

MDOC HOPES TO FILL MORE THAN 800 CO VACANCIES WITH NEW ACADEMIES

MDOC is now more than 800 officers short, and COs earned more than \$78 million in overtime in fiscal year 2018.

The updated numbers were released in a presentation MDOC gave last week to the House Appropriations Subcommittee on Corrections.

There are 828 vacancies, but 229 recruits are currently training to fill those positions, according to the MDOC. The department will run four academies this year with hopes to hire 820 officers. The department expects to continue to lose 50 or more COs every month.

In light of the staffing crisis, MCO has been requesting from the governor, the House, and the Senate more funding for hiring recruits and enhancing technology at the training academy.

In her budget proposal announced this week, Gov. Gretchen Whitmer asked for \$10.5 million for the correc-

tions academy for the 2020 fiscal year, which runs October 2019 through September 2020. If approved by the legislature, this means hiring would continue well into 2020.

Also at the hearing, MDOC showed departures by seniority, which indicated that of the COs who left their positions in fiscal year 2018, 27 percent had fewer than three years with the department. This is similar to numbers MCO introduced at impasse in bargaining last year. MDOC claims these COs left because they were mandated often and couldn't take off holidays. But without a survey instrument or other data or metrics to support that stance, it's just one possible reason among many others, including the phase out of retirement benefits and an increase in constant, trivial discipline.

We have asked MDOC to partner with us to draft a non-biased survey to collect data from employees so they can

tell us in their own words their reasons for leaving. This is the latest example of MCO reaching out and offering to be a resource in fixing the staffing crisis. Watch your emails and communications from MCO for updates.

MCO met with more than 180 recruits this week who are training in Lansing.

We are proud to say 94 percent of them chose to join MCO. Because the Civil Service Commission no longer accepts paper membership cards, MCO handed out tablets and new recruits signed up on our website. [You, too, can join or rejoin MCO now!](#)



AROUND THE STATE: IBC, URF OFFICERS ASSAULTED

A Bellamy Creek officer has not returned to work after an inmate punched him Feb. 17.

The assault happened in housing unit 5, a Level IV unit.

The officer approached an inmate who was loitering in the dayroom area, where he wasn't supposed to be at the time, and told him to leave. The prisoner turned and punched the CO several times in the head.

The officer had a concussion and was taken to a hospital. Another CO hurt his knee while responding. The prisoner has been transferred.

Please wish these officers a quick recovery. Stay safe.

A Chippewa inmate punched an officer Feb. 26 while he was making rounds.

The Level II prisoner came out of his cell swinging and hit the CO twice in the face. Officers quickly responded.

The inmate was taken to segregation and then transferred to another prison.

Marquette COs responded to at least three separate fights Feb. 22.

At least 10 Level V prisoners were involved in the fights.

Great job to the staff who immediately responded to these altercations. Officers must always be vigilant and ready to respond.

2019-2021 CONTRACT POSTED ONLINE

The MCO contract that took effect Jan. 1, 2019 is online now.

[Read the 2019-2021 contract here.](#)

Remember, this contract only includes one year of wages and benefits. We will be back at the table this summer to negotiate those items.

The parties noted areas where changes to Michigan Civil Service Commission rules resulted in removed language. These articles usually state that the topic "is a prohibited subject of bargaining and, as such, is governed by Civil Service Rules and Regulations."

Members will also receive a copy of the contract in the mail this spring.