

MINUTES OF:  
MCO Central Committee  
SEIU Local 526M  
May 10, 2017

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The meeting of the MCO Central Committee was called to order at 9:40 A.M. at the Okemos Conference Center in Okemos MI, by President Tom Tylutki.

Roll call was taken and the following were present: Ed Clements, Doug Gilbertson, Patrick Mayo, Scott Waggoner, Kenneth Kisner, Mike Lennox, Eric McDonald, Kris Kartje, Antonio Harrison, Melissa Wright, Thomas Tylutki, Marcus Collins, Wynfield Welch, Gary Smith, Eric Stott, Scott Kurtz, Mark Dunn, Timothy Sutter, Mitch Gainer, Loraine Emery, Lonnie Pohl, Matthew Lundquist, Paul Jensen, Todd Powers, Joe Wohlfert, Rene Patino, Ronda Dittenber, Cary Johnson, Ricky Ries, Tiffaney Williams, Deborah Ries, Carlos Molina, Marc Fountain, Merle Vollick, Jonathan Hoath, Michael Hull, Michael Leo, Larry Henley, Mark Rankin, Tim Fleury, James Wexstaff, Darrin Gargus, Anthony Hurst, Ed Snively, Eric Hemmila, Bruce Velmer, Brandon Terhaar, Mike Stellino, Johnathan Brandt, Ponda Esu, Thomas Bonczar, Johnny Hill, Angela King, Tandalaya Tyson, David Caltagirone, David Pasche, Steve Unger, Markell Tate, Andrew Potter, Teresa Nolan, John Nolan, Darrell Schummer, Gabe Justinak, Dan Sullivan, Steve Lehto, Paul Jones, Doug Anderson, Aaron Hawkins, Adam Earley, Jeff May, Paul Simpson, Monoletoe McDonald, Terry Bridges, Bob Fisher, Ray Sholtz, Lou Duma, Brent Kowitz, Sear Spahr, Lori Conant, William Henderson, Dean Kayfes, John Scheffler, John Bott, John Corlew, Nichole Sheffield, Patrick McGough, Jay Whitman, Terry Kosara, Byron Osborn, Richard Benson, David Belanger, John Hassen, Robert Gawlik, Will King, Latese Walls, Voncha Davis, Jerald Beard, Carletta McLeod, Lori Iding, Cindy Kogut, Stephanie Short, Aniya Lloyd, Jeff Foldie, Tangee Laza, Karen Mazzonlini, Cherelyn Dunlap, Jeremy Tripp, Shawn Davis, Olivia Toretta, Tara Nichol, Jim McHenry, and Valarie Mosley.

A Moment of silence was held for those on duty and those who have made the ultimate sacrifice.

- Guest Speaker SEIU President Mary Kay Henry was introduced and spoke to the Central Committee.
- The minutes for the State Executive Board and Board Appeals meeting for September 20-21, 2016 were presented for review. Motion by Larry Henley to approve as presented. Supported by Rene Patino. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for October 18-19, 2016 were presented for review. Motion by Mark Dunn to approve as presented. Supported by Steve Lehto. Motion carried.
- The minutes for the Central Committee meeting for October 20, 2016 were presented for review. Motion by Latese Walls to approve as presented. Supported by Larry Henley. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for December 5-6, 2016 were presented for review. Motion by Steve Lehto to approve as presented. Supported by Steve Latese Walls. Motion carried.

- The minutes for the January 10-11, 2017 State Executive Board and Board Appeals meeting were presented for review. Motion by Larry Henley to approve as presented. Supported by Steve Lehto. Motion carried.
- The minutes for the February 14-15, 2017 State Executive Board and Board Appeals meeting were presented for review. Motion by Mark Dunn to approve as presented. Supported by Larry Henley. Motion carried.
- The minutes for the March 14-15, 2017 State Executive Board and Board Appeals meeting were presented for review. Motion by John Hassen to approve as presented. Supported by Steve Lehto. Motion carried.

Bill Henderson's Report (Treasurer):

- Presented the Financial Report for review. Motion by Dave Pasche to accept the reports as presented. Supported by Mitch Gainer. Motion carried.

Tom Tylutki's Report (President):

- Discussed the state budget concerning corrections.
- Reported on the Military Members Committee, Wellness Committee, and the Officer Dignity Initiative.
- Reported and updated the committee on the Pugsley closure.
- Discussed the Fallen Officer Memorial and thanked the board for approving the project.
- Reported and updated to the committee on the Kinross Riot.
- Reported on wage increases, 3% in 2017 and 2% in 2018.
- Recognized Cary Johnson as Corrections Officer of the Year for the State of Michigan.
- Recognized Jerald Beard as Officer of the Year at WHV.
- Reported that a new employee school with 122 new officers has started.
- Discussed the Closer to Home Transfer List upcoming.
- Discussed the Seniority-Based Transfer List.
- Reported on upcoming chapter elections in September and informed the committee to the process to be followed.

Andy Potter's Report (Chief of Staff):

- See Attached

Jeff Foldie's Report (Legal Director):

- See Attached

Jeremy Tripp's Report (Director of Government and Political Affairs):

- See Attached

Cary Johnson's Report (Trustee):

- Reported on an STG pilot program.
- Reported on an upcoming Uniform Committee meeting.
- Discussed an upcoming Next Generation of Leaders Committee.
- Reported on a Member Retention Committee and establishing a database for retention.

Bill Henderson's Report (Treasurer):

- Introduced to the committee Chapter Coaching and helping local chapter officials with ideas to work through issues at their facility.

Ray Sholtz's Report on the Military Members Committee (Trustee)

- Discussed future events by the Military Members Committee: (1) Disabled Vet Ramp Build in Saginaw; (2) Fundraiser at a Trout Festival in L'Anse; and (3) Adopt A Highway program in either Munising or Muskegon.
- Discussed future training of Military Member Advocates.
- Discussed an upcoming page on the MCO website for the Military Members Committee.

Brent Kowitz's Report (Secretary):

- Reported on a recent Health and Safety meeting.
- Discussed drones and new technology and methods to combat them.
- Reported on cell phone detection in correctional facilities.
- Discussed the increase in suboxine in corrections and methods to deal with it.

Byron Osborn's Report (Trustee):

- Reported on the Efficiency Committee meeting.

The meeting was adjourned at 3:05 pm. Motion by Arland Lavigne. Supported by Larry Henley. Motion carried.

MINUTES OF:  
MCO Central Committee  
SEIU Local 526M  
November 1, 2017

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The meeting of the MCO Central Committee was called to order at 9:33 A.M. at the Crown Plaza Hotel in Lansing, MI by President Tom Tylutki.

Roll call was taken and the following were present: Doug Gilbertson, Ed Clements, Patrick Mayo, Scott Waggoner, Kenneth Kisner, Mike Lennox, Eric McDonald, Phil Fleury, Kris Kartje, Antonio Harrison, Thomas, Tylutki, Marcus Collins, Wynfield Welch, Gary Smith, Darrin King, Warren Cook, James Almas, Mark Dunn, Timothy Sutter, Mike Presley, Sean Conley, Lonnie Pohl, Lorraine Emery, Paul Jensen, Todd Powers, Joe Wohlfert, Rene Patino, Ronda Dittenber, Cary Johnson, Ricky Ries, Darrell Burkes, Erin Griffith, Merle Vollick, Mathew Freel, Steven Williams, Jonathan Hoath, Wade Vining, Michael Leo, Larry Henley, Mark Rankin, Tim Fleury, Anthony Hurst, Phil Grondsma, Eric Hemmila, Zachary Kihm, Dave Peterson, James Crofoot, Timothy Alexander, Kristopher Witham, Thomas Bonczar, Johnny Hill, Adam Baker, Michael Sweet, Jameson Clark, David Pasche, Steve Unger, Carey Upper, Andrew Potter, Chris Takala, Marcia Berry, Adam Marshall, Gabe Justinak, Dan Sullivan, Aaron Hawkins, John Gallagher, Kacy Datema, Jamie Hauk, Scott Doesburg, Monoletoe McDonald, Michael Jerome, Bob Fisher, Drew Coston, Ray Sholtz, Eddie Hendershot, Sean Spahr, Brent Kowitz, Lori Conant, Dean Kayfes, Daniel Fleming, Michael Guerin, William Henderson, John Bott, Brandon Tingley, William Fisher, Patrick McGough, Jay Whitman, Shawn Brunett, Dave Belanger, Roy Headly, Byron Osborn, Richard Benson, Chad Neal, Melody Johnson, Cora Erves, Latese Walls, Voncha Henderson, Jerald Beard, Carletta McLeod, Lori Iding, Cindy Kogut, Stephanie Short, Anita Lloyd, Jeff Foldie, Tangee Laza, Jeremy Tripp, Shawn Davis, Olivia Toretta, Tara Nichol, and Jim McHenry.

A Moment of silence was held for those on duty and those who have made the ultimate sacrifice.

- The minutes for the State Executive Board meeting for April 12-13, 2017 were presented for review. Motion by Lonnie Pohl to approve as presented. Supported by Larry Henley. Motion carried.
- The minutes for the State Executive Board meeting for May 8, 2017 were presented for review. Motion by Larry Henley to approve as presented. Supported by Anthony Hurst. Motion Carried.
- The minutes for the State Executive Council meeting for May 9, 2017 were presented for review. Motion by Lonnie Pohl to approve as presented. Supported by Patrick McGough. Motion carried.
- The minutes for the Central Committee meeting for May 10, 2017 were presented for review. Motion by Larry Henley to approve as presented. Supported by Michael Guerin. Motion carried.
- The minutes for the State Executive Board meeting for June 12, 2017 were presented for review. Motion by Patrick McGough to approve as presented. Supported by Lonnie Pohl. Motion carried.

- The minutes for the State Executive Board meeting for June 14, 2017 were presented for review. Motion by Larry Henley to approve as presented. Supported by Phil Fleury. Motion carried.
- The minutes for the State Executive Board meeting for July 18, 2017 were presented for review. Motion by Larry Henley to approve as presented. Supported by Lonnie Pohl. Motion carried.
- The minutes for the State Executive Board meeting for July 20, 2017 were presented for review. Motion by Larry Henley to approve as presented. Supported by Anthony Hurst. Motion carried.
- The minutes for the State Executive Board meeting for August 17, 2017 were presented for review. Motion by Larry Henley to approve as presented. Supported by James Almas. Motion carried.

Bill Henderson’s Report (Treasurer):

- Presented the financial report for review. Motion by Dave Pasche to approve the report as presented. Supported by Jon Hoath. Motion carried.
- Reported on the crisis fund committee raffle and that the crisis fund balance is at an all time high.
- Discussed coaching of chapter officials by board members and the parameters.
- Discussed researching alternative ways to collect dues.
- Announced that he will be on a committee with the Department to discuss gate procedures at facilities, asked the committee for feedback and suggestions.

Tom Tylutki’s Report (President):

- Discussed with the committee freezing dues for the 3% wage increase bargained for October 2017. Motion by Larry Henley to freeze the dues. Supported by James Almas. Motion carried.
- Discussed upcoming civil service rule changes.
- Discussed Sigma with the committee and any issues that arise with it should be reported to Tangee Laza and Tara Nichol.
- Discussed closer to home transfers and the process.
- Discussed seniority-based transfers and the process.
- Reported that MCO has filed the RUO lawsuit to the Supreme Court.
- Recognized the legal department for several recent wins at arbitration.
- Announced that the board has voted to recognize Andy Potter as the lead negotiator for bargaining.
- Referenced the Fallen Officers Memorial at MCO Central Office and commented on the visits from officers throughout the state.

Andy Potter’s Report (Chief of Staff):

- See Attached

Jeff Foldie’s Report (Legal Director):

- See Attached

Jeremy Tripp’s Report (Director of Government and Political Affairs):

- See Attached

Brent Kowitz's Report (Recording Secretary):

- Updated the committee on the activities of the Health and Safety Committee. Discussed issues with drones, cell phones, and dangerous drugs and methods to combat them.
- Shared with the committee the MCO Drone Position Statement presented to the Unmanned Aircraft Systems Task Force.

Mark Dunn's Report (Chapter Official at Oaks):

- Reported to the committee on meetings with the Department concerning changes in segregation

Scott Waggoner's Report (Trustee):

- Reported on the Young Member's Work Group

Byron Osborn's Report (Trustee):

- Reported on the Efficiency Committee

Ray Sholtz's Report (Trustee):

- Reported on the Military Members Committee

Cary Johnson's Report (Trustee):

- Discussed PTSD with the committee and potential outreaches to other departments
- Discussed the activities of the Uniform Committee
- Discussed a security threat group pilot program
- Discussed member retention with the committee

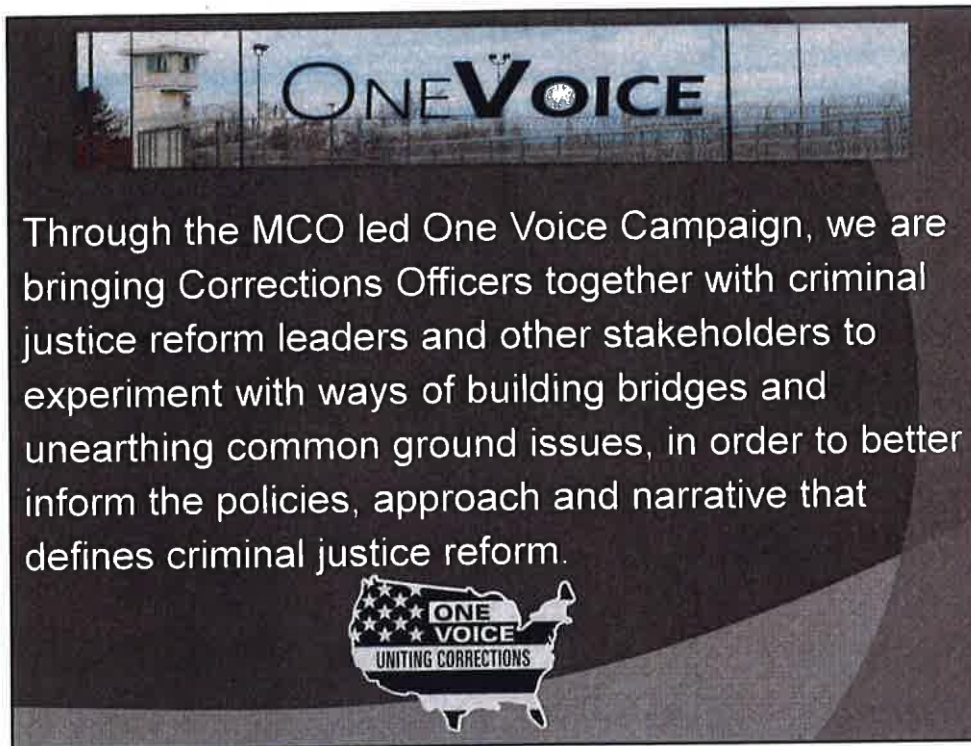
Motion to adjourn at 2:48 p.m. by Larry Henley. Supported by Paul Jensen. Motion carried.

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**CHIEF OF STAFF REPORT  
ANDY POTTER**

**RAISING THE  
PROFESSION**

Central Conference  
11/1/17  
Andy Potter





### Strategy:

- We cannot continue to fight on a state level
- Assemble a table of most powerful Corrections Unions and create a unified voice that all the states can join
- Become stakeholders in the reforms so we have a seat at the table
- Push policy makers by informing them with CO's and Reformists pushing
- Bipartisan position (Use it to our advantage)
  - College, skilled trades, and programming is available to inmates to help them advance themselves, but the same opportunities aren't offered to the officers that want to better themselves as well.





And back and forth with Alaska

## Kinross Riot Quotes

- “They have commissary, like we go to the store and buy a dollar toothbrush, toothpaste or chips, but it’s costing them three times as much, so somebody’s getting rich off these guys and they need to order food because the food has gotten so bad since the state doesn’t have it anymore.”
- “It’s overcrowded. We keep closing prisons but we’ve got seven or eight people in a cube that was designed for four people and restroom, kitchen, and yard facilities that were designed for half as many inmates.”

## Kinross Riot Quotes

- ◉ “We have to cut staff to the point to where if we have a hospital run, we don’t have adequate staff in the kitchen or the yard. We’re running short all the time and it’s getting to the point where you’re going to call for help and there’s nobody to show up because everybody’s tied up doing other things.”
- ◉ “Once we got rid of Level 3 and Level 6, everybody was bumped down and we’re dealing with it. Once the classifications changed, the entire population changed. We had a lot more control when we had a better classification system.”

## Kinross Riot Quotes

- "In this particular situation, you're helpless. You are absolutely at the mercy of 1,200 inmates. There is no help inside of there."

## National Issues Rising to the Top of Discussion:

- ◉ Training/professionalization
- ◉ Overcrowding
- ◉ Education and program opportunities
- ◉ Food and health services
- ◉ Understaffing
- ◉ Officer wellness / PTSD
- ◉ Privatization

## Professionalism

- We are **Corrections Officers** not “Guards”
- Officers are asked to be counselors, good communicators, teachers, mentors, deliver successful programming, innovators, recognize drug overdoses, and administer life saving care
- Without an alternative narrative, society will believe what they see on TV and in movies



Discussion among many states to elevate our profession. It has to start at home, we all have to expect more from each other.

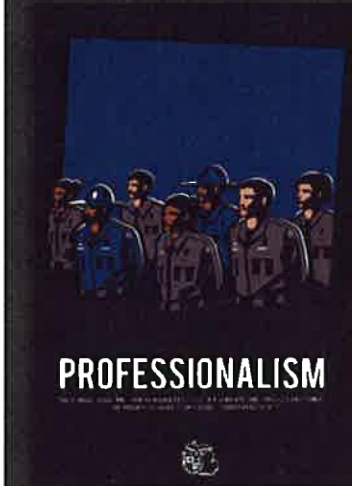
- Solidarity among our profession has never been so important.
- Details are a big deal.

## National Working Table Convening September 25-26 in NYC

- MCO led a convening at John Jay College, the leading institute in criminal justice reform.
  - Reformists, Corrections Officers, and Directors from all over the US attended
- Started the conversation for alignment



## Move Forward Campaign



- The 1<sup>st</sup> major piece of work to start inside the One Voice Campaign
- 2 year campaign with a 12 month (Labor Day – Labor Day) poster messaging inside.
- Aimed at promoting corrections and forensic officers and the values and standards that set them apart in the criminal justice system.
- The “Move Forward” campaign ties together all of our recent efforts to promote professionalism in corrections and draws attention to diverse and unique work expected of the modern-day corrections officer.

To create a 2-year sustained communication and engagement with our membership to lift up the work our members do and to raise the profession.

To Instill the following key values:  
professionalism, recognition, family, excellence,  
purpose, loyalty, community, integrity,  
honor, sacrifice, character, union.

To create a union of the 21st Century.

To visually show an exciting and new purpose and direction to what we are doing and why we are doing it.



## CHIEF OF STAFF REPORT ANDY POTTER

# Move Forward campaign pushes corrections work into the spotlight



MCO is proud to announce a new effort aimed at promoting corrections and forensic officers and the values and standards that set them apart in the criminal justice system.

The “**Move Forward**” campaign ties together all of our recent efforts to promote professionalism in corrections and draws attention to the diverse and unique work expected of the modern-day corrections officer.

Through the campaign, we’ll introduce a new value, accompanied by an inspirational poster, every month until Labor Day 2018. These posters will be displayed on the union bulletin board at your facility, the MCO website, Facebook and new Instagram page.

In addition, a special 50<sup>th</sup> anniversary logo and coin will be unveiled to celebrate MCO’s 50 years of advocacy on behalf of corrections officers and forensic security assistants.

The campaign is also a way to affirm our position that as corrections officers, we can have a meaningful influence on policy and help shape the direction of our statewide and national criminal justice systems. By speaking with “One Voice,” MCO has created a nation-wide effort to inject the voices of officers into the corrections reform debate. This allows you the ability to impact the safety, health, and security of staff and inmates alike.

This is how we start to change the narrative and tell a new story about corrections officers. For years, MCO members have pushed for increased engagement and communication. These are your messages. Thank you, members, for your continued support.

Make sure you stay up to date by reading [the KYI](#) and [MCO Report](#). Get MCO news first – [sign up for our email alerts](#) and join our [members-only Facebook group](#). Have feedback on the **Move Forward** campaign? Send your thoughts to [mail@mco-seiu.org](mailto:mail@mco-seiu.org).

**CHIEF OF STAFF REPORT  
ANDY POTTER**

*Move Forward*

*To create a 2-year sustained communication and engagement with our membership to lift up the work our members do and to raise the profession.*

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professionalism, recognition, family,  
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*To create a union of the 21<sup>st</sup> Century.*

*To visually show an exciting and new purpose and direction to what we are doing and why we are doing it.*

Michigan Corrections Organization  
Department of Legal Affairs  
Central Conference Report  
November 1, 2017

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**Introductions:**

1. MCO Legal
  - a. Stephanie Short, Grievance Coordinator
  - b. Tangee Laza, Director of Member Engagement (Processing Step 2/ Litigation Strategy)
  - c. Shawn Davis - Labor Relations and Co-counsel

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**Arbitrations won:**

1. Charles Brown
2. TCF-7
3. Devin Cross
4. Tracey Cross
5. Chelsea Gagnon

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**Arbitrations Lost:**

1. Derrick Rogers

**Pending Cases:**

1. Maya Nelson (Discharge - November 6)
2. Lori Conant (3-day - November 27)
  - a. Settled - This week.
3. Eldridge James (Discharge - December 7)
4. Brandon Canty (Discharge - Pending)
5. Jason McClain (discharge - Pending)
6. Byron Osborne - OEL Interpretation (February 2018)

**Legal Update:**

1. Conant 1<sup>st</sup> Amendment Lawsuit - Dismissed
  - a. Filing Deficiency
  - b. Speech does not have 1<sup>st</sup> Amendment Protections
2. RUO Law Suit Appealed: Michigan Supreme Court



**November 1, 2017 - Central Conference**  
Michigan Corrections Organization  
Government Affairs Report – Jeremy Tripp

➤ **Political**

- **Member Driven Political Process** - MCO continues its multi-pronged approach to building relationships with legislators and prospective candidates. Meetings have been held with candidates on both sides of the aisle and will continue as the political season goes into high gear.
- **Time to Build**— Over the next few months, MCO will embark on an aggressive agenda to meet and discuss our issues with key candidates and elected all across Michigan. Examples of upcoming events (Town Halls, Small Groups, Focus Groups, Candidate Screenings)

➤ **Legislative**

- **Targeting (HB4585,4590,4591) - Separate Crime for Targeting Victim Based on Employment**

House Bills 4585 and 4590 would amend the Michigan Penal Code (MPC) by adding new sections that would create additional felonies for targeting a victim based on his or her actual or perceived employment. House Bill 4591 would amend the Code of Criminal Procedure by creating sentencing guidelines to accompany the newly proposed felony offenses. The proposed felonies would be punishable by imprisonment for not more than two years and would have to be served consecutively with (either before or after, rather than concurrently) any other term of imprisonment imposed for the underlying felony or attempted felony.

**Reported with recommendation on 10/3/2017 and referred to second reading**

- **Drone Bill (HB4248) & DRAFT Legislation**

HB4248 would prohibit intentionally and knowingly operating an unmanned aerial vehicle within 1,000 feet of a correctional facility.

**Referred to Committee on Communications and Technology on 2**

**Draft Legislation** – Would prohibit and provide penalties for knowingly operating an unmanned aircraft or flying the aircraft in a manner that interferes with the operation of a correctional facility or county jail.

**No Sponsor Assigned**

**Corrections Security Representative (CSR) – DRAFT Legislation**

This legislation would correct the removal of CSR's from covered service. This was done based on an Auditor General report which recommended several classifications for removal.

➤ **Member Growth and Retention**

MCO remains top in state government with 97.5 % of corrections officers and forensic security assistants choosing to belong to the union.

Over the several years we have maintained momentum at the academy level and our innovation is being recognized nationwide as the gold standard for new member organizing.