket plus admission to an all-you-can-eat picnic two hours prior to the race.

Cedar Point and Michigan Adventure parks are open for the season! MCO members can access discounted tickets that you can print at home. Cedar Point tickets are up to 45% off, while members can save up



to 35% at Michigan Adventure.

We also have discounts to Kalahari, Great Wolf Lodge, Soaring Eagle Waterpark and Resort, Best Western Splash Universe, and much more.

To get more details or use these deals, contact [Tara Nichol](#) with the MCO Member Benefits Department at (517)485-3310 ext. 150. Your membership will be confirmed before details are given.

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## MCO IN-DEPTH: CORRECTIONS PTSD STUDY, PRISON CLOSURE ARE IN MDOC BUDGET

By *Jeremy Tripp*

*Director, Government and Political Affairs*

For the past few months, [MCO has reported](#) about the ongoing debate over the 2018-19 corrections budget.

In April, MCO Presidents signed onto [letters](#) opposing the various budget proposals and [asking legislators](#) to reconsider their position.

With the House and Senate differing in their recommendations, the budget was sent to conference committee where members of both chambers were selected to settle their differences and come up with a joint recommendation.

MCO weighed in heavily throughout the process, meeting with legislators and advocating for major budget items.

On Tuesday, the [conference report](#) was released and includes a recommendation

that an unnamed correctional facility close sometime during the fiscal year that begins October 2018.

At a projected savings of \$19.2 million, MCO argued against this proposal on the grounds that closing another prison could jeopardize the safety and security of the MDOC and a facility closure should be handled responsibly and not forced if bed space did not warrant such an action. In the face of our opposition, the conference report opted to recommend a closure.

In addition, the budget also included several gains for corrections staff that members should be aware of and were at the top of MCO's priority list during discussions.

- Conference includes \$4.9 million in one-time funding to train 359 new corrections officers. House and Senate had both

proposed reducing this amount.

- Conference includes \$50,000 to fund a study to examine Post-Traumatic Stress Disorder among correctional officers. House subcommittee had originally included at the request of MCO.

- Conference includes \$13.2 million in transition costs to end private food contract and return to state-run food service. The Senate had cut all transition funding in its budget.

- Conference removes Senate provision requiring MDOC to require their health care provider to privatize prison nurses.

The corrections budget was passed with all members of the conference voting yes.

Read our full In-Depth on the MDOC budget [on our website](#). MCO will keep members updated.

## AROUND THE STATE: CMO ASSAULTED; MTU INMATES UNCOOPERATIVE IN EMERGENCY

**A WCC inmate on POA watch punched an officer in the head several times when the CMO opened his cell door to give him toilet paper.**

The serious assault happened June 1 in Pod 2, which is a Level IV acute care unit. When the corrections medical officer cracked the cell door to pass the toilet paper, the inmate threw open the door and punched him about eight times in the head. The cell door had to be opened because it doesn't have a slot.

As officers were running to the scene, the CMO stumbled and fell into a door, which fractured a vertebra in his spine. He also suffered a face injury. The officer was admitted to a nearby hospital.

Later, a weapon was also found in the attacker's cell.

Please keep this officer in your prayers.

**In less than two weeks, Gus Harrison officers have responded to 12 inmate fights or assaults, intervened in five suicide attempts, and uncovered at**

**least five pieces of dangerous contraband.**

Staff also found marijuana twice in that timeframe. On June 1, the visiting room officer saw a prisoner retrieve something from a woman's pants and swallow it. It later was determined to be marijuana. A sergeant also found marijuana in a Level II inmate's locker June 4.

On June 3, officers found an inmate with a collection of contraband tools, including an Allen wrench, driver bits, sand paper, soldering flux, and a jerry-rigged power source, apparently for heating metal.

Two officers were also assaulted by inmates reaching through food slots.

**On May 28, the power went out at MTU, prompting an emergency lockdown of the facility in the evening hours.**

During the lockdown, about 40 prisoners housed in David Unit, a special privilege unit housing Vocational Village prisoners, reportedly became uncoopera-

tive and argumentative with unit officers when given direction to return to their cells after being let out to use the restroom. The situation was not resolved until shift commanders entered the unit and assisted in gaining prisoner compliance.

MCO leaders are investigating the incident. On June 4, MCO President Byron Osborn and Vice President Ray Sholtz went to MTU and spoke with many officers about the situation. Great work to the officers who managed this potentially dangerous event.

"I have some questions and concerns about how this incident was handled by the MTU administration," Osborn said. "Prisoners are expected to be cooperative with unit officers. This should be a given in an honors-type unit, especially in an emergency situation. The fact that shift commanders had to respond to the unit is alarming and I will inquire as to how, and if, the MTU administration plans to address this."





## MOVE FORWARD: FULFILLING OUR PURPOSE IN CORRECTIONS

It's no secret that criminal justice reform is sweeping the nation. From state legislatures to the halls of Congress, legislation is being introduced everyday with an eye on decreasing the U.S. prison population and exploring new and different ways of preparing incarcerated individuals for life on the outside.

But in all of this reform, where are corrections officers? Just like "tough on crime" legislation during the 1980s and 90s set a tone for a generation of Americans, alternatives to incarceration and prison downsizing will define yet another.

One thing we know is true: as front line-staff, we must meet these changes head on and develop answers to key questions surrounding criminal justice reform. We must ask ourselves, what purpose do officers serve in this new environment? Are we currently filling a needed function? Do we have the tools necessary to achieve these proposed reforms? What dangers or concerns must be addressed? Is there room for corrections staff in the conversation?

**To answer these questions, MCO has created and is leading a nationwide campaign to bring the voices of corrections officers into the debate so we can be a vocal partner as these changes transform corrections. We're calling this effort "One Voice."**

One Voice is made up of leading

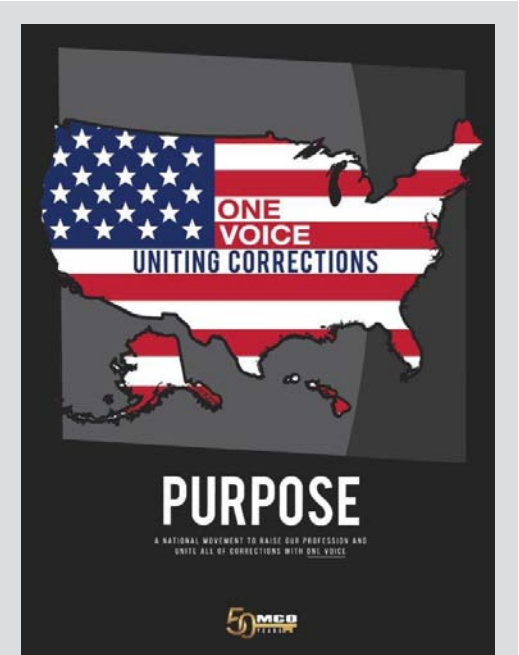
labor unions, corrections staff, criminal justice reform leaders, academics, and policy makers with the goal of building bridges and advancing a unified approach to better inform the policies, programs, and narratives that define criminal justice reform.

By collectively bringing all of these groups together, One Voice hopes to shift the conversation from debating the tensions between incarcerated individuals and corrections staff, to one that is centered on protecting the safety and interests of all who are impacted by the corrections system.

From issues like understaffing to overcrowding, corrections officers must have a meaningful influence on the policies that shape our nation's criminal justice system. By injecting our expertise and point of view, we can ensure the safety, health, and security of all staff, inmates, and others impacted by criminal justice reform.

As stakeholders in these changes, we have a vested interest in seeing the best possible outcome and must fight to include our position, regardless of political agendas or party affiliation.

To aid in this campaign and make sure Michigan is heard loud and clear, **we are asking members to [fill out the One Voice survey](#), designed to guide MCO and One Voice on topics and issues**



This month's value in the Move Forward campaign is Purpose. [View the poster now on Instagram.](#)

**important to corrections officers.** All responses are anonymous and information will not be shared or used for anything outside the intended purposes of One Voice.

We understand that this survey will take some of your time; however, this is our chance to influence the conversation and inject our experience and knowledge into the state and national debate.

If we don't [act now](#), reform will end up happening to us, instead of with us.

### MCO 2018 BARGAINING SURVEY OPEN NOW

Members, please take the 2018 MCO Bargaining Survey now. The survey will close at 11:59 p.m. July 12.

The survey link was emailed Tuesday 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. If you did not receive an email with the survey link, please email [mail@mco-seiu.org](mailto:mail@mco-seiu.org).

### MCO continues to work tirelessly to spread awareness of corrections PTSD.

We recently worked with Michigan Radio, a public radio station that broadcasts around the state, on a [story about the dangers and stress](#) corrections officers face. This story will be heard by thousands of people around Michigan.

Listen to the story now at [michiganradio.org](http://michiganradio.org).



### IN MEMORIAM: CO DOMBROSKI

Lakeland CO Dylan Dombroski passed away June 13.

Dombroski started with the MDOC in February 2017. Before that, he served six years in the U.S. Army.

LCF staff have started a [Go Fund Me page](#) to support Dombroski's two children. The MCO Crisis Fund will also give the family support.

Rest in peace, Officer Dombroski.



## MCO CONTINUES TO PUSH FOR AWARENESS AND ACTION ON CORRECTIONS POST-TRAUMATIC STRESS

[House Resolution 0353](#) formally recognized June 27th as Post Traumatic Stress Injury Awareness Day in Michigan. And for the first time, this day also recognized the struggles of corrections officers alongside the brave men and women of the United States military.

State Representative and [MCO Legislator of the Year](#) Tom Barrett sponsored the resolution. Barrett was one of the first legislators to begin seriously looking at figures on post-traumatic stress and has used his position as a member of the House Military and Veterans Affairs Committee to push this topic into the spotlight.

Over the last three years, MCO has led a crusade within the State of Michigan to educate the public and legislature about

the pervasiveness of post-traumatic stress within the Department of Corrections. This work, which started in 2015, has included national research on the topic, [a comprehensive study](#) of the effect of PTSD on officers in Michigan, and multiple discussions with experts on possible resources and solutions. We have made inroads with [MDOC administrators](#), [legislators](#), and [the media](#) in raising awareness of this topic. For example, the legislature recently pledged \$50,000 for a corrections PTSD study.

MCO is also playing a role in shaping the MDOC's approach to PTSD and Officer Wellness with representation on the Director's EPIC team on Employee Wellness. MCO will update members on the team's work.

## MCO'S 800 DISCONTINUED

Please note that the MCO central office no longer has an 800 telephone or fax number.

Our office phone number is (517)485-3310. In case of an emergency after hours, members can call that number to be directed to our answering service.

Our fax number is (517)485-3319.

In the meantime, we encourage all officers to look out for one another. If you or someone you know is currently struggling and has had thoughts of suicide, we want you to know that you are not in this alone. Please contact the National Suicide Prevention Lifeline At 1-800-273-8255.

[Read the full version of this story on our website.](#)

## TIME IS RUNNING OUT! SIGN UP FOR A CRISIS FUND GOLF OUTING NOW

Sign up for one of the [MCO Crisis Fund Golf Outings](#) this summer. There are only a few spots left for each outing. If you can't make it, consider sponsoring an event.

The crisis fund supports members facing a catastrophe, whether it's an on-the-job injury, house fire, sudden illness, or other disaster. To those who support the fund, we thank you!



### UP Crisis Fund Golf Outing

**WHEN:** Friday, July 20. Registration starts at 9:15 a.m. Shotgun start at 10 a.m.  
**WHERE:** Pictured Rocks Golf Course, E10240 County Road H-58, Munising, MI 49862  
**COST:** \$70 for 18 holes with lunch.  
**TO SIGN UP, SPONSOR, OR GET MORE INFO:** [Sign up and sponsor forms](#) are available on the MCO website. If you have questions, please email outing organizer [Tim Fleury](#).

### Downstate Crisis Fund Golf Outing

**WHEN:** Friday, Aug. 17. 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.  
**TO SIGN UP, SPONSOR OR GET MORE INFO:** [Sign up and sponsor forms](#) are available on the MCO website. If you have questions, please call MCO at (517)485-3310.

## Don't miss the fun! Mark your calendar for these summer events

### COPS Day at the Ionia Free Fair is Wednesday, July 18.

Corrections officers and other law enforcement officers are welcome to come out and get free snacks, MCO gear, and discounted ride wristbands. The fun starts at 1 p.m. at the hospitality center in the Administration Building. The fairgrounds are located at 317 South Dexter Street in Ionia.

### MDOC Employee Recreation Day will be Aug. 10 at Royal Scot in Lansing.

Activities include golf, basketball, canvas painting, bowling, bingo, card games, and more. Many activities are free, but some will cost a fee.

The event starts at 8 a.m. and wraps up with a dinner served at 5 p.m. The dinner costs \$10 if you sign up before July 1. More details and sign-up info is in the [MDOC Corrections Connection](#).

### The MCO Children's Day Picnic will be Saturday, Aug. 11 at Lower Huron Metropark in Belleville.

The picnic is a long-standing tradition that brings together corrections employees for a day of family fun! All COs and staff at prisons in the Detroit area are invited.

Watch for more details closer to the date.



## WE NEED MEMBERS' INPUT: SURVEYS ON BARGAINING AND ONE VOICE IN CORRECTIONS CLOSING SOON

Have you taken MCO's online bargaining survey yet? The deadline to submit the survey is 11:59 p.m. July 12.

The survey link was emailed June 19 and again July 5 to all dues-paying members who have provided MCO with a personal, home email address. It's also posted in our [members-only Facebook group](#). The survey will not be emailed to work email addresses. If you did not receive an email with the survey link, please email [mail@mco-seiu.org](mailto:mail@mco-seiu.org) immediately.

So far, only about 700 members have taken the survey. We need more voices. Our goal is to get more than 20% of members to take the survey before it closes July 12. Will you help us reach this milestone?

We're setting this goal because your opinion matters. Your input enables the Executive Board to bargain the best contract possible.

If you have any questions about the online survey, email [mail@mco-seiu.org](mailto:mail@mco-seiu.org).

MCO recently published an important message about [realizing our purpose in corrections](#).

In it, we introduced MCO's nationwide One Voice program and accompanying survey. If you haven't taken the [One Voice survey](#), please take it now.

All responses are anonymous and information will not be shared or used for anything outside the intended purposes of One Voice.

We understand that this survey will take some of your time; however, this is our chance to influence the conversation and inject our experience and knowledge into the state and national debate. If we don't act now, reform will end up happening to us, instead of with us.

One Voice is made up of leading labor unions, corrections staff, criminal justice reform leaders, academics and policy makers with the goal of building bridges and advancing a unified approach to better inform the policies, programs and narratives that define criminal justice reform. [Read more on One Voice](#).

## GET READY TO VOTE IN AUG. 7 PRIMARY ELECTION

*Act fast – deadline to register is Monday, July 9!*

**Monday, July 9 is the deadline to register to vote in Michigan's August 7 primary election.**

### • Why Should I register?

As state employees, we have a unique opportunity to exercise our constitutional rights and elect our next bosses; however, in order to vote in a local, state, or national election, you must register to vote with the State of Michigan. [Download the State of Michigan Voter Registration Application Now!](#)

### • How do I register?

If you are a first time voter, recently moved or want to update your voter registration information, the Michigan Secretary of State has answers. [Get a step by step guide](#) on how to register and instructions on what is needed.

### • Can I vote absentee?

In some instances you may be able to vote by absentee ballot or request an emergency absentee ballot. [Get more information on if you qualify](#) to vote absentee and how to obtain your ballot.

[Read this full story on our website.](#)

## MCO AND NATIONAL MEDAL OF HONOR UNITE TO HONOR COS

Michigan Corrections Organization recently joined the [National Medal of Honor Foundation](#). This foundation honors corrections officers nationwide for the dangerous and thankless job they do every day.

**To support the foundation, please consider buying raffle tickets to win seats at the biggest football game of the year to be held Feb. 3, 2019. [See a flyer for more.](#)**

Now through July 14, you can also nominate a stellar officer for the National Medal of Honor award. MCO has already nominated five excellent COs. Read more about [qualifications candidates should have](#). For details on the tickets or award nominations, contact MCO Member Engagement Associate [Jim McHenry](#) at 517-485-3310. ext. 155.

It is long overdue that our profession be recognized as an elite component of the law enforcement community. The National Medal of Honor Awards are a vehicle that shines a spotlight on the amazing jobs corrections officers do.

## COTTON OFFICERS DEAL WITH GANG VIOLENCE

JCF had a busy July 4. A couple of hours after a fight among Level IV inmates, several prisoners were fighting in a suspected gang-related conflict on the Level II yard. The altercation carried over into A-Unit where two prisoners are accused of stabbing each other. Ten prisoners total were sent to segregation from Level II because of this incident.

This came after a gang-related conflict July 3rd that sent three Level I suspects to segregation.

Great job to the officers, many of whom were mandated, that responded so quickly!





## MOVE FORWARD: THE VALUE OF FAMILY

It is widely known that corrections is a difficult environment and officers get little recognition. From long hours to dangerous situations, it's easy to ask why officers do the job. For most, that answer is easily traced back to one extremely important reason: family, and providing them with a humble living.

That's why family is this month's value in the [Move Forward Campaign](#).

"This career is a double-edged sword – we do it to provide for our families, but the stress of it can separate us from our families if we aren't careful," Cotton Officer Steve Hammond said. "It's so important that we open up to our loved ones and appreciate and make time for them."

"I chose this career to provide for my family, but there is so much mandatory overtime. There are times we make plans with our families and we have to miss them because we have to

work," Hammond said.

Families inspire COs to do the job with pride.

"When I walk through the gates, I know what could possibly transpire inside," Bellamy Creek Officer Mindi Vroman said. "Knowing that my family understands the importance of what I do and is behind me 100% keeps me motivated on the task ahead and anchored in doing the best job possible."

MCO is dedicated to serving not just corrections officers, but their families. We know mandatory overtime is taking a toll on families, and we are constantly advocating for more staff. We are also developing a partnership with MDOC to help them not only recruit but retain corrections staff. All of us and our families depend on it.

When you go home after your shift,



This month's value in the Move Forward campaign is Family. [View the poster now on Instagram.](#)

make time to connect with your family. After all, they're the motivation for all that we do.

## AROUND THE STATE: CTOs RECAPTURE ESCAPEE; ICF CO ASSAULTED

**A Chippewa inmate temporarily escaped July 17 after a court appearance in Luce County, but CTOs quickly caught him.**

The Level II prisoner ran from CTOs at the courthouse. One CTO fired one shot, but it didn't hit the inmate. The CTOs were able to catch up with the prisoner and restrain him. The sheriff's office and other police agencies assisted. No one was injured. The prisoner was taken to MBP.

The inmate was secured with belly chains, as MDOC policy requires for Level II prisoners.

This serious event underscores the dangerous jobs CTOs have. A routine court appearance can turn into an

escape with little warning. MCO supports all CTOs who work to keep the public safe.

**An ICF inmate hit an officer in the chest after the officer patted him down.**

The assault happened July 21. A CO stopped a prisoner for a pat down as he was leaving Housing Unit 3 (Level V). The prisoner was upset and spoke to a sergeant, who told him to return to his cell. The inmate started to go back, but stopped and hit the officer. Staff quickly responded. The CO suffered bruises near his eye.

Later staff found the inmate had a weapon made from a comb.



## IN MEMORIAM: CO STAHL

JCF retiree Eric Stahl passed away July 19.

Stahl started his corrections career in 1993 and retired in 2016. Before working for the MDOC, he served in the U.S. Army.

Stahl leaves behind a wife, son, siblings, and other family. Services were held earlier this week.

Rest in peace, Officer Stahl.

## CONGRATULATIONS, RECRUITS!

The Bonita Hoffner class graduated today. Seventy-six recruits graduated in Lansing. Sixteen more recruits are training to work at prisons in the UP.

[See photos from today's graduation.](#)



## MCO PUSHES STAFFING, RETENTION ISSUES IN BARGAINING

MCO and the State of Michigan recently opened bargaining. MCO gave a presentation detailing the unique and dangerous challenges members face, including PTSD, inmate assault, and the staffing and retention crisis, which means some officers are forced to work 16-hour days several days a week.

Representatives from the Office of the State Employer (OSE) and MDOC met with the MCO Executive Board, which serves as the bargaining team. MCO Executive Director Andy Potter is leading negotiations for MCO.

The bargaining team reviewed survey results and is considering members' responses as we move ahead. 880 members completed the survey, which is about 15 percent.

Michigan Civil Service rule changes prohibit bargaining on very important topics. MCO President Byron Osborn is walking through these issues with the MDOC and will meet with the Department Aug. 24.

Read more about changes the Civil Service Commission unilaterally imposed last September in [this bulletin MCO issued at the time.](#)

## WHAT YOU NEED TO KNOW ABOUT HEALTH INSURANCE OPEN ENROLLMENT

Health insurance open enrollment is going on now and ends Friday, August 24th, at 11:59 p.m. This is the annual opportunity for eligible employees to review plan summaries and current benefits, make changes to your coverage, and add or remove individuals from your insurance. **Even if you don't plan to make any changes to your insurance, it's a good idea to log into your account to make sure that all dependents and selections listed are accurate.**

There are two upcoming changes to be aware of with respect to the Vision Plan and HMO options.

First, effective October 1, 2018, EyeMed will be replacing Blue Cross Blue Shield of Michigan/VSP as the

administrator of the State Vision Plan. Current enrollees in the State Vision Plan will be automatically transitioned and there will be no gap in coverage.

Second, United Healthcare is being offered as a Health Maintenance Organization (HMO) option. Like all other HMOs, eligibility for enrollment in this plan is based on your residential zip code. United Healthcare primarily covers the southeast and western regions of the state.

To view more information of these changes or other general enrollment information, please visit [mi.gov/IOE](http://mi.gov/IOE) or go to [mi.gov/selfserv](http://mi.gov/selfserv) to enroll online.

- *Information provided by OSE*



## VOTE TODAY!

Don't forget, today is primary election day for state and local races.

Before you go, visit [michigan.gov/vote](http://michigan.gov/vote) to confirm your polling place, view a sample ballot, and more. Polls close at 8 p.m.

As state employees the next governor will have a major impact on future safety and security. Ensure your voice is heard and vote.

MCO is preparing an endorsement guide for the November general election. Look for it later this month.

## CHILDREN'S DAY PICNIC SERVES UP FAMILY FUN

The MCO Children's Day Picnic will be Saturday, Aug. 11 at Lower Huron Metropark in Belleville.

The picnic is a long-standing tradition that brings together corrections employees for a day of family fun! All COs and staff at prisons in the Detroit area are invited.

The picnic will include bounce houses, music, clowns, video game bus, lots of great food, and more. Plus, kids will receive a lunch box.

The fun starts at noon and lasts until dusk. See you there.



## IN MEMORIAM: OFFICER BEV MORSE

Former Brooks chapter leader Bev Morse has passed away. CO Morse started with the MDOC in 1989 and retired in fall 2016.

A celebration of her life will be

held Aug. 11 from 12 p.m. to 3 p.m. at Fruitport Eagles, 3354 S. Dangel Rd., Muskegon, MI 49444.

Our hearts go out to Morse's survivors and fellow officers. Rest in peace, CO Morse.

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# BULLETIN

AUG. 14, 2018

## MDOC ANNOUNCES CLOSURE OF OJIBWAY CORRECTIONAL FACILITY

MDOC has announced the closure of Ojibway Correctional Facility, tentatively scheduled for Dec. 1. [Read the MDOC's announcement here.](#) MCO leaders were notified this morning.

There was no single reason OCF was chosen to close, according to MDOC's statement. In addition to offering staff positions at facilities with vacancies, MDOC will work with the Department of Talent and Economic Development and Michigan Works! to assist employees.

Although MCO members have experienced closures in the past, this one will be particularly disruptive to staff due to Ojibway's location. The closest prison, Baraga Correctional Facility, is 98 miles away. MCO leaders understand the stress this will inevitably cause OCF staff and their families.

MCO leaders will also meet with the MDOC to discuss the serious potential ramifications of this closure and to discuss a bumping area, with the goal of coming to a mutual agreement that mitigates the impact to members as much as possible. This is a difficult process and will take several weeks.

MCO will keep members updated on any developments. Please watch our [website](#), email newsletters, and members-only [Facebook group](#). You can also sign up for text message alerts by texting MCO to 787753.

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# BULLETIN

AUG. 17, 2018

## OJIBWAY CLOSING: LAYOFF UNIT ANNOUNCED

As announced on this past Tuesday, the Michigan Department of Corrections is closing the Ojibway Correctional Facility in December of 2018. MCO met with MDOC officials on Thursday and agreed to designate the Ojibway and Baraga facilities as the layoff unit.

MCO Executive Board members and staff will be holding informational meetings at the Ojibway and Baraga facilities as follows:

### Ojibway

Friday, Aug 17	1 p.m. to 4 p.m.
Monday, Aug 20	12 p.m. to 4 p.m. and 7 p.m. to 10 p.m.
Wednesday, Aug 22.	12 p.m. to 4 p.m.

### Baraga

Saturday, Aug 18.	2 p.m. to 4 p.m.
Tuesday, Aug 21.	1 p.m. to 5 p.m.
Thursday, Aug 23	7 a.m. to 9 a.m. and 1 p.m. to 5 p.m.

Informational packets are being prepared for members and will be provided at the weekday meetings. It is a difficult time and MCO will be there to provide as much information as possible to assist members through the process.

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## MCO ADVOCATES FOR WHV COs, WORKS WITH MDOC ON REMEDIES TO MANDATES

MCO and MDOC have been working together to find solutions to the overtime crisis at Women's Huron Valley and other facilities.

MCO and MDOC [signed a Letter of Understanding](#) that allows COs at facilities near WHV to voluntarily work OT at WHV.

MCO and MDOC also [signed a Letter of Understanding](#) making OJTs state-wide eligible for mandatory and voluntary overtime two months before they normally would be eligible.

In addition, MCO and MDOC put together a joint proposal to defer the college credit requirement for new COs' first 18 months of service. This means applicants with no college credits will be

considered, but they must agree to obtain the required 15 hours of credits in their first 18 months on the job. This has been done in the past and was successful in bringing in new staff. The proposal is waiting on approval from the Michigan Civil Service Commission.

While these solutions aren't cure-alls, they should help lessen mandates until more staff are hired.

MCO also spoke with the Detroit Free Press for [an article published Aug. 10](#) about the overtime crisis at WHV.

MCO President Byron Osborn, MCO Legal Director Jeff Foldie, and WHV Member Amber Dotson were interviewed about the mandated overtime crisis at WHV and its impact on WHV

COs' health. The article was on the front page of the Free Press website and the Aug. 10 print edition.

MCO is committed to raising awareness of the overtime crisis in every venue available to us and solving it.

### OCF CLOSURE UPDATE

As announced last week, Ojibway is slated for closure Dec. 1. OCF and Baraga will be the layoff unit.

Board members and staff are meeting with members at both facilities. [See the meeting schedule here.](#)

MCO will continue to keep members updated on this closure.

## AROUND THE STATE: ICF, ARF, LMF STAFF ASSAULTED; COs RESPOND TO FIGHTS AT MBP

**An ICF inmate stabbed an officer in the head several times with an ink pen Aug. 16.**

The assault happened in a Level V unit. Prisoners were moving around the unit to use the JPay machine and buy store items when the inmate came up behind the officer and stabbed him.

The officer's injuries didn't require stitches.

**A Gus Harrison inmate assaulted a prison counselor Aug. 14.** Staff also found shanks, Suboxone, marijuana, and K2 (synthetic marijuana) that day.

The prison counselor was speaking with the Level II inmate about his watch,

which the PC suspected was contraband because it had digital storage space. The prisoner ran from the PC's office. When the PC caught up with him, the prisoner shoved the PC into a door. No injuries were reported.

Later in the day, staff found two shanks inside a Level II inmate's shower shoes. Officers also uncovered drugs in headphones, a photo album, and a hair brush with a hollowed-out handle. *Officers must be vigilant because contraband can be hidden almost anywhere.*

There were also two inmate fights Tuesday evening.

Great job to the officers who found this contraband and responded to these

fights and assaults.

**Marquette staff responded to several fights and assaults Aug. 15.**

The altercations involved at least nine inmates in B-block, a Level V unit. Officers believe the fights and assaults are gang-related.

No staff injuries were reported.

**An Alger officer was dressed out with an unknown substance while she was picking up food trays Aug. 18.**

The dress out happened in a segregation unit.

The officer went to a hospital for evaluation and returned to work.

### Thanks for joining us at the Detroit Children's Day Picnic!

Hundreds of staff, retirees, and their families came out for the Detroit Children's Day Picnic Aug. 11. They enjoyed a day of fellowship and fun.

"It's refreshing to see officers outside of work with their families, laughing and playing," said Executive Board Member Marcus Collins, DDC.

"Many of these kids don't get to go somewhere fun in the summer, in part because prisons are short-staffed and their parents work a lot. The MCO Children's Day Picnic is like a mini-vacation for them."

[See more photos on Flickr](#) or in our members-only [Facebook group](#).





## OCF UPDATE: VOLUNTARY TRANSFER FORMS DUE SEPT. 7

As reported earlier this month, Ojibway is slated for closure Dec. 1. Ojibway and Baraga are the layoff unit. MCO Board members and staff held several meetings at both facilities last week to meet with members and explain the closure process.

Officers at a facility in the layoff unit will be allowed to voluntarily transfer outside of the layoff unit before the bumping process begins. Those in the layoff unit can get a Voluntary Transfer Form from their personnel office. **Completed forms must be turned in to your personnel office by 3 p.m. Friday, Sept. 7. Forms must be date and time stamped by personnel. Keep a copy for your records.**

After those members leave the layoff unit, the bumping process will begin. In the bumping process, the two facilities' seniority lists will be combined, and all FTEs at AMF will

be filled according to seniority. Members who do not have the seniority to be placed at AMF will be given a layoff notice and an Expedited Recall Form. The Expedited Recall Form gives members rights to return to AMF as the MDOC fills vacancies there.

MCO is opposed to any closure when prisons are operating far above their intended capacity because it creates a potentially dangerous situation. This was one of the factors that led to the riot at Kinross Correctional Facility two years ago. Now is not the time.

MCO leaders, including President Byron Osborn, Vice President Ray Sholtz, and Board Member Gabe Justinak protested the closure along with the local community at a rally Aug. 24. [See photos in our members-only Facebook group.](#) MCO will keep members updated.

## AROUND THE STATE: CO ASSAULTED AT IONIA

**An inmate kicked, punched, and spit on an ICF officer Aug. 26.**

The CO was sitting at the officers' desk in a Level V general population unit when an inmate walked up to him and started hitting him. Another officer quickly intervened and together they tried to restrain the prisoner, but he continued to fight. He wrapped his

legs around the officer he assaulted and choked him with one hand.

Another officer responded, and staff were eventually able to stop the assault.

The assaulted CO and the first to help were taken to a hospital. They returned to work later that night.

The inmate was transferred.

Stay safe.

**An Alger officer found prescription drugs, a cell phone, weapons, and other contraband in a package mailed to an inmate.** After finding the contraband Tuesday, COs searched a Level IV unit and found more contraband.

Last week at Alger, at least eight prisoners were involved in fights or assaults.

We will disclose more information with members once the process is complete. Watch the KYI and the [website](#) for more.

## BARGAINING CONTINUES

Bargaining between MCO and the Office of the State Employer (OSE) is ongoing.



Share:



In many families throughout Michigan, public service is a tradition.

The McVeans are one of those families. Jim (Mack) McVean just retired after a career with the MDOC of more than 25 years. His son, Maxwell, recently celebrated his 10-year anniversary with the MDOC.

[Watch a new video from MCO](#) to learn more about why they took on corrections careers and why corrections officers should have a voice in their workplace.

## MEMBERS, PLEASE FILL OUT SURVEY ON MCO DIGNITY INITIATIVE

In 2016, MCO created the "officer dignity initiative" to hold inmates accountable for liquid assaults and sexual deviant behavior toward staff.

By most measures, our initiative has been a success. Over the past 18 months, multiple unions, corrections departments, and jails across the country have sought MCO's advice on how to replicate our efforts and bring the officer dignity initiative to their respective states.

But we need members' help. We want to know how this initiative has impacted you and your work environment and what changes you have seen as a result.

To do so, MCO has partnered with the University of Colorado in Colorado Springs to field a [unique research study](#) in order to determine what impact the officer dignity initiative has had and to analyze the responses of corrections professionals so other states and countries can learn from our efforts in Michigan.

As always, if we don't do it, no one else will. [Access the survey now.](#)





## MOVE FORWARD: THE VALUE OF INTEGRITY IN CORRECTIONS

In life or on the job, integrity is among the most important values an individual can possess. It is central to earning the trust of the public and vital to building relationships with our co-workers, supervisors, friends, and family.

[Integrity](#) can mean something different to us all. For some, it's simply following through on your word or doing what is needed when no one else is looking. For others, it's being a good role model, practicing what you teach, and leading by example no matter what the situation.

That's why integrity is the most recent value in the Michigan Corrections Organization – [Move Forward Campaign](#).

For corrections officers, integrity can be displayed in a variety of ways and is often tested at every turn. But who we are and how we conduct our business speaks volumes about our

profession and illustrates the key role we play in the criminal justice system.

Corrections Officer Pam Basal of the Marquette Branch Prison said that she has run into former inmates while volunteering at the U.P. State Fair, and they've commented on the integrity of officers and what impact it had on their lives.

"They said the programming was good, but it was the officers in the unit that made the difference, that made sure that they got up, learned to be responsible, set an example for who they should be... we (the COs) helped change them," CO Basal said.

What does integrity mean to you? MCO wants to hear from you and lift up your stories. This is how we start to change the narrative on corrections work and break down the misperceptions of who officers are



This latest value in the Move Forward Campaign is Integrity. [View the poster now on Instagram.](#)

and what matters most in our profession. Email MCO Communications Director [Anita Lloyd](#).

## MCO points out the role of COs as first responders in the opioid crisis

MCO is elevating messages of professionalism in corrections in many different ways. This week, the Detroit News published a column by MCO Executive Director Andy Potter on the dangerous opioids flowing into U.S. prisons, and the role COs should play in combating them.

Read the column on the [Detroit News website](#).

"Recognize corrections officers as first responders and allow us to carry and administer life-saving drugs such as naloxone," Potter writes. "By doing so, we create an alert and well-trained workforce with the skills and knowledge to impact the opioid crisis on the front lines and provide on-the-spot care."

**This article's timing coincided with the Michigan House of Representatives' 9/11 ceremony in which they recognized first responders throughout the state.** Each

representative was allowed to bring two first responders as their guests and until recently, corrections officers had not been invited. But at Thursday's ceremony, there were four officers from Jackson, Lansing and Ionia representing corrections as first responders. [See photos on Flickr](#) or our [members-only Facebook group](#).

We should all be thinking outside the box about what a union is and should be to its members. It's more than a contract. When we join together, we can elevate our profession in powerful ways.

## IN MEMORIAM: CO WROBEL



LCF retiree William (Bill) Wrobel passed away Aug. 24.

Wrobel started with the MDOC in 1993 at Alger and retired from Lake-land in 2015. He also served in the Air Force Reserve.

A celebration of Bill's life will be Sept. 10 in Coldwater. Information is at [dutch-erfh.com](#).

Rest in peace, CO Wrobel.



## Join Ionia members and Rep. Calley in a special clean up day Sept. 19

Ionia MCO members have adopted a two-mile stretch of M-21 near the prisons, and they need your help cleaning it up.

**Join fellow officers and Rep. Julie Calley for a cleanup day Wednesday, Sept. 19. Volunteers should meet at 10 a.m. sharp in the Bellamy Creek parking lot.** All MCO members and retirees are invited to pitch in!



MCO leaders would like to thank Brian Gibson, an IBC chapter steward, and Sean Conley, IBC chapter president, for stepping up to adopt the highway. This is just another great example of how MCO members give back and make a difference in their communities.

We'd also like to thank Rep. Julie Calley for supporting corrections officers. Last week, Gibson and Conley were her guests at the Capitol in Lansing for a ceremony recognizing first responders.

If you are interested in pitching in or need more information, contact Brian Gibson at [cfcccp@sbcglobal.net](mailto:cfcccp@sbcglobal.net).

See you there!



Brian Gibson (left), Rep. Julie Calley, and Sean Conley at the Capitol last week for first responders day.

### AROUND THE STATE: OFFICERS UNCOVER CONTRABAND AT SMT, LMF

Last week, a Parnall officer found about 150 strips of Suboxone under a trash can in the visitor's restroom.

Great work to the officers who prevented this contraband from getting into the hands of inmates.

An Alger officer found a syringe hidden inside a prisoner's tube of toothpaste last week. The inmate was in the Level IV Pine unit, but was transferred to segregation.

The syringe was at least 6-in. long. Great job to the officer who found this well-concealed contraband.



### IN MEMORIAM: CO NICEWANDER

DRF Officer Alan Nicewander passed away Sept. 1.

Nicewander started his career with MDOC in 1999. He worked at St. Louis before transferring to Carson City. He leaves behind a wife, three children, and several grandchildren. Services were last week.

Please keep Nicewander's survivors and DRF staff in your thoughts.

Rest in peace, Officer Nicewander.

### MCO CRISIS FUND RAFFLE TICKETS ON THE WAY

Interested in buying tickets for this year's Crisis Fund Gun Raffle? MCO chapter presidents should receive tickets next week.

The top prize is a hunting trip at Hopkins Trophy Ranch worth \$2,500.

Other prizes include hunting rifles, crossbows, cash, and a stay at Kalahari.

See a full list of prizes [on our website](#).

See your chapter president next week to get tickets!

### 2018 STATE EMPLOYEE SURVEY OPEN NOW

All members are encouraged to take the 2018 Employee Engagement Survey, which opened Monday.

It's important for all employees to take the survey and let their voice be heard. The Department uses responses to identify and address areas of con-

cern to staff. The survey is being administered through a third-party company, PricewaterhouseCoopers.

Answers are anonymous.

State employees should have received the survey by email. Please complete the survey by Oct. 1.

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## MCO's 2018 ENDORSEMENT GUIDE ONLINE NOW!

Get ready to vote in the Nov. 6 election! MCO just released an [endorsement guide](#) with important election information.

- In the guide you'll find:
- [A video interview](#) with gubernatorial candidate Gretchen Whitmer.
  - Why COs should seriously consider voting absentee.
  - How MCO decides who to endorse.
  - How members are building bridges with legislators.
  - MCO's full endorsement list.

[Read the guide now.](#)

Your vote is your own. These endorsements are a suggestion we hope you will consider when making a personal decision about how to vote.

Prepare for election day now by going to [michigan.gov/vote](http://michigan.gov/vote). From there you can:

- Register to vote (deadline: Oct. 9)
- See a sample ballot
- Find your voting location
- Learn how to vote absentee

Thanks for checking out the MCO endorsement guide.



## REST IN PEACE, CO DEMARSE

Marquette Officer Earl DeMarse passed away Sept. 25, 1973 – 45 years ago this week.

DeMarse, an officer with 26 years of experience, was about 15 minutes into his shift when he was stabbed several times. An ambulance was called, but DeMarse died while en route to a hospital. His killer was sentenced to life in prison, and he is still incarcerated at an Ionia facility.

DeMarse is one of Michigan's four fallen corrections officers who are honored on [MCO's Fallen Officers Memorial](#). We are proud to say we haven't forgotten those who have made the ultimate sacrifice.

Please take a few moments to remember DeMarse and the sacrifice he made. And as always, please watch your back and your partner's back.

Thank you for your service in Michigan's toughest job.

## BARGAINED PAYMENTS COMING TO CHECKS SOON

Attendance and physical fitness incentives, dry cleaning allowances, and longevity payments will be dispersed in October and November.

See scheduled payment dates at right. MCO bargains these payments in the contract.

The payments will be added to regular paychecks. Additionally, the 2% wage increase will take effect Oct. 1 and will be seen on paychecks starting Oct. 18.

For more details, see articles 22, 27, and 37 of the [contract](#).

Payment	Amount	Date
Base-pay increase	2%	Oct. 18
Uniform allowance	\$575	Oct. 18
Sick/physical fitness incentive	varies by amount of sick time used	Nov. 1
Longevity	varies by years of service	Nov. 1

## OCF CLOSURE: LAYOFF AND BUMP NOTICES ISSUED MONDAY

Bump and layoff notices were issued Monday to officers affected by the Ojibway closure. MCO Executive Board members were at OCF and AMF Monday to support members and answer questions.

The next deadline in this process is 4 p.m. Oct. 4. By that date, members must accept or decline their bump. For

those below the seniority line, 4 p.m. Oct. 4 is the deadline to decide to take the layoff or utilize the expedited recall in lieu of layoff. Make sure to have personnel time and date stamp your forms and keep a copy for your records.

MCO leaders and staff will continue to support members and keep them updated throughout this process.

## WE STAND WITH WHV COs!

MCO hosted a special cookout Thursday to show our solidarity and appreciation for WHV officers, especially the women who have faced 8-hour mandates multiple times per week. [Read about it on our website.](#)

This is the type of work we can do when we stick together. Thank you to all who volunteered and came out!







## SEND A STRONG MESSAGE OF SOLIDARITY – WEAR THE MCO ANNIVERSARY PIN COMING IN MAIL

In facilities all over Michigan, MCO members are discussing Civil Service rule changes that are scheduled to take effect January 1, 2019. These changes are the result of a strategic attack on unions and another attempt by anti-worker organizations to silence the voice of workers and inject uncertainty about issues important to corrections officers and forensic security assistants.

Like our brothers and sisters who founded this organization, MCO members have met these attacks head on and refused to back down or be intimidated by bad policies designed to break us.

**As a way of demonstrating our solidarity and commitment to each other, we are asking all members to wear this 50th anniversary pin on their uniform until the end of 2018. By doing so, it sends a strong message – that you support your brothers and sisters and believe in the collective power of our union. Members should receive the pin in the mail in the next few days.**

This pin also symbolizes your resolve and our union's proud tradition



[This new video](#) explains how the Michigan Civil Service Commission adopted rule changes that prohibit bargaining on several issues important to MCO members. Read more about the changes and how MCO members can show solidarity despite the changes at [mco-seiu.org/civilservice](http://mco-seiu.org/civilservice).

Share video now:



of not allowing outside influences divide or defeat us.

We've faced challenges in the past and the fact that MCO consistently maintains the highest rate of union membership speaks to the tenacity and dedication of our members.

**Now we face another set of challenges and we know that one officer or facility can't do it alone. It will take all of us fighting together to keep what we have earned and protect what others are so desperately trying to take away.**

As always, it's up to us and no one is going to do the work for us. MCO is a union of 6,100 individuals and we know that together there is leverage in numbers. It's time to stand up for each other and show our solidarity. Wear this pin on your uniform for the rest of 2018 and let everyone know that together, We Are MCO!

## MDOC HAS FAILED ITS OFFICERS – MCO GOING TO IMPASSE ON CONTRACT

[As announced Thursday](#), MCO is going to impasse on contract negotiations. The MCO legal team is expected to file a 20-page brief and 130 pages of exhibits today with the Michigan Civil Service Commission's Impasse Panel.

Our key outstanding issue is the ever-growing staffing crisis. MCO has proposed several possible solutions to retain staff, but the Office of the State Employer and the Michigan Department of Corrections have denied all of them because of their cost – even though the funding required would be a small fraction of the overall corrections budget.

“For the last few months at the bargaining table, and years before that in other venues, MCO has been proposing solutions to the persistent staffing crisis in Michigan prisons. Some of our ideas have been heard, some have not,” said MCO Executive Director Andy Potter, MCO's lead negotiator. “Let me be clear – the excuses and can-kicking end today. The employer has failed their officers, so MCO leaders will do everything in our power to implement real solutions to this crisis, even if the MDOC won't. That's why we're going to impasse.”

Although we are deadlocked, MCO leaders are still open to working with OSE and MDOC to resolve this contract. MCO will continue to keep members updated.

[Read our full impasse announcement.](#)



### IN MEMORIAM: BELLAMY CREEK CO JOHN CARTER

IBC Officer John Carter passed away Friday morning.

Carter was a shift steward and had 15 years with the MDOC.

Services have not been announced.

Please pray for IBC staff and Carter's family and friends.

Rest in peace, CO Carter.





## MOVE FORWARD: THE VALUE OF UNION

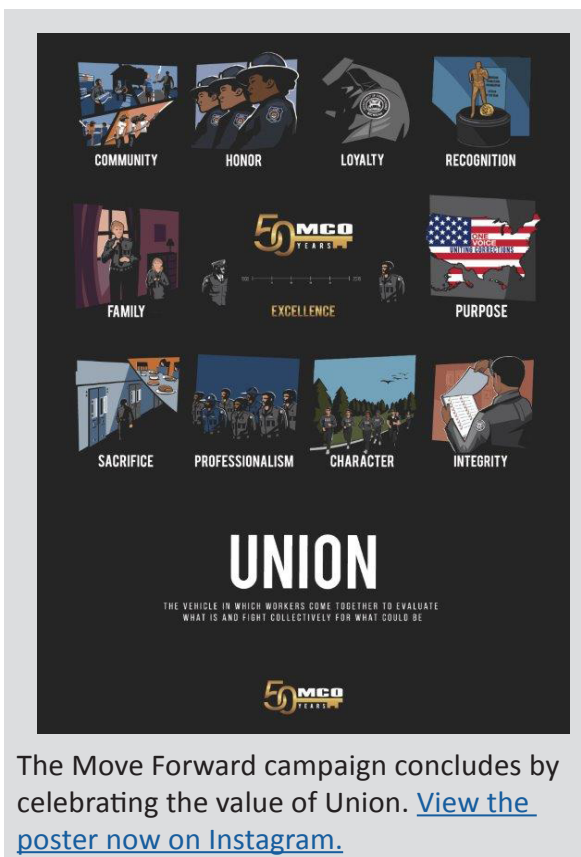
As we approach the end of 2018, MCO's [Move Forward](#) campaign concludes with the value of Union.

Move Forward has always been about much more than a simple poster, but what began as a statewide campaign to highlight the exceptional values of our members has grown into something much more important.

In the public or in our institutions, these values have set the backdrop for who we are and what we are about. They have allowed us to reshape the narrative of our profession and illustrate the values that make our members and our union a leader in our industry and important voice in securing long overdue respect and dignity in the workplace.

That sense of pride and professional respect has led to wins in more ways than one. In 2016, MCO won [recognition and health benefits for survivors](#) of officers who die in the line of duty. Our [Officer Dignity Initiative](#) brought awareness and improvements to the handling of dress outs and sexual deviant behavior by inmates toward staff and inspired two bills (HB [4118](#) and [4119](#)) currently pending in the legislature.

This year alone, our members have advocated on behalf of 17 bills to increase the safety and security of Michigan prisons and championed more awareness of PTSD in corrections. This led to the development of the MDOC-EPIC team on Employee Wellness (which includes MCO Execu-



The Move Forward campaign concludes by celebrating the value of Union. [View the poster now on Instagram.](#)

tive Board Member Marcus Collins) and a [\\$50,000 study](#) ordered by the legislature.

Our union has faced challenges in the past – bargaining impasses, assaults, riots – but we've kept up the fight and always stuck together. Move Forward is yet another way of displaying our resolve and showing we are up to the challenges of today and tomorrow.

Move Forward doesn't end here. We must continue to be guided by the values that unite and advance us as sisters and brothers in the Union.

What does Move Forward and the value of Union mean to you? Email your thoughts to [anita@mco-seiu.org](mailto:anita@mco-seiu.org).

Read the full story on the value of Union at [mco-seiu.org/moveforward](http://mco-seiu.org/moveforward).

## IMPASSE BRIEF ONLINE NOW

MCO has filed a legal brief outlining our arguments for impasse. You can [read the brief and exhibits](#) on our website.

MCO Legal Director Jeff Foldie will argue our case before the impasse panel. The hearing will probably be the morning of Oct. 31. The hearing is open to the public, so MCO members may attend. As soon as we have confirmation of the exact time and date, we will share details with members. MCO staff is also trying to set up a livestream of the hearing. Stay tuned for more details.

Our primary concern at impasse is the dangerous staffing crisis. MDOC cannot retain officers and cannot recruit enough COs to keep up with vacancies. The MDOC has failed its officers by not addressing this years-long problem. Read more in our [Oct. 4 impasse announcement](#).

Thank you, members, for your continued support.

## MCO'S LEGISLATIVE PRIORITIES

More than one dozen MCO-backed bills are pending at the legislature. [This chart summarizes the bills](#) we've advocated for strongly during the 2017-2018 legislative session.

We also sent a [letter to every legislator](#) in the House and Senate urging them to take up these bills before the end of the 2018 legislative session.

Lobbying is just one piece of the work MCO does to promote professionalism and build awareness on issues that jeopardize the safety and security of members.

We'll keep you posted on the progress of these bills but encourage you to call your representatives and senators and tell them to act now and protect those who protect others. **See and share the chart on [Twitter](#) or [Facebook](#).**



## JOIN US AT IMPASSE HEARING WEDNESDAY IN LANSING

MCO's impasse hearing is set for 11 a.m. Oct. 31. MCO Legal Director Jeff Foldie will argue our bargaining position in front of the Impasse Panel. This is a public meeting, so members may attend. **Seating will be very limited and we cannot guarantee everyone will get a seat.** If you do plan to attend, please wear your [50th anniversary pin](#) to show our solidarity.

**WHEN:** 11 a.m. Wednesday, Oct. 31

**WHERE:** 400 S. Pine St., Lansing, MI.

[More important info is in this printable flyer.](#)

Our primary concern at impasse is the dangerous staffing crisis.

Read more about our impasse position:

- [MDOC fails corrections officers: MCO forced to go to impasse to address the staffing crisis](#)
- [Impasse Documents Filed: Read them here](#)

## FSA OPEN ENROLLMENT STARTS THURSDAY

2019 Flexible Spending Account (FSA) Open Enrollment runs from Nov. 1 thru Nov. 30. Eligible employees who wish to participate in the 2019 plan year, beginning Jan. 1, 2019, must enroll, even if you are currently enrolled for the 2018 plan year.

FSAs allow you to set aside wages on a pre-tax basis to pay for certain expenses. 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 amounts for 2019 are \$2,650 for eligible health care expenses and \$5,000 for eligible dependent care expenses.

You are encouraged to verify that your contact information is up-to-date in the system as FSA Open Enrollment materials will be sent to you via email. If you do not have an email address currently listed in your HR Self-Service account, materials will be delivered by mail. Verify or update your contact information by logging into HR Self-Service, selecting "Employment," and then "Work Phone & E-mail" from the menu at left. You may also contact the MI HR Service Center at 877-766-6447.

- Provided by OSE

## AROUND THE STATE: DDC CO HURT DURING RESPONSE

**A DDC officer's knee was fractured recently when a combative detainee pushed her into a wall.**

The detainee was handcuffed by another officer for being disruptive. That made her irate, COs said. The injured officer came to assist when she was shoved into a wall and hurt her knee. No other injuries were reported.

She has not returned to work.

The detainee will likely be charged with assault on corrections staff.

Please join us in wishing this officer a quick recovery.

**Eleven Baraga prisoners were sent to segregation after yard fights.**

The arguments broke out on Unit 4 (Level V) and Unit 7 (Level V) rec yards Oct. 19. Officers said it was gang related. No serious injuries were reported, but the prison was placed on lockdown.

Other events:

10/24: Officers find two weapons in Unit 4 (Level V) during shake down. One was made from an inhaler and the other from a pair of glasses.

10/18: Level V inmate spit in an officer's face during food tray pick up.

## IN-PERSON ABSENTEE VOTING GOING ON NOW

Members, don't forget to vote absentee this year.

[Download the absentee voter application now.](#)

Print and complete the application and return it in person to your city clerk. They will give you a ballot on the spot, which you can complete and turn in. It's too late to mail your application and receive an absentee ballot back by mail.

You can visit [mi.gov/vote](http://mi.gov/vote) to find your clerk's address, check your registration status, and view a sample

ballot.

Voting absentee is easy and can offer flexibility for the unpredictable work schedules of officers. We all know mandates are frequent and unpredictable. Make sure nothing gets in the way of your vote this year — vote absentee.

Don't forget to read [MCO's endorsement guide](#). Our endorsements are one suggestion we hope you'll consider when making a personal decision about how to vote.





# BULLETIN

Oct. 31, 2018

## IMPASSE PANEL HEARS OUR RETENTION CONCERNS

The impasse panel hearing took place today as scheduled.

“Risk, Reward, Retention” was our mantra. MCO’s arguments focused on the years-long staffing crisis and MDOC’s inability to retain officers. MCO Legal Director Jeff Foldie presented several pieces of data, including staffing statistics, to show the problem is real, and that MDOC hasn’t adequately addressed the issue. The panel seemed especially interested in the fact that one-third of all officers hired since 2012 are no longer corrections officers.

Foldie also pointed out that one-fifth of prisons are at critical staffing levels, and women officers at WHV have been forced to work shifts of 16 hours or more several days a week.

The state did not present strong evidence against our arguments in their rebuttal. They said the MDOC is working on recruitment and we should let their efforts play out over the next year. Their statements centered on recruitment, but not retention.

MCO also addressed PTSD and the stresses of working in corrections. Officers are doing the job under extraordinary pressure and this should be reflected in their compensation.

MCO staff intended to livestream the meeting, but that wasn’t permitted. The impasse panel required us to make a motion to allow livestreaming and video recording. The state objected, saying the hearing was an extension of the bargaining process. In the end, the panel did allow us to record video. But because the panel acknowledged the hearing is an extension of bargaining, we aren’t sure when we will be able to release the video. We don’t want to take a misstep that could backfire on us this late in the process.

The impasse panel must release their report by Nov. 21.

Watch our [website](#) and [Facebook group](#) for future updates.

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## 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.



## Support your MDOC family as they take to the ice!

The MCO Enforcers and MDOC Black Knights hockey teams will face off for the first time ever!

Join us at **8:30 p.m. Friday, Dec. 14 at the Summit Sports and Ice Complex in Dimondale** near Lansing. Tickets are \$10. Kids 12 and under are free. This will be a fun event for the whole family.

The MCO Military Members Committee is hosting the event. All proceeds will be donated to a good cause.

“We don’t get enough chances to come together outside of work,” said Ray Sholtz, MCO Vice President and chair of the Military Members Committee. “Events like these build camaraderie, so I hope to see lots of members there.”

**MCO Enforcers** X **MDOC Black Knights**

For the first time ever, these two teams will battle it out on the ice! All MDOC staff and their families are invited for a night of fun to support a good cause.

Sponsored by the MCO Military Members Committee.

**MCO Enforcers v. MDOC Black Knights**  
**WHEN:** 8:30 p.m. Friday, Dec. 14  
**WHERE:** Summit Sports and Ice Complex, 9410 Davis Hwy, Dimondale.  
**COST:** \$10 per person. Kids 12 and under free.

**MCO Enforcers**  
 Dylan Coston, SLF  
 Jason Bushong, CMCF  
 Collin Rewerts, SLF  
 Michael Powell, TCF  
 Edward Rodarte, SLF  
 Sam Heeke, DRP  
 Dustin Dively, MTU  
 Joseph Landfrank, SLF  
 Ian Coston, SLF  
 Steve Coston, SLF  
 Dan Barnett, SLF  
 Terry Koslars, TCF  
 Drew Coston, SLF

**MDOC Black Knights**  
 Aaron Lashley, JCF  
 Matt Sison, ARF  
 Jason Spear, TGA Lansing  
 Paul Raymond, TGA  
 Jason Kankel, Oakland Co. Comm. Cor.  
 Kevin Moses, FDA Livingston  
 Don Matson, FDA Lansing  
 Troy Pendell, STF  
 Josh Warmingier, SMT  
 Jim Warren, MCF  
 Steve Falik, JCS  
 Sean Heekin, LARA  
 Vincent Ryckman, JCF  
 Matt Davis, RDC  
 Mike Boyden, Pontiac Parole/Probation

[Click to view the flyer.](#)

## MCO MEMBER BENEFITS OFFERS DISCOUNTS FOR FUN AROUND MICHIGAN AND U.S.

Beat the winter blues with discounts from MCO.

Here’s a glimpse of the members-only discounts [on our website now](#):

- Tickets at Work is offering a complimentary perk that gives MCO members access to 20 – 60% off on movies, hotels, shows, concerts, sporting events and more. You can save when you visit places like Walt Disney World Resort®, Disneyland®, Sea World®, Universal Studios®, and Six Flags, or when you see a show in Las Vegas or New York City.
  - Splash Universe in Dundee is offering a great promotion for the month of November. Save 50% on your Sunday night stay if you stay with them Monday night, too.
  - Save up to 30% on best available rates at Great Wolf Lodge in Traverse City and around the U.S.
- To get details on how MCO members can use these discounts, email [Tara Nichol](mailto:Tara.Nichol@mco-seiu.org) with MCO Member Benefits or call 517-485-3310 ext. 150. Your membership will be verified before discount codes are provided.

## IN MEMORIAM: MACOMB OFFICER EDWARD FURIE



Macomb Officer Edward Furie passed away Nov. 15.

CO Furie had worked at MRF for more than 24 years. Staff say he was a dedicated officer who will be missed.

A viewing is today from 2:30 p.m. to 8 p.m. at Gendernalik Funeral

Home, 35259 23 Mile Rd, New Baltimore, MI 48047.

A funeral service is scheduled for 10 a.m. Tuesday at the same location, contingent on clergy’s availability.

Please keep CO Furie’s friends and family and MRF staff in your thoughts. Rest in peace, CO Furie.

## MICHIGAN TRAINING UNIT OFFICERS FIND CONTRABAND

MTU officers found a cell phone and Suboxone Nov. 13.

The phone was hidden in a bar of soap in an inmate’s area of control. The prisoner, who had graduated from college while incarcerated and was in one of MTU’s special programming units, was taken to segregation.

Officers found Suboxone later that day in a Level II inmate’s belongings.

Both were found in routine shake-downs. Great job to the COs who

uncovered this contraband.

This story serves as a reminder that staff must be vigilant at all times and in all locations inside a prison, including honors units.

**What’s been going on at your facility?** Remember, we can’t report on news like staff assaults, inmate fights, contraband, etc. if we don’t hear about it. Email Communications Director [Anita Lloyd](mailto:Anita.Lloyd@mco-seiu.org) with information.

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# BULLETIN

Nov. 21, 2018

## IMPASSE PANEL ISSUES RECOMMENDATION

The Impasse Panel has recommended MCO and the state to continue bargaining to find a solution to the officer retention crisis.

The panel "... (R)ecommends ordering the parties to continue bargaining over alternative ... solutions to the vacancy problem during year one of the economic portion of the agreement," the recommendation states.

[Read the full recommendation here.](#)

The panel also recommended bargaining unit employees receive a 2% wage increase and a 2% lump sum in October 2019.

All other items tentatively agreed upon by MCO and the state were approved by the panel.

**The panel's recommendation is still subject to approval from the Michigan Civil Service Commission, which meets again Dec. 12.**

**It's important to note that MCO received this decision at 5 p.m. today. We are reviewing the decision and may have additional information or clarification soon.**

"Officer retention is a serious issue," MCO President Byron Osborn said. "While MDOC leaders have adopted some of our ideas to curb the recruitment and retention crises, they were not open to discussing it at bargaining. We hope they come to the table with a renewed sense of urgency to fix these problems now, for the safety of their staff and security of their prisons."

Watch [our website](#) and [Facebook group](#) for future updates.

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## QUICK UPDATES: BOARD STATEWIDE VISITS, RUO LAWSUIT STATUS, AND BARGAINING IMPASSE

**MCO Executive Board members are traveling the state to speak with members and answer questions about the contract and civil service rule changes.**

Staff members toured facilities last month to gather questions, which were provided to the Board. You can also ask a question at your chapter's meeting.

Meetings and tours will be held for all chapters this month. More information should be posted on your facility's union bulletin board. If meeting information is not posted, please [let us know](#).

**The Michigan Supreme Court will hold oral arguments on our RUO/CMUO lawsuit Jan. 23 or 24.** Once we have an exact date, we will share it with

members.

The purpose of this hearing will be for the Court to decide if they want to hear the case and then rule on the issue.

MCO has been fighting the elimination of the RUO/CMUO classifications since 2012. [Read a timeline of our actions.](#)

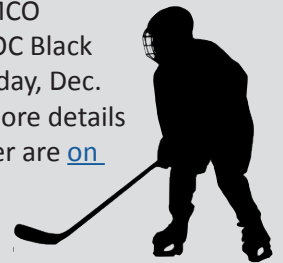
**The Impasse Panel has recommended MCO and the state to continue bargaining to find a solution to the officer retention crisis, as MCO announced in a bulletin Nov. 21.**

The panel also recommended bargaining unit employees receive a 2% wage increase and a 2% lump sum in October 2019.

All other items tentatively agreed upon by MCO and the state were approved by the panel.

The panel's recommendation is still subject to approval from the Michigan Civil Service Commission, which meets again Dec. 12. The Commission could accept, reject, or modify the panel's recommendation. Visit our [Facebook group](#) and watch your email for updates.

Don't forget, the MCO Enforcers and MDOC Black Knights face off Friday, Dec. 14 near Lansing. More details and a printable flyer are [on the MCO website](#). See you there!



## AROUND THE STATE: OCF NOW SHUTTERED; AMF INMATE STABS OFFICER

**Ojibway Correctional Facility closed Dec. 1 as scheduled.**

Some officers in the bump region voluntarily transferred to other facilities and are now awaiting recall to AMF.

MCO leaders realize this closure was especially painful due to Ojibway's location. MCO will continue to advocate for all members throughout any challenges we face.

**A Baraga inmate stabbed an officer in the legs Nov. 25 as the prisoner was being removed from his cell.**

The CO was treated at Baraga County Memorial Hospital and released. He returned to work the next day.

A Level V inmate in Unit 7 broke his computer tablet and used a sharp piece to stab the officer, MCO members said. He also tried to jab the officer in the torso, but his stab-proof vest protected him. The move team was extracting the inmate from his cell because he made the weapon. Tablets are enclosed in

security cases to prevent breaking, but officers say this inmate was apparently able to break his.

Luckily, this officer wasn't seriously injured. Watch your partner's back and stay safe.

**Marquette officers have dealt with several gang-related fights over the last few weeks and a staff assault.** At least 25 inmates have been sent to segregation.

On Nov. 23, seven inmates were sent to segregation after fights on the Level V yard. A modified movement plan was put in place. A tattoo gun was also found that day.

The next day, a four-inmate fight broke out in the B-unit (Level V) showers.

An officer fired a warning shot to break up a four-inmate fight Nov. 25.

Then Dec. 1 a prisoner stabbed another inmate with a 6-in. piece of sharpened metal. The inmate was treated

at a hospital.

There were at least three other fights and assaults last month involving at least 10 inmates. Great work to the MBP staff who responded to these emergencies.

### MCO Aggressively Pushes Pro-Officer Agenda During Lame Duck



With just a few weeks to go in the legislative calendar, MCO is advocating for 18 pieces of pro-officer legislation. Legislators have already [passed a bill](#) that will honor fallen COs Josephine McCallum and Jack Budd.

MCO has commissioned a mobile billboard with a message directed at lawmakers. See the [mobile billboard in action](#) and retweet us to help spread the word.



# BULLETIN

DEC. 12, 2018

## MCSC IMPOSES CONTRACT ON MCO FOR 2019-2021

The Michigan Civil Service Commission has approved the impasse panel's recommended contract but says the state doesn't have to continue bargaining solutions to the retention crisis with MCO. MCSC made this decision at its meeting today.

The impasse panel's recommended contract calls for a 2 percent wage increase and a 2 percent lump sum in October 2019 with no increase to health care costs for one year.

The contract the commission has imposed will last three years, but addresses only one year of wages and health care. The imposed contract requires the parties to return to the table in 2019 to bargain those issues for future years of the contract.

All other items tentatively agreed upon by MCO and the state were approved by the commission.

Cheryl Schmittiel, director of the Office of the State Employer, asked the commission to reject the panel's recommendation that we bargain retention solutions. Commissioner Janet McClelland made a motion to reject that requirement, saying the parties will continue conversations and be back at the table in about six months anyway. The amendment passed 3-1, with Commissioner Robert Swanson opposed. The entire commission then voted 4-0 to adopt the panel's recommendation with that change.

MCO Legal Director Jeff Foldie and MCO Executive Director Andy Potter spoke in favor of keeping the bargaining requirement. In fact, they asked the commission to strengthen it by setting retention goals and a time frame for bargaining on this crisis. That was not approved.

MCO will continue to insist MDOC recognize the recruitment and retention problem that we have and seek realistic solutions, even though the commission gave them a free pass today.

Soon the MCO bargaining team will begin preparing to bargain again next summer.

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## MEMBER ADVOCACY LEADS TO MCO-BACKED BILLS MOVING THROUGH LAME DUCK

This week, the House and Senate passed important legislation related to drones, recognizing an emerging and imminent threat to corrections professionals.

These bills, which were heavily advocated for and supported by MCO, will

- make it illegal to use an unmanned aircraft system (UAS or drone) for activities that would otherwise be criminal if performed by the individual;
- prohibit a person from knowingly and intentionally using a drone in a manner that interferes with the operations of a correctional facility;
- prohibit a person from knowingly and intentionally using a drone in a manner that interferes with the official duties of

a state correctional officer.

This movement comes amid a year-long campaign by corrections officers, staff and leaders on the topic. In September of 2017, MCO drafted a [position statement](#) and presented our case to the governor's [Unmanned Aircraft Systems Task Force](#). In addition, members held town halls, coffee hours, legislative meet-and-greets and arranged tours with elected officials to educate them on the importance of safety and security within the prison. These bills will now go to the governor for his signature.

While we are happy to see these bills move, we still have several outstanding pieces of legislation that need to be passed before the end of the legislative

session, which is slated for Thursday, Dec. 20th. Outstanding on our list are bills that address targeting of officers, liquid assaults and more. We even rented a [mobile billboard](#) to catch legislators' attention. But lawmakers need to hear from front-line staff, too.

**Please take a few minutes to email your Senator and ask them to prioritize and support pro-officer legislation. If these bills aren't passed by Dec. 20, they could be reintroduced next session, but they'd start from square one. [Please email your Senator now!](#)**

Find out more about the drone bills: [HB5494](#), [HB5495](#), [HB5496](#), [SB917](#), [SB922](#)

## MCSC APPROVES CONTRACT; VIDEO OF IMPASSE HEARING ONLINE

[As announced Wednesday](#), the Michigan Civil Service Commission approved a contract for 2019-2021.

MCSC approved the impasse panel's recommended contract, which calls for a 2 percent wage increase and 2 percent lump sum in Oct. 2019. But the commission disagreed with the impasse panel's recommendation that MCO and the state continue bargaining solutions to the retention crisis.

The contract the commission has approved will last three years but addresses only one year of wages and health care. The imposed contract requires the parties to return to the table in 2019 to bargain those issues for future years of the contract.

Because the Michigan Civil Service Commission has now settled our contract, we are releasing the [video of the Impasse Panel hearing](#) Oct. 31. We realize parts of the video may be hard to hear, so we are also releasing the

[hearing transcript](#). Thanks, members, for sticking together in these challenging times.

### Don't forget, the MCO Enforcers and MDOC Black Knights take to the ice tonight!

All proceeds go toward an Honor Flight for Vietnam Veteran Eugene Linn and Sweets for Soldiers. The MCO Military Members Committee is hosting the event. [View a flyer with more details.](#)



## Briefly...

The 2018 holiday packet, which includes next year's pocket calendar, was mailed to members in late November.

This year's mailing also includes a window decal, president's letter, and a wall calendar featuring the [Move Forward](#) posters.

Holiday packets are only sent to dues-paying members. If you have not received your packet, please email [Mikaela Bliven](#).

The Exchange Transfer List will be cleared in early January. If you requested to be placed on the list before August 2018, your name will be removed. If you do not want your name to be removed, please email [Anita Lloyd](#) 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.



## OFFICERS, TAKE THE MDOC WELLNESS SURVEY NOW

MCO encourages all MDOC staff to take the MDOC Wellness Survey sent to your state email.

All responses are anonymous. This survey closes Jan. 2, 2019.

MDOC is partnering with Desert Waters Correctional Outreach to conduct this survey. Desert Waters is a Colorado-based, non-profit corporation which specializes in the health and well-being of corrections professionals. You may recall that Desert Waters is the same non-profit that helped MCO conduct a member survey in 2015. They are a credible organization that truly cares about the health of corrections

professionals.

**This survey is our chance to tell MDOC administration what we need. We worked hard to get to this point – MCO conducted an assessment that backed up our claims about PTSD, worked with the legislature to explain the problem, and pushed the MDOC to do more for their employees. Let's keep up the momentum. Please fill out the survey so MDOC can understand what you are dealing with and what resources you need.**

Read more details you should know about the survey on the [MCO website](#).

## PRO-OFFICER BILLS PASS IN LAME DUCK WITH HELP FROM MCO

This legislative lame duck session was a historic one for MCO.

Seven MCO-backed bills passed the House and Senate and now await the governor's signature. These bills speak to everything from drone use near prisons and interference in facility operations to recognition of fallen officers. Thank you to all members who emailed their Sena-

tor to pass these important bills.

**Look for an MCO In-Depth next week on all of the legislation we supported in lame duck.**

Our efforts in the legislature are just one way MCO advocates for corrections officers and FSAs. If we don't push for legislation to raise our profession and protect our safety, who will?

## Special challenge coin honors fallen officers' sacrifice

The Michigan Department of Corrections Honor Guard and Michigan Corrections Organization have teamed up to create a beautiful, limited-edition challenge coin. It recognizes MDOC officers who have given the ultimate sacrifice and includes an image of an officer kneeling at MCO's Fallen Officers Memorial.

Coins are \$15 each plus \$3 shipping. Proceeds go to the Honor Guard.

To get yours, see an Honor Guard member at your facility. To receive a coin by mail, email CTO Jeff Reasoner at [reasonerj@yahoo.com](mailto:reasonerj@yahoo.com) to



purchase. Only 500 coins will be sold – don't wait to put in your order until it's too late.

The MDOC Honor Guard represents the best of who we are. Thank you, Honor Guard members, for your professionalism and dedication to service.

## IN MEMORIAM: OFFICER JACK BUDD



Dec. 27 is the 31st anniversary of Officer Jack Budd's murder at the former State Prison of Southern Michigan in Jackson.

An inmate, armed with a weapon, came out of a shower area and stabbed Budd. James Miller was sentenced to 80-120 years in prison. He is also serving two life sentences.

Josephine McCallum was murdered at the same prison on March 24, 1987. Budd's and McCallum's deaths 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.

Their sacrifice will never be forgotten. This year, [MCO worked with Rep. Julie Alexander](#) to pass a bill that will designate Interstate 94 between exits 139 and 141 in Jackson as the "Corrections Officers Jack Budd and Josephine McCallum Memorial Highway."

Budd, McCallum and our other fallen officers were also honored at MCO's Fallen Officers Memorial Dedication in 2017.

Please take a moment to remember Budd on Dec. 27.

**Congratulations to the Lori Gidley class that graduated this week! Good luck on your MDOC career.**

