



LEGISLATIVE PROPOSAL WOULD AMEND CIVIL SERVICE FIRING RULES

On Thursday, House Speaker Kevin Cotter (R- District 99) and State Representative Dan Lauwers (R- District 81) announced a package of reforms aimed at making it easier for department heads to terminate state employees.

The package included a joint resolution proposing an amendment to the state constitution and a bill that would effectively put employees in a position of guilt until proven innocent.

Under the proposal:

“The head of a principal department may discipline or dismiss an employee in the state classified service for conduct that directly and negatively impacts the department’s ability to accomplish its statutory duties in a fair, timely, equitable, and transparent manner. An employee who considers himself or herself aggrieved by that discipline or dismissal has a right of appeal to the commis-

sion through grievance procedures established by law. The civil service commission may reverse the discipline or dismissal of an employee under this paragraph if the department head’s decision was arbitrary or capricious.”

The accompanying legislation, HB 5677, lays out a burdensome appeal framework for employees to contest a firing if they feel it fails to meet the standard of the amendment. Specifically, it stipulates that a grievant and principal department would share the costs equally and the commission would not be allowed to award attorney fees, witness fees, costs, or other expenses.

MCO is opposed to the proposed amendment and accompanying bill and has already begun speaking with legislators on both sides of the aisle.

Cotter said he is not going to rush the amendment but would like to see it on the

November 2016 ballot. To achieve that goal, the joint resolution would need to pass both chambers (House and Senate) by the first week of September.

Another hurdle is that the joint resolution requires a two-thirds vote in each chamber before it can be put on the ballot.

In the House of Representatives, that would require all 63 Republicans to vote in favor and 10 Democrats to lend their support to reach the two-thirds threshold.

Thus far, the Democrats have come out strong in opposition, with leadership in both the House and Senate accusing their Republican colleagues of playing politics and trying to scapegoat state employees for the leadership and policy failures created in Flint.

MCO staff and leaders will continue to voice opposition. We’ll keep you updated.

MCO HIRING FOUR CENTRAL OFFICE STAFF TO SERVE ALL MEMBERS

MCO’s central office staff is being realigned to engage and serve members in new exciting ways, as reported in last week’s KYI.

As part of this restructuring, MCO is hiring two member engagement associates; one member benefits associate; and one legal associate. These employees will

assist staff directors in carrying out some of the union’s exciting new work to meet the needs of all members, including the members who have never before had the opportunity to interact with leaders and staff.

These jobs will be fast paced and will require travel with long, irregular hours.

All positions require a pro-union mindset and general knowledge of labor issues, politics, and communications. Experience with Microsoft Office programs and other computer skills is also required.

Full job descriptions can be found at mco-seiu.org. To apply, submit a cover letter and resume to cindy@mco-seiu.org.

AROUND THE STATE: ATTEMPTED CONTRABAND DROP AT KCF; WCC OFFICERS DRESSED OUT

A few people allegedly tried to throw contraband over the Kinross fence in the early morning hours Tuesday, officers tell MCO.

They weren’t successful. Police detained two of them near the facility. Other suspects were detained in another location, officers say.

Two Woodland corrections medical officers were dressed out in the same day.

On Saturday morning, an inmate threw

urine on a CMO’s chest. Later in the day, another prisoner spit and threw water on an officer.

MCO is working to raise awareness of dress outs and indecent exposure inside prisons. Enduring these degrading acts is not part of an officer’s job description. Staff and leaders will soon be sharing news of exciting progress in this campaign.

For more on MCO’s officer dignity campaign, go to mco-seiu.org.



SCHOLARSHIP DEADLINE JUNE 1

Applications for the MCO Scholarship must be postmarked by Wednesday, June 1.

As in past years, MCO will award 20 scholarships of \$750 each. Students must be the children of MCO members in good standing for at least three continuous years.

Go to mco-seiu.org to print an application now.