



YOU'RE INVITED: JOIN MCO FOR A FIRST SCREENING OF OUR NEW VIDEO ON CORRECTIONS OFFICER DIGNITY

Please join us for a special film screening Wednesday, Jan. 11 in Ionia.

We'll be showing a short film that sheds light on the impact of liquid assaults and shares the stories of corrections staff who have been dressed out or objectified by inmate sexual exposures. The film also lays out the need to protect staff and gives an account of MCO's actions to build a coalition and take a firm stance against these vile assaults. It's all part of MCO's "Officer Dignity Initiative."

The initiative and this new film lift up corrections officers and the realities of your career.

More info on the Officer Dignity Initiative is at mco-seiu.org.

See you there!

What: Premiere of the Michigan Corrections Officer Dignity Video, followed by a get together with fellow officers. Food will be provided.

Who: All MCO members, in the Ionia area and beyond. Spouses/significant others are also welcome.

When: 6 p.m. Wednesday, Jan. 11

Where: Renucci's Restaurant, 540 North State Street, Ionia, MI 48846

AROUND THE STATE: COs ASSAULTED; KCF RIOT COSTS TALLIED

Four Carson City officers were injured while breaking up an inmate assault, but they may have saved a prisoner's life.

The assault happened Dec. 27 in 500 unit, a Level IV. An inmate armed with a lock-in-a-sock was beating another prisoner and refused officers' orders to stop. Officers deployed Tasers, but they were ineffective.

The first officer to respond was hit in the arm with the lock-in-a-sock. Another officer was hit in the head with the lock-in-a-sock on the inmate's back swing. A third officer maneuvered beaten inmate away from the officer who was hit in the head. He covered the victim with his body, protecting him from further blows. He was kicked and struck with the weapon. This officer's right arm was broken.

The brutal assault didn't stop until an ARUS used pepper spray. One officer was exposed to the pepper spray.

In total, four officers were injured. Three of them needed medical treatment.

Officers said the assailant would have killed the victim if staff hadn't intervened.

Thank you, officers, for your courageous response to this serious assault. When we say you have Michigan's toughest job, we mean it.

A Marquette inmate knocked an officer down and punched him Dec. 31.

The assault happened in the Level V B-

block unit near the showers. The CO was hit at least four times. Officers quickly responded. Several inmates refused orders to disperse, officers said. The CO was taken to an emergency room by ambulance. He suffered minor injuries and returned to work that day.

Earlier in December, five officers were dressed out with urine and feces by one inmate. This prisoner also struck a CO's eye with a pole used to push TV buttons, scratching his pupil. The officer is OK and has returned to work, MCO was told.

An Alger inmate involved in a fight turned on a CO who tried to intervene.

The officer was punched in the head at least three times before officers could stop the assault, which happened Wednesday. The CO was sent to a hospital for an evaluation and returned to work.

MDOC announced this week that expenses related to the Kinross riot total \$888,320.

The Department gave the amount to MCO in response to a Freedom of Information Act request. Many news outlets also reported on the expense.

We will continue to advocate for solutions to help prevent something like the Sept. 10 riot from happening again.

UNEMPLOYMENT BENEFITS SCAM AFFECTS OFFICERS

MCO has been made aware that several members around the state, and other state and private employees, have been victims of fraudulent filings for unemployment benefits.

MCO has reached out to MDOC for specifics and information on how such information was gained by the perpetrators. It's unclear who did this and how. MDOC officials have informed MCO that approximately 60 members were the subject of fraudulent filings. MDOC claims that there has been no evidence of employee information being "hacked" from the state. This type of fraudulent activity has been reported across other states and in the private sector, an MDOC official said.

MDOC personnel offices have been contacting staff members who have an unemployment claim made in their name. MDOC personnel offices have been providing them with necessary documents and information to dispute the claim. MDOC will continue to provide this assistance.

Whether a fraudulent claim has been made in your name or not, it's a good idea to check your credit report regularly. By federal law, you are entitled to one free report every 12 months. To request your report, go to annualcreditreport.com. That website includes information on protecting yourself from identity theft and what to do if you see unfamiliar info on your credit report. You can also find information from the Federal Trade Commission at ftc.gov.



WATCH: DIGNITY VIDEO GETS THOUSANDS OF VIEWS!

The Officer Dignity Initiative film is online now! Watch the video at mco-seiu.org or from our Facebook group, Michigan Corrections Organization

(Members Only).

As of 9 a.m. today, this video had 4,017 views! Thank you for watching. Please share this video with your family and friends. It might help them understand your profession and why MCO says corrections officers have Michigan's toughest job.

This film was unveiled at a screening Wednesday in Ionia. Thank you to the officers who attended!

More information on the Officer Dignity Initiative is at mco-seiu.org.



A still image from the video. Watch the video now at mco-seiu.org.

AROUND THE STATE: RMI OFFICERS ASSAULTED; ICF INMATES BRAWL; DDC DETAINEES ALSO DEAL WITH SUBPAR FOOD

Several staff assaults have occurred in the last few weeks at Michigan Reformatory.

One CO found a weapon on an inmate Thursday during a shakedown on the Level IV yard. There was a struggle, and the weapon ended up on the ground. Another prisoner picked it up and refused orders to drop it. A Taser was deployed.

Both of the inmates were sent to segregation.

In an unrelated incident Thursday, an officer suffered minor injuries after an inmate swung at him in the Level II I-block. The prisoner became argumentative while reviewing a misconduct report with an officer. Another officer ordered him to return to his cell, and the inmate started throwing punches. The prisoner was transferred to another facility.

And last week at RMI, two officers were assaulted by a Level IV inmate in J-block. One of the COs had issued

him a sexual misconduct ticket.

Stay safe.

Several inmates were sent to segregation after a gang-related fight Friday at Ionia Correctional Facility.

The altercation happened in the chapel in the school building. No weapons were used, but one inmate threw a chair, an officer said.

Staff quickly responded.

Detainees at the Detroit Detention Center were upset last week when juice had to be thrown away due to mold, an officer said.

About 50 juice cartons contained mold. When staff noticed the problem, all the juice cartons were confiscated and trashed. More juice cartons were delivered from the Detroit Reentry Center, but they were expired and also contained mold.

MCO represents officers working at DDC.

DEFINED CONTRIBUTIONS AUTOMATICALLY INCREASED

MCO has received several calls from members regarding the VOYA pre-tax savings rate increasing by 1 percent.

MCO's Member Benefits department has reached out to VOYA and the Office of Retirement Services and has found out the following information. VOYA received direction from ORS Nov. 9. to send postcards regarding the increase, known as the Small Step Program, and opt-out information to Defined Contribution plan employees. Many members report only receiving a communication about this program on Dec. 21. ORS claims the postcards were sent out in the mail.

After speaking with VOYA, they are allowing members to opt out of the program due to the confusion, but they must do so by phone. Call the VOYA plan information hotline at 1-800-748-6128.

Please direct any further questions or concerns to MCO's Member Benefits department at 517-485-3310.

SCHOLARSHIPS AVAILABLE TO MEMBERS' CHILDREN — FIRST DEADLINE JAN. 31!

Scholarship applications for the 2017-2018 academic year are now on the MCO website.

Union Plus and MCO offer scholarships for children of active members.

MCO's program will award 20 scholarships worth \$750 each.

Don't delay – the first deadline is Jan. 31 for the Union Plus Scholarship. MCO's is June 1. Good luck!



AROUND THE STATE: TRINITY FINES COME TO LIGHT; OFFICERS ATTACKED AT ARF AND MRF; MARQUETTE COs QUASH ASSAULT

MDOC has fined Trinity \$2 million since December 2015, according to media reports.

Fines were imposed for everything from meal delays and substitutions to sanitation problems and low staffing levels. An MDOC spokesperson said the fines have been imposed to hold Trinity accountable. The MDOC's tally of Trinity stop orders stands at 114, media outlets reported.

Despite evidence to the contrary, the MDOC spokesperson was quoted in the Detroit Free Press as saying "(the) contract is working well..."

Access to nutritious food is a basic human right. When meals are frequently served with incorrect portions, spoiled items, and long delays, it brings instability to the prisons, which can have a negative effect on the safety of staff and inmates. This has been MCO leaders' concern with privatized food service for years. When will these issues end?

A Gus Harrison CO was stabbed in the neck with an ink pen Saturday.

The officer was sitting at the officers' desk in the Level II 3-block when a prisoner sneaked up behind him and stabbed him three times.

The officer was treated at a hospital and returned to work that day.

The inmate was sent to segregation, and movement was restricted in the unit. The assault is under investigation.

Thank you, staff, who quickly responded to this assault.

Two Macomb officers were assaulted Jan. 14.

A CO asked an inmate from the Residential Treatment Program (Level IV) for a shakedown as he was heading to chow. As the officer turned to set the inmate's ID down, the inmate punched the officer in the face, knocking him to the ground. Another officer quickly responded, and the prisoner began punching him in the face also. Other custody staff members responded and were able to gain control.

The assaulted COs received scrapes to their faces. One officer was taken to a clinic and then to the ER for further treatment. It was later noted that he received a concussion from the punches. The prisoner was taken to the RTP unit segregation wing and was issued two assault misconducts, as well as Incite to Riot and Threatening Behavior misconducts for trying to get other prisoners to assault staff. The prisoner was transferred.

MBP officers had to fire a warning shot to end an inmate assault Jan. 14.

Two level V prisoners attacked another inmate near the phones on the yard. The two assailants were sent to segregation.

PROTECT YOUR PERSONAL INFO!

Is your personal information on the internet?

MCO has heard concerns about a new website, familytreenow.com, that allows you to search for individuals based on name only. The site will list your age, birth year, family members, known associates, and current and past addresses. According to news reports, the information is gathered from public records, but many in the law enforcement community are concerned with the amount of information and convenience of the site.

Anyone can ask to have their information removed. To opt out, go to familytreenow.com/optout.

LOOK FOR NEW SERVICE PINS

In an effort to recognize members for their dedicated service, the MCO Member Engagement Department will be sending out lapel service pins to honor hire-date anniversaries for milestone years! Members reaching their fifth, tenth, fifteenth, twentieth, and twenty-fifth anniversaries will receive pins in the mail upon reaching these milestones. You don't have to take any action to get these pins; they will automatically be mailed to dues-paying members after their work milestones.

Members are allowed to wear these union pins on their uniform shirt lapels. The bargaining team had this permission included in the contract so corrections officers can visibly show their support for each other behind the walls.

Thank you, members, for your time in service to the MDOC, and be sure to wear these special pins with pride upon receiving them. If you have any questions, email Member Engagement Associate Olivia Toretta at olivia@mco-seiu.org.

IN MEMORIAM: JCF OFFICER JASON FERGUSON

Officer Jason Ferguson of Cotton passed away Monday evening.

Ferguson had worked at

JCF for 10 years. He leaves behind a wife and children. Cotton staff had a

moment of silence Tuesday to honor Ferguson's end of watch. Funeral arrangements will be announced.

Please pray for peace for this officer's family, friends, and the staff at JCF.

Rest in peace, Officer Ferguson.





AROUND THE NATION: DELAWARE SERGEANT TAKEN HOSTAGE, DIES; DDC COs RECOGNIZED; NOROVIRUS SPREADS AT SMT

A prison sergeant died Thursday during a standoff at the James T. Vaughn Correctional Center in Smyrna, Delaware, but he may have saved the lives of others in his final moments.

Steven Floyd, 47, was one of four staff members taken hostage by inmates at the prison Wednesday. *To read more about Floyd and the standoff, go to our website, mco-seiu.org.*

Floyd, a 16-year veteran with the Department, leaves behind a wife, children, and grandchildren. Please pray for peace for his family, friends, and all Delaware corrections staff during this tragic time.

Rest in peace, Sgt. Floyd.

MCO leaders and staff thank all corrections employees for putting your lives on the line every day to keep the public safe.

Three officers at the Detroit Detention Center have been nominated for Lifesaving Awards.

Officers D. Pray, M. Broderick, and J. Green helped resuscitate a detainee Jan. 20. The detainee failed to answer his call to appear for court via video. Officers

found him unresponsive. Pray administered CPR, while Green got the nurse. Broderick used the AED. The detainee survived, officers said.

Deputy Warden Terry Tellez said the staff's response was quick and professional.

"That's the case with every response here at DDC," Tellez said. "The staff respond phenomenally in every crisis situation, and we have many of them. Many detainees were on the streets just minutes before coming under our supervision. It's fast-paced, but the staff handle these emergencies outstandingly well." *Congratulations, officers!*

Parnall is experiencing a Norovirus outbreak.

As many as 50 inmates have shown symptoms of the virus, officers said. A few staff members have also reported symptoms. The facility is being sanitized with bleach and water.

All transfers in or out of Parnall have been halted until at least Monday. Visits are being allowed for inmates who are well.

CORRECTIONS REFORM BEING DEBATED IN LEGISLATURE

Over the past few legislative cycles, a lot of attention has been given to corrections reform both nationally and here in the state of Michigan.

As the union tasked with the safety and security of the institutions, MCO takes these reforms very seriously and believes all members should be informed and aware of the conversations and actions being taken in Lansing.

While these reforms are being presented as a way to impact the MDOC in a positive way, questions remain on the package as a whole and the impact certain aspects could have on operations,

population decline and security overall.

To learn more about the proposed legislation, read a Detroit Free Press article that lays out the individual bills and what they do, at <http://www.freep.com/story/news/politics/2017/02/02/criminal-justice-reform-bills-michigan/97396594/>

As these bills work their way through the legislative process, we will update the membership and communicate any new information. Please take time to read the proposed package and contact your representative or senators on individual concerns.

OFFICER OF THE YEAR FINALISTS SELECTED!

Please join us in congratulating all facility Officers of the Year and the five finalists!

- **Corrections Officer Cary Johnson**
G. Robert Cotton Correctional Facility
- **Corrections Officer Karolyn Holden**
Oaks Correctional Facility
- **Corrections Officer John Klapish**
Saginaw Correctional Facility
- **Corrections Officer Sherlyn Wilson**
Thumb Correctional Facility
- **Corrections Officer Phil Allen**
Woodland Center Correctional Facility

The statewide Officer of the Year will be selected in late February. More information on all of the finalists will be in the KYI then.

Again, congratulations to all!

PRESCRIPTION PROBLEMS? LET MCO KNOW

MCO has heard about issues with prescriptions during the change over from MedImpact to OptumRX. The MCO Member Benefits department has been in contact with Employee Benefits. We ask that members experiencing any difficulty call or email our Member Benefits department with the following information:

- Name and employee ID number;
- The name of the prescription drug;
- Difference in co-pay or co-insurance costs;
- Any communication the member has had with OptumRX or the specialty pharmacy BriovaRX

Please email cherelyn@mco-seiu.org or tara@mco-seiu.org, or call (517)485-3310 and ask for Cherelyn or Tara.

We will keep the membership informed about any updates regarding this situation.



FALLEN OFFICER MEMORIAL DEDICATION ATTENDEES WILL GET SPECIAL COIN; VOLUNTEERS STILL NEEDED FOR MAY 7 EVENT

By now you have heard that MCO will be honoring our fallen members and their families at the Fallen Officer Memorial Dedication Ceremony and Open House May 7.

Here are a few announcements about this event:

- **Make sure you bookmark the Fallen Officers Memorial and Open House Information Center at mco-seiu.org/memorial.** All information released about the dedication ceremony and open house will be posted there, so check back often.

- **A special commemorative coin will be given to all members and guests in attendance at the memorial**

dedication May 7. Go to mco-seiu.org/memorial to see the coin now.

This coin was specially designed for the dedication ceremony and serves as a small reminder of those who have made the ultimate sacrifice and acknowledges those currently working behind the walls.

The coin also represents the loyalty, strength, and tireless dedication required of all corrections staff. To those doing the job every day, we thank you and honor you with this coin.

For members who are unable to attend the unveiling, you can receive a coin by coming to the MCO central office and viewing the memorial in person after the ceremony. The MCO central office is

open 8 a.m. to 4 p.m. Monday through Friday, excluding state holidays.

- **We still need volunteers to make this event a success.** Volunteers will be doing everything from explaining the various displays we will have set up inside the MCO office building; to directing parking; to seating the families of fallen officers. We will make an effort to place volunteers according to their interest.

If you would like to be a part of this historic dedication, contact Tangee Laza at tangee@mco-seiu.org or Karen Mazzolini at karen@mco-seiu.org to hear more details and sign up. You can also call us at (517)485-3310 or (800)451-4878.

AROUND THE STATE: LMF PRISONERS REPEATEDLY COMPLAIN ABOUT FOOD; NOROVIRUS LINGERS AT SMT

Alger inmates have brought up Trinity food service issues at five of their last six monthly block rep meetings.

Complaints are wide-ranging, including concerns about foods included in the low-sodium diet line, watery stew, dirty dishes, and long delays. Food service delays affect facility movement plans and mean less time for other scheduled activities, like yard and law library.

We understand Trinity has been fined for problems like delays, but when will they actually be held accountable for not serving quality, nutritious meals on schedule?

MCO would like to continue to take a strong position on Trinity and report on problems we can confirm. Please send info on food service issues to mail@mco-seiu.org. Remember, to highlight these issues in the KYI and elsewhere, we need solid facts that can be backed up with proof, first-person accounts, etc.

An inmate grabbed an MDOC hat during a fight Wednesday at Alger.

The five-prisoner fight broke out in the entrance of the Level IV Maple unit as inmates were returning from lunch, an officer said. Staff quickly intervened.

A sergeant realized he dropped his knit MDOC cap during the response and couldn't find it. Staff reviewed a video and determined an inmate who wasn't involved in the fight took the hat. The prisoner's cell was shaken down and the hat was found hidden in a chip bag, an officer said. He was ticketed for theft.

No serious injuries were reported. Officers believe the fight was gang-related.

The Parnall Norovirus quarantine has been extended.

At least six new cases have been confirmed in the last few days, an officer said.

EMPLOYEE ENGAGEMENT SURVEY OPEN NOW

All members are encouraged to take the 2017 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 concern

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

State employees received the survey by email on Monday. Please complete the survey by Feb. 28.

Support LCF CO Brandenburg

A Lakeland officer needs our help in his fight against cancer.

LCF staff set up a GoFundMe page to support CO Brandenburg, who has been off work since September. Brandenburg is an Army veteran and a great officer. To contribute to CO Brandenburg's treatment, go to gofundme.com/officer-brandenburgs-medical-fund



CONGRATULATIONS TO CO OF THE YEAR CARY JOHNSON AND ALL FACILITY WINNERS!

MCO leaders and staff are proud to announce Executive Board Member Cary Johnson has been selected as the Michigan Department of Corrections Officer of the Year!

MCO leaders believe this is the first time an Executive Board member has been named department Officer of the Year.

The Michigan Correctional Officers' Training Council made their selection this morning after interviewing the five finalists.

Johnson has been a CO for 21 years. She is the MCO Cotton chapter Chief Steward. For 13 years, she has been a trustee on the MCO Executive

Board. Over the years, she has received an MDOC Lifesaving Award and a Warden's Coin of Excellence. Johnson is the Security Threat Group team leader at Cotton. She serves on numerous MCO committees and has taken part in countless volunteer projects, including the Traumatic Incident Stress Management Team and MCO's Flint water delivery.

"Johnson is involved in anything 'corrections,'" her nominator wrote. "She has dedicated her career to ensure that her 'brothers

and sisters' are treated fairly."

Johnson is married and has one son.

Finalists:

Phil Allen, Woodland Center Correctional Facility

Allen, a 23-year MCO member, "has a high moral value second to none," his nomi-

nator wrote. WCC houses mentally ill inmates, and Allen is able to de-esca-

late tense situations, keeping

an environment of calm in his housing unit. Allen also serves on the Emergency Response Team. He is an Assistant Scout Leader with the Boy Scouts of Michigan and participates in Shop With A Cop every year.

Allen is married and has one son.

Karolyn Holden, Oaks Correctional Facility

Holden has been an MDOC officer for 20 years. She works in a high-stress segregation unit, but is able to keep the unit calm

through communication and de-escalation techniques. She is a trainer and she frequently steps up for tasks. She serves on the EPIC Committee for Professional Development. Holden also led a girls' group at her church and has supported women's organizations.

Holden is married.

John Klapish, Saginaw Correctional Facility

Klapish has been a corrections officer for 30 years. He works in a unit with handicapped and special needs inmates. "He is well versed in policy and procedure and is often consulted by fellow staff for this reason," according to his nomination materials.

Klapish volunteers with his church, local high school, and civic organizations. He is married and has two adult children.

Sherlyn Wilson, Thumb Correctional Facility

Wilson, a 14-year corrections officer, works in the control center. She is always positive, professional, and detail-oriented, her nominator said. She volunteers with the MDOC Honor Guard and the TCF Employee's Club. She is also a driver for the Mass Transportation Authority in Flint.

Wilson recently retired from the Air National Guard. She has one adult daughter.

Congratulations to CO of the Year Cary Johnson, the finalists, and each and every facility officer of the year!



From left: CO Klapish, SRF; CO Johnson, JCF; CO Wilson, TCF; CO Holden, ECF; CMO Allen, WCC.

ARU INVESTIGATOR, U.S. MARSHALS NAB ABSCONDER

An Absconder Recovery Unit member helped apprehend a fugitive in west Detroit Tuesday.

An ARU investigator and a task force led by U.S. Marshals found parole absconder Edward James Burgett sitting in the driver's seat of a vehicle. Task force members parked their vehicles around Burgett's and gave loud orders for him to surrender. Instead, the vehicle was forcefully driven toward the task force officers, which is considered deadly force. The ARU investigator and two other

task force members had to discharge their weapons. The suspect was shot. His injuries weren't fatal, and the absconder is expected to be taken to DRC after being discharged from a hospital.

ARU investigators are MCO members. The MCO Legal Team met with the investigator in Detroit Tuesday.

MCO leaders and staff thank this investigator and all ARU members for putting themselves in harm's way to keep the public safe from violent fugitives.

REMINDER: EMPLOYEE ENGAGEMENT SURVEY

Don't forget to take the Employee Engagement Survey by Feb. 28.

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 concern to staff. The survey is being administered through a third-party company, PricewaterhouseCoopers. Answers are anonymous.

Check your state email for a link to the survey.



READ THE WINTER MCO REPORT

The Winter 2017 MCO Report is online now! This is the second issue of our online-only format. This new format is optimized for online reading and includes lots of handy links to quickly email us, jump to an important website, etc.

The Winter 2017 MCO Report has great information about:

- The Officer Dignity Initiative – how it started, what we were able to accomplish, and more.
- Officers on the job at IBC and RGC.
- The Fallen Officers Memorial and the search for information on an officer who possibly died in the line of duty

nearly 100 years ago.

- The hundreds of corrections officers hired in 2016 (and more hiring set for this year).
- Officer of the Year Cary Johnson and finalists.
- The KCF riot and what's being done now.
- The 32-hour rule arbitration decision.
- The status of the RUO lawsuit.
- And much more!

Read it now at mco-seiu.org.



DID YOU READ THE IN-DEPTH?

This week, MCO issued an important In-Depth concerning the corrections budget and discussions about possible future closures.

The governor's budget recommendation does not call for a closure; however, legislators have continued to show interest in one to save money. Also, MDOC Director Heidi Washington recently testified before a legislative committee about the department's approach to handling the current population decrease.

Read the MCO In-Depth now at mco-seiu.org.

CARSON CITY OFFICERS UNCOVER DRUGS, RESPOND TO SEVERAL FIGHTS

Contraband and fights have kept DRF officers busy.

No serious injuries were reported after an inmate fight Wednesday in the Level IV 500 unit.

Also Wednesday, an officer found Suboxone during a shakedown of a cube in the Level I G-unit. It was folded in scraps of paper. This inmate had two previous substance abuse tickets. He was taken to segregation.

The previous day, a two-inmate fight

broke out while inmates were waiting in medication lines. The scuffle started when an inmate wanted to cut in line. Officer Topolewski was managing med lines, and he quickly intervened. CO Topolewski radioed for help, and staff arrived in seconds, he said.

"I think the quick presence of other staff responding made it so the situation wasn't worse and everybody stayed safe. They all did a great job," CO Topolewski said.

Last week, staff found Suboxone while packing up an inmate to move to another unit. The prisoner was being moved from the Level I B-unit to a Level IV unit for protection after he was assaulted the previous day.

MCO wants to know what's going on at your facility. Even something that may seem routine to an officer may surprise legislators, reporters, and others who read the KYI.

Help us spread awareness of what it's like to work inside the walls. You can email mail@mco-seiu.org.

Ticket contest: Pistons v. Cavaliers March 9

Enter to win a pair of tickets to the Detroit Pistons game on Thursday, March 9th when they host the 2016 NBA Champions, the Cleveland Cavaliers! You must be a dues paying member in good standing to enter.

Just answer this question: How many NBA Championship rings does LeBron James have?

Send your answer to olivia@mco-seiu.org by 11 a.m. on Monday, March 6th. You must send your

answer from your home email address; submissions from state email addresses will not be accepted.

The winner will be drawn and notified Monday afternoon.

Good luck!



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MCO SEEKS EXCLUSION FROM EMPLOYEE REPORTING BILL; LEGISLATURE PASSES CRIMINAL REFORM PACKAGE

This week, the House Oversight Committee took up House Bill 4301, a bill that would require each executive branch department to electronically post a list of all employees to the state's website. The bill would also require departments to provide individual employee names, position title, classified or non-classified civil service distinction, and salary information.

MCO reached out to nearly every member of the committee (Republican and Democrat) to discuss the safety and security implications of this legislation and was successful in getting legislators to consider and pass a substitute that would give MDOC and other departments the ability to remove their employees from any such registry. The substitute states:

"THE DEPARTMENT OF TECHNOLOGY, MANAGEMENT, AND BUDGET SHALL NOT POST AN EMPLOYEE'S INFORMATION... IF IT DETERMINES, BASED ON A REQUEST MADE BY THE EMPLOYEE'S DEPARTMENT, THAT DOING SO WOULD ENDANGER THE SAFETY OF THE EMPLOYEE. A REQUEST MADE BY A DEPARTMENT UNDER THIS SUBSECTION MUST INCLUDE SUFFICIENT

INFORMATION FOR THE DEPARTMENT OF TECHNOLOGY, MANAGEMENT, AND BUDGET TO MAKE A DETERMINATION."

It is MCO's position that exposing the name of any CO or FSA could leave employees and their families vulnerable to attacks by those wishing to do harm, especially in areas where a simple Google search can divulge the address and contact information of the employee. In addition, putting specific name, worksite and salary information could open employees to identity theft and other fraudulent behavior.

We are pleased that legislators have provided a means to remove employees from the registry. MCO will be reaching out to the directors of MDOC and DHHS to formally request they file the proper exemption paperwork, if the bills are passed.

MCO will continue to monitor these bills as they move forward and will update members on any new progress or developments via the KYI.

The state House and Senate have passed a package of criminal justice reform bills.

The bills call for detailed reporting to the legislature on the number of inmates

on-one prisoner fight in the Pine unit dayroom. A piece of metal was found on one of the inmates after the clash.

Administrators placed the prison on a modified movement plan with no big yards.

Then on Sunday, there was a two-inmate fight in the Level II Spruce unit.



IN MEMORIAM: CO VANSUMEREN

Highly-respected, long-serving Cotton member James VanSumeren has passed away.

VanSumeren started with the MDOC in 1982. He had just retired last week.

Officers say VanSumeren was always polished and professional. He wore a tie every day of his career. He was an exemplary officer, and many COs looked up to him.

Rest in peace, CO VanSumeren.

who have reached their earliest release date but haven't been paroled; limiting incarceration time for technical probation violations; adopting a system of sanctions for parole violations; housing inmates 18-22 years old together with inmates of the same age range; and more. Presumptive parole was not included in the package of approved bills.

Look up the bills or read an analysis of them at legislature.mi.gov.

These bills now await Gov. Rick Snyder's signature.

MCO will continue to monitor bills and engage legislators. We won't stop advocating, in the state capitol and elsewhere, for corrections officers.

ALGER CORRECTIONS OFFICERS RESPOND TO MULTIPLE INMATE FIGHTS

Several fights have broken out at Alger over the last week.

An officer had to fire a warning shot to end a five-inmate brawl in a commons area March 3. The prisoners, all from the Level IV Pine unit, were sent to seg.

Earlier in the day, there was a one-

There was a two-prisoner fight in the Level IV Maple unit the next day. Both inmates were sent to seg.

The facility was back to normal operations Monday.

At least some of the fighting was gang-related, officers said.

Stay safe.



AROUND THE STATE: SUSPECT FIRES SHOTS; MEALWORM FOUND IN FOOD AT OCF

An investigator with the Absconder Recovery Unit was involved in a shooting Thursday in Warren with an armed suspect.

The ARU investigator, assigned as a task force officer with the U.S. Marshals Service, was working to catch a fugitive wanted for first-degree criminal sexual conduct. They pinpointed the fugitive to an apartment complex, and as he was walking in the parking lot of a nearby party store, task force members tried to make an arrest.

The suspect drew a weapon and fired

shots at task force officers, including the ARU investigator. He and other task force officers on the scene fired back. The suspect, Frederick Brown, was shot and killed. It is unknown at this time whose shots killed him. No task force officers or bystanders were injured.

The MCO Legal Department immediately went to Warren and met with the investigator.

ARU investigators are MCO members. Union leaders and staff thank them for putting their lives on the line to track down dangerous fugitives.

A mealworm was found in rice at Ojibway last week.

The mealworm was discovered in cooked rice on an inmate's tray, MCO was told. By the time it was brought to the attention of staff, all of the rice in the serving pan had been dished out.

MDOC has fined Trinity for problems to hold the company accountable. Trinity is slated to get an additional \$4 million in the next fiscal year due to inflation and an increase in meal participation rates, according to legislative testimony last month.

LEGISLATIVE UPDATE: SALARY BILL PASSES COMMITTEE; CORRECTION TO REFORM STORY

HB 4301, which would list state employees' names and salary info on the state's website, was passed out of the House Oversight Committee Thursday.

Next the bill will go before the entire House for a vote.

MCO laid out this bill in detail in the [March 10 KYI](#). MCO leaders and staff will continue to advocate against this bill and update members on developments.

CORRECTION: Last week's KYI story on the passage of criminal justice reform bills contained an error.

The bills do not require inmates ages 18-22 to be housed together with inmates of the same age range. While the Senate-passed version of [SB 22](#) had originally called for this measure, a House substitute was adopted and concurred by the Senate that removed this language.

The substitute instead adds a new requirement that the MDOC develop rehabilitative plans and programming specific to 18- to 22-year-olds in its custody. The rehabilitation plans must specifically take the prisoner's age into consideration and, to the extent it is able, provide prisoner programming specific for youth rehabilitation in that age range.

Get out of town (or the state) with MCO member-only discounts!

The MCO Member Benefits Department has been working hard to nail down great discounts for members in all corners of the state.

Here's a glimpse:

Members in the western UP can visit Pine Mountain Ski Resort Iron Mountain for Public Safety Appreciation Week March 26-30. Corrections officers can get \$10 lift tickets, \$5 ski rentals, a \$10 discount on lodge rooms, and a \$20 discount on two-bedroom condos.

If you'd rather be out of the cold, members can stay at Island Resort

Casino in Harris for only \$80 per night Sunday through Thursday. The rate includes a special casino package.

Or, take the kids for a trip to Kalahari-Wisconsin Dells. A package including hotel room and four water park passes starts at \$129 on select dates.

Looking to get out of Michigan? We have partnered with travel agents who have discounts on Orlando-area lodging and tickets to Disney World, Universal Studios, Sea World and more. You can also save on cruises and other travel.

Additional attractions offering deals to members include Kalahari-Sandusky, Soaring Eagle Water Park and Resort, and Great Wolf Lodge. A complete list of MCO discounts is at <http://www.mco-seiu.org/uniontools/discounts/>.

To get these deals, call Tara Nichol at (517)485-3310 ext. 150. (Your membership status will be confirmed.)

Soon we'll be adding deals on spring and summer outdoor fun, so be sure to check our discounts frequently.



IN MEMORIAM: REMEMBERING OFFICERS WHO GAVE THE ULTIMATE SACRIFICE

This month, we remember two Michigan corrections officers who died serving their state and honor the sacrifice of all fallen corrections officers.

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, raped, and left to die. Inmate Edward Hill was convicted in her murder and sentenced to life in prison. She left behind a husband and son.

Jack Budd was killed at the same prison December 27, 1987. An inmate, armed with a weapon, burst out of a shower area and stabbed Budd. He and an injured CO were taken to a hospital, but Budd was pronounced dead an hour later. His killer, James Miller, was sentenced to 80-120 years in prison. He is also serving two life sentences. Budd left behind a wife and son.

Earl DeMarse was a seasoned CO with

26 years of experience when he was murdered Sept. 25, 1973 at Marquette Branch Prison. He had been stabbed by an inmate while working in the auditorium. DeMarse's survivors included a wife, two children, a grandchild, and other family. A section of U.S. 41 has been named in his honor.

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 inmate Robert Irving Latimer. Latimer served Haight, the captain, and other workers food poisoned with prussic acid. Latimer had special permission to both cook meals and purchase hazardous chemicals.

When Haight passed out, Latimer swiped his key ring and made his break. He was apprehended days later.

Haight was survived by a wife and five

children.

May all four officers rest in peace.

Budd and McCallum's deaths in 1987 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.

Much of MDOC's resources have been reallocated for inmate programming with the end goal of reducing the population and, in turn, the department's budget. Those programs have their place, but MCO leaders adamantly believe safety should be MDOC's top priority.

Our fallen officers will be honored at MCO's Fallen Officers Memorial Dedication Ceremony and Open House May 7. All members and retirees are invited. [RSVP now](#) or go to mco-seiu.org/memorial to get more information.

MACKINAC CENTER AND PARTNERS PUBLISH, THEN RETRACT, INACCURATE MDOC SALARY INFO

The Mackinac Center, a conservative think tank and lobbying group, has published a database that purports to give the name, salary, and worksite of about 300,000 state employees, teachers, police officers, and judges. But their numbers for MDOC staff were wildly inaccurate and pulled from the database this afternoon. MDHHS member salaries were still in the database as of this writing, although they are incorrect.

If this sounds familiar, it should. The legislature is currently working on a similar bill ([HB 4301](#)) to make a database of state employee wages. MCO has been working with legislators on this bill and was successful in securing language to allow Departments to request an exemption for their staff.

The Mackinac Center collaborated with the Michigan Coalition for Open Government and the Michigan Press Association to build the database, according to media reports. It only includes employees in the defined benefit retirement plan, for some

unexplained reason.

Not only does the database put members at risk by giving the names and worksites of individuals, but the now-pulled information on MDOC staff was nowhere in the realm of reality. The database showed many officers earning \$100,000- \$200,000. Anyone can look up the hourly pay for a corrections officer or FSA on the Michigan Civil Service Commission website and see that these numbers are way off.

The Lansing State Journal wrote an article reporting on these bizarre figures. [Here's an excerpt from their report:](#)

"The database was to include salaries only, not benefit costs, but showed hundreds of Department of Corrections employees making more than \$200,000, including one making more than \$400,000. Department spokesman Chris Gautz laughed Thursday afternoon and said those figures are way off."

Jarrett Skorup, a policy analyst at the Mackinac Center who submitted the Freedom of Information Act requests used to build the database, could

not explain any discrepancies. He said he requested information through the state pension system and asked for "gross salary," including anything included in their "pensionable salary."

"That's what they reported back to us," Skorup said.

That still didn't explain the apparent errors, said Kurt Weiss, spokesman for the Office of Retirement Services. He said there's "nothing that would drive a salary over \$400,000."

These off-the-chart numbers should have given the Mackinac Center, the Michigan Coalition for Open Government, and the Michigan Press Association serious pause. Instead, they barreled ahead and published these numbers, only to remove them this afternoon. MCO believes these groups have lost some credibility for this carelessness.

As this story continues to unfold, MCO leaders and staff will closely monitor this situation and take appropriate steps. We'll keep fighting for your privacy and safety.



AROUND THE STATE: STAFF ASSAULT PREVENTED AT DRF; LCF WINS COMMUNITY AWARD

A Carson City officer stopped what could have been a serious staff assault when he pepper sprayed an armed inmate.

The attempted assault happened in the Level IV 500 unit Saturday. An inmate holding a weapon – described as a steel triangle with a sharpened point and cloth handle – lunged at an officer. A nearby CO immediately pulled his pepper spray. The inmate looked at the second officer and was sprayed in the face. He dropped the weapon.

No staff members were injured. The prisoner was sent to seg. The situation is under investigation.

Officers say they are uncovering weapons regularly in the two Level IV units at Carson City. The day after this incident, at least one weapon was found in the Level IV units. Another weapon was found on an inmate Monday. A tattoo needle with a motor was also found that day.

Three Trinity employees walked off the job Wednesday at Cotton.

The trio had been reprimanded for performance issues, according to an

MDOC spokesperson. Other Trinity staff were called in to work and chow lines ran normally. Additional officers were called to the chow halls to supervise meal lines, the spokesperson said.

A Lakeland Trinity employee was placed on stop order this week.

This employee is suspected of bringing contraband into the prison, officers say.

Congratulations to Lakeland Correctional Facility for winning the Outstanding Community Organization award from the Coldwater Area Chamber of Commerce!

The prison staff raises money for and participates in several great programs, including the Special Olympics Law Enforcement Torch Run and Shop with a Cop. Last year, the prison donated almost 10 tons of produce and other food to area food banks. They also donated about 1,200 pumpkins to schools.

When prison staff share their time and resources in their communities, they shine a positive light on corrections. Thanks, Lakeland!

UPDATE ON SALARY, JUSTICE REFORM BILLS

The legislator who wrote the bill to publish state employee salaries could possibly be backing off.

This change came a few days after the Mackinac Center published wildly inaccurate salary data, then retracted it. On Tuesday, the Mackinac Center put up new salary information that seems more likely to be correct.

Rep. Brandt Iden, who introduced [HB 4301](#), said the state doesn't need to expend resources on a salary database if private entities will, according to media reports. Representatives are still considering the legislation.

MCO is strongly opposed to the publishing of MDOC and MDHHS members' salaries in this manner. We'll keep monitoring this situation.

Gov. Rick Snyder signed most bills in a justice reform package Thursday.

Snyder signed bills that will change the penalty for some parole and probation violations, define recidivism, and more. He vetoed a few bills in the package.

[Read more details on what Snyder signed in this article.](#)

See the [March 10](#) and [March 17](#) KYIs for more details on these bills.

SIGN UP NOW FOR BENEFITS FOR LIFE PLANS

The 2017 Benefits for Life Open Enrollment period is going on now and will end Friday, April 7th, 2017.

Benefits for Life plans are optional benefits in which employees pay 100% of the cost of coverage. Plan highlights include enhanced accident insurance, supplemental term life insurance, and more.

Eligible employees are encouraged to visit www.BenefitsforLife.org to review existing coverage, make changes, or enroll. The online enrollment process is

simple, and should take less than 10 minutes to complete.

Remember to select Register instead of Login when visiting the enrollment site as usernames and passwords created in 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, 9:00 a.m. - 6:00 p.m.

-Information provided by the Michigan Civil Service Commission.

Spring has sprung! Win tickets to the Tigers' game April 9

MCO has scored Detroit Tigers tickets for the April 9th game versus the Boston Red Sox.

To enter to win, you must answer the trivia question below and email your answer to Tara Nichol, tara@mco-seiu.org, by Monday April 3, 2017 at 4:00 p.m. Three lucky winners will each get 5 tickets to the game. You must email Tara from your personal (not state) email. Winners will be notified by email. Good luck!

Question: Which Tigers player won the AL Rookie of the Year last season?



AROUND THE STATE: STAFF ASSAULTED AT BARAGA AND THUMB; CORRECTIONS OFFICERS DEAL WITH VIOLENCE AT ALGER, LAKE LAND, AND IONIA

Alger officers have been busy responding to fights and uncovering contraband.

Officers intervened in a fight between two Level IV inmates in the chow hall March 26.

Tattoo paraphernalia was found on two Level IV prisoners a few days later.

On March 29, a Level IV prisoner cut another inmate's head with a weapon made from a piece of finger nail clippers. Both inmates were in one of the Cedar unit's reintegration wings.

The next day, a fight broke out between two Level IV prisoners outside the chow hall.

Sunday, officers responded to a five-inmate fight in the day room of the Level IV Maple unit. The brawl started over access to the J-Pay kiosk.

No staff injuries were reported in any of these altercations.

A Baraga officer was dressed out with feces last week.

The CO was passing dinner trays in a Level V seg unit when an inmate tossed a cup of feces up at him through the food slot. Photos were taken for evidence. The CO went to a hospital.

Signs stating the penalty for dressing

out staff (one of the Officer Dignity Initiatives' key accomplishments) have been placed in every unit at AMF.

A prison counselor was assaulted at Thumb last week, and an officer suffered a sprained ankle while responding.

The counselor was speaking with an inmate outside his cell and noticed the prisoner acting strange. He walked into the cell to do an inspection. The inmate followed the PC into the cell and grabbed him. A struggle ensued. At one point, the prisoner grabbed a contraband cell phone and smashed it. The PC pushed his Personal Protective Device, and COs quickly responded. One CO suffered an ankle sprain, and the PC hurt his shoulder. Both returned to work.

The prisoner was transferred.

A Lakeland inmate exposed himself to a volunteer last week.

The volunteer was at LCF for a religious service. Police investigated, and the case will be forwarded for possible prosecution, officers said.

This prisoner has exposed himself a few times before to women on staff, MCO was told.

There have also been a few serious assaults and fights at the facility.

A few weeks ago, an inmate stabbed another prisoner in the eye with an icepick-style weapon. The assault happened in the Level II E-unit.

In C-unit, also Level II, a prisoner suffered a head injury in a fight. Two inmates had a disagreement that was elevated when one inmate threw coffee on the other and threatened him with hobby craft scissors, officers said.

LCF has many open-dorm units. This fight started in an 8-man cube, which was built for 4, officers said. At Lakeland and elsewhere, MDOC has artificially created overcrowding to trim the budget.

An ICF prisoner stabbed another inmate in the head and neck Sunday.

The assault happened when Unit 5 (Level V) was released for showers. The attacker was armed with a 6-inch piece of aluminum sharpened to a point. The victim was sent to a hospital for puncture wounds.

No staff injuries were reported.

Jackson members: MCO setting up special meeting on 401(k)

Jackson members are invited to attend a special 401(k) information session presented by Mainstay Capital Management and MCO.

The event will be at 2:15 p.m. April 20 at Comfort Inn, 2435 Shirley Dr., Jackson, MI. [See a flyer.](#)

Please RSVP to tara@mco-seiu.org or cherelyn@mco-seiu.org by April 17 if you would like to attend. This event is for MCO members only.

Many members have indicated they'd like guidance in retirement plan-

ning. This is just another way MCO is stepping up to meet members' needs.

Mainstay is a Michigan-based independent advisor that actively manages 401(k) and 457 retirement accounts. Mainstay can actively manage your retirement accounts as well as counsel you on a number of financial planning topics. Mainstay has worked with UAW members for decades.

Members who attend will also get information on MCO's new Member Benefits Department. See you there!

IN MEMORIAM:

ANDREW OVERTON



MTU Officer Andrew Overton passed away Monday.

Overton was the second shift property room officer. He had 16 years with the MDOC. His coworkers say he was a great CO.

Family will receive friends from 1 p.m. to 3 p.m. April 8 at the Palmer Bush & Jensen Family Funeral Homes (Delta Chapel), 6020 W. Saginaw Hwy., Lansing, MI 48917. A service will start at 3 p.m.

Please join us in wishing peace for Overton's family and friends and for MTU staff.

Rest in peace, Officer Overton.



FALLEN OFFICERS MEMORIAL DEDICATION MAY 7



The Fallen Officers Memorial is coming together! Here's a photo of a crew laying cement this week. It's exciting to see the memorial start to materialize. So many people, including retirees, members, leaders, and staff, have worked hard over the last two years to establish this memorial.

After the Fallen Officers Memo-

rial Dedication, MCO will host an open house where members and other guests can learn about the union and corrections work. Go to mco-seiu.org to read about the exhibits you'll be able to browse inside the MCO office.

The dedication ceremony is less than a month away. [RSVP now.](#)

See you May 7!

MILITARY MEMBERS VOLUNTEERING IN MARQUETTE APRIL 25

The MCO Military Members Committee will be hosting the monthly birthday party at the Jacobetti Home for Veterans in Marquette.

The committee will be providing cake and ice cream from 1:30 to 2:30 p.m. on Tuesday, April 25 at the Jacobetti Home for Veterans, 425 Fisher St., Marquette, MI.

If any MCO military members would like to honor these veterans, please feel free to volunteer! Contact Cindy Kogut, MCO's staff representative on the Military Members' Committee, at cindy@mco-seiu.org to sign up.

We hope you'll join us April 25 in Marquette!

MBP OFFICER ASSAULTED WHILE RESPONDING TO FIGHT

A Marquette officer was assaulted while breaking up a three-prisoner fight Tuesday.

The altercation started on the Level V yard. The CO was punched in the face, but didn't suffer serious injuries. Warning shots were fired.

This fight happened moments after an eight-inmate clash on the basketball court. In total, 11 prisoners were ticketed for fighting and two received tickets for failure to disperse.

The conflict was gang-related, officers said.

JOIN US FOR THE MDOC EMPLOYEE AWARDS BANQUET MAY 9

The MDOC Employee Awards Banquet will be Tuesday, May 9 at the Kellogg Center at Michigan State University.

Corrections Officer of the Year Cary Johnson will be recognized, along with all finalists and facility officers of the year. Johnson is the first MCO Executive Board member to be chosen as CO of the Year. Johnson also serves as the Chief Steward at Cotton.

In addition to the Corrections Officer of the Year, a Parole or Probation Agent of the Year will be recognized at the banquet. Other awards include the Director's Award and Professional Excellence Awards.

Tickets are still available, but going fast. Tickets are \$25 each and include dinner. A reception will start at 5:30 p.m., with dinner and awards starting at 6:30 p.m.

To RSVP, contact Christine Navarro at navarroc@michigan.gov. Tickets will be available until April 21 or when they run out. Tickets will not be sold at the door.

MCO is proud to be a part of this long-standing tradition honoring corrections staff. See you there!

MICHIGAN CORRECTIONS
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SEIU LOCAL 526M
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LANSING, MI 48933
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MAIL@MCO-SEIU.ORG



SEE YOU AT THE FALLEN OFFICERS MEMORIAL DEDICATION SUNDAY!

We are only days away from the unveiling of the Fallen Officers Memorial!

Members, if you are planning to attend the memorial dedication May 7, please wear your MDOC uniform. MDOC administration has given MCO members special permission to wear their uniform at this momentous event. Let's make a sea of gray to show our dedication and pride to serving Michigan communities. We'd like to get the largest photo of uniformed corrections officers in MCO history! Recruits currently attending the academy are also encouraged to attend and

wear their uniforms.

Please plan to stay for the open house and reception following the ceremony. We'll have several exhibits set up where members and guests can learn more about corrections and MCO's new work to engage members like never before.

If you can't attend the unveiling, do the next best thing – watch a livestream of the memorial dedication! You can watch the stream on the [MCO website](#) starting at 1 p.m. EST Sunday.

You can also watch a livestream of the event in our [members-only Facebook](#)

[group](#).

Whether you are here in person or watching from home, please use the hashtag #MCOmemorial when you post about the memorial event on Facebook, Instagram, or Twitter. This in effect will give us a real-time journal of the day's festivities.

A memorial had been discussed for years. Now is the time. Thank you, members and friends, for your continued support. See you Sunday!

For more info on the Fallen Officers Memorial, go to mco-seiu.org/memorial.

AROUND THE NATION: NC SERGEANT KILLED BY INMATE; MBP INMATE SLIPS RESTRAINTS

Meggan Callahan, a North Carolina prison sergeant who was killed in the line of duty last week, was a sister in SEIU.

Callahan, 29, worked at the Bertie Correctional Institution in Windsor, North Carolina. In a brutal attack, she was assaulted with a fire extinguisher when she tried to put out a fire, media outlets reported. An inmate serving a life sentence for murder has been accused of targeting and killing her.

Callahan's survivors include her parents, two sisters, and her fiancé.

SEIU Local 2008, also known as

SEANC, represented Callahan, and she had been a member since 2012. SEANC has set up a fund to help Callahan's family with funeral and other expenses. Information of the fund can be found on [SEANC's website](#).

Please join us in wishing peace for Callahan's family, friends, and coworkers. Rest in peace, Sgt. Callahan.

A Marquette inmate slipped his leg irons while in a transportation vehicle and was found guilty of an escape attempt ticket.

Officers were transporting the inmate

back to the facility from a hospital April 22 when he found a way to remove the restraints. The inmate didn't escape. When the transportation vehicle arrived back at MBP, staff immediately saw his leg irons were missing. The restraints had been double-locked, and officers don't know how they could have been removed.

"Maybe we can learn from this," one officer said.

Officers, if you are aware of any methods inmates could use to slip leg irons, please let MCO know. You can email mail@mco-seiu.org.

401(k) MEETING TO BE HELD IN COLDWATER MAY 17

Coldwater-area members are invited to attend a special 401(k) information session presented by Mainstay Capital Management and MCO.

The event will be at 11 a.m. May 17 at Best Western Plus. 630 E. Chicago St., Coldwater, MI. [See a flyer](#).

Please RSVP to tara@mco-seiu.org or cherelyn@mco-seiu.org by May 12 if you would like to attend. This event is for MCO members only.

Many members have indicated they'd like guidance in retirement planning. This

is just another way MCO is stepping up to meet members' needs.

Mainstay is a Michigan-based independent advisor that actively manages 401(k) and 457 retirement accounts. Mainstay can actively manage your retirement accounts as well as counsel you on a number of financial planning topics. Mainstay has worked with UAW members for decades.

Members who attend will also get information on MCO's new Member Benefits Department. See you there!

CORRECTIONS BUDGET UPDATE

The Senate Appropriations Subcommittee on Corrections has removed \$41.6 million dollars from the Governor's recommended corrections budget, as reported in the MCO In-Depth April 27.

The Senate's budget recommendation leaves the challenge of how to achieve those savings to the MDOC. However, the Senate recommendation would eliminate \$4.3 million in one-time funding to train 177 corrections officers to meet projected attrition needs. This would worsen the officer shortage, as about 60 officers retire, promote, or resign every month. [Read the In-Depth on our website](#) for more.



FALLEN OFFICERS MEMORIAL REVEALED AND DEDICATED SUNDAY

As bagpipes played “Amazing Grace,” corrections officers lifted the veil off the Fallen Officers Memorial Sunday, giving corrections staff, other law enforcement, legislators, and union supporters their first glimpse of the monument that honors Michigan corrections officers killed in the line of duty.

More than 300 people attended the Fallen Officers Memorial Dedication and Open House.

“I appreciate everyone who came out to join us in acknowledging those officers who have made the ultimate sacrifice and those currently working behind the walls to keep Michigan communities safe,”

MCO President Tom Tylutki said.

SEIU President Mary Kay Henry spoke at the ceremony of MCO and SEIU’s OneVoice national campaign, which seeks to elevate the voices of Corrections Officers and provide them a voice as corrections reform is debated around the

nation.

“We need to make sure the public and policy makers understand the challenges that you (Correc-

tions Officers) face,” Henry said. “The goal of OneVoice is to make sure Corrections Officers have a seat at the table as changes are discussed. We want to work shoulder to shoulder with MCO. We

should all strive for a just society where all work is respected and treated with dignity.”

More on the OneVoice campaign and other new initiatives will be in the next MCO Report.

Don’t forget: members who couldn’t join us Sunday can still get a special Memorial coin by coming to the MCO office in Lansing during business hours and viewing the monument. The office is open 8 a.m. to 4 p.m. Monday – Friday, except for state holidays.

Read more about the memorial dedication at mco-seiu.org.

Re-live the day! Check out photos in our members-only Facebook group or on our [Flickr page](#). You can also re-watch the livestream in our Facebook group or at mco-seiu.org



AROUND THE STATE: OFFICERS ASSAULTED AT DRF, RMI

A Level II Carson City inmate punched an officer Tuesday, fracturing his nose.

Staff immediately responded, and the CO went to the hospital.

The officer has not returned to work.

A Level IV Michigan Reformatory inmate assaulted two officers after they confronted him for carrying contra-

band Monday.

The prisoner was trying to carry store goods, which are considered contraband if outside a housing unit, to the chow hall. Officers believe he was using them to pay a debt to another prisoner.

An officer took the goods. The prisoner punched two responding officers. Both COs received scratches and bruises. J-block was locked down until the follow-

ing morning.

The inmate was transferred to another prison.

Clarification: Last week’s KYI included a story about an MBP inmate’s leg irons. The inmate managed to unlock one of his properly-secured leg irons, not both. Officers found the irons still attached to one of his legs.

IN MEMORIAM: AGENT DUNN

Candice Dunn, after she accepted her award.

Dunn was a 12-year MDOC employee. [Information on services can be found here.](#)

Please keep her family and friends in your thoughts and prayers. Rest in peace, Candice Dunn.

Parole/Probation Agent of the Year, was killed in a car accident Tuesday night, hours

RUO/CMUO UPDATE

The Court of Appeals has scheduled oral arguments in the RUO/CMUO case for June 13.

In spring 2016, MCO won the RUO lawsuit at the Circuit Court level. The State appealed that ruling to the Court of Appeals and briefs have been filed. Remember, the Court has no deadline in taking any action or making any decision. To see a history of MCO’s actions taken over the last five years to reinstate the RUO/CMUO classifications, [go to mco-seiu.org](http://go.to/mco-seiu.org).



SEVERAL FIGHTS, ASSAULTS, AND CONTRABAND JOLT ICF

Several fights, assaults, and contraband have kept Ionia Correctional Facility of-ficers busy for weeks.

An officer was able to block strikes from an inmate who started throwing punches while being led out of segregation May 11. COs and other staff immediately responded. The officer wasn't injured. The inmate was being moved from Unit 2 (ad-ministrative segregation) to Unit 3 (Level V general population). Officers say the prisoner lashed out because he was afraid of going back to general population. The inmate misconduct policy now only allows 10 days of detention, which has made seg a revolving door at ICF, officers said.

Two cell phones were found in Unit 5 (Level V general population) May 12 and 13. These were just the most recent

instances of phones or drugs being found in this unit, officers said. A substance found in the unit earlier this month tested positive for meth in a field test. Suspected heroin and Suboxone have also been discovered in the unit in the last several months.

A two-inmate fight broke out near Unit 1 May 16. Officers quickly intervened and recovered a weapon.

Two days later, a CO intervened when an inmate started stabbing another pris-oner who was doing pushups on the Unit 3 yard. Another officer sprained his knee while running to respond.

A sexual assault was also reported last week. A prisoner grabbed a food service worker inappropriately, officers said.

HURRY! MCO SCHOLARSHIP DEADLINE IS JUNE 1

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

MCO offers scholarships for members' children who will enter or return to college

this fall. Twenty scholarships of \$750 each will be awarded. Go to mco-seiu.org to print an application or get more info.

Good luck!

IONIA MEMBERS: JOIN US FOR 401(K) MEETING JUNE 21

Ionia-area members are invited to at-tend a special 401(k) information session presented by Mainstay Capital Manage-ment and MCO.

The event will be at 11 a.m. June 21 at Bellamy Creek Correctional Facility. [See a flyer.](#)

Please RSVP to tara@mco-seiu.org or cherelyn@mco-seiu.org by June 16 if you would like to attend. This event is for MCO members only and is open to all members in the Ionia area.

Many members have indicated they'd

like guidance in retirement planning. This is just another way MCO is stepping up to meet members' needs.

Mainstay is a Michigan-based indepen-dent advisor that actively manages 401(k) and 457 retirement accounts. Mainstay can actively manage your retirement accounts as well as counsel you on a number of financial planning topics. Mainstay has worked with UAW members for decades.

Members who attend will also get information on MCO's new Member Ben-efits Department.

MILITARY MEMBERS HOST PIE SOCIAL FOR VETERANS JUNE 3

The MCO Military Members Commit-tee will be hosting a pie social at the VA Ann Arbor Healthcare System at noon Saturday, June 3.

MCO members who are current or former military members are invited to

join us as we serve and chat with veterans. The VA Ann Arbor Healthcare System is located at 2215 Fuller Rd. in Ann Arbor.

If you are interested in attending or need more information, contact John Hassen at hassen48169@hotmail.com.



IN MEMORIAM: BARNEY AND RAINES Saginaw Officer Nicole Barney passed away unex- pectedly May 11.

Barney started with the MDOC in 2015. She leaves behind a young daugh-ter.

Please pray for Barney's friends and family and SRF staff during this difficult time.

Rest in peace, Officer Barney.

Saginaw staff are planning a cookout fundraiser June 2 for all three shifts. Pro-ceeds will go to a college fund for Barney's daughter. SRF members, watch your bul-letin board for more info.

MTU hearings investigator Sally Raines passed away May 15.

Raines had 28 years in with the MDOC. Please join us in wishing peace for her fam-ily, friends, and MTU staff. Rest in peace, Investigator Raines.

KEEP CALLING ON SENATE BUDGET PROPOSAL!

Last week, MCO sent an important email asking members to call legislators and tell them to oppose the Senate's bud-get proposal, which would give MDOC \$41.6 million less than the Governor's proposed budget. [Read the email here.](#)

We still need you to call. Look up your Senator here and your Represen-tative here. Senators are our top priority, but House members need to hear our concerns, too.

The cuts would impact every facility and include the removal of \$4.3 million for the training of 177 new corrections of-ficers. It would likely force the premature closing of another prison, putting officer safety at risk.

This issue is time sensitive and of the utmost importance. We need to generate as many calls as possible to make our voices heard before it's too late. Please call now.



FY '18 BUDGET UPDATE: FUNDING RESTORED FOR NEW RECRUITS

MCO got its first look at the revised Department of Corrections budget at the joint House and Senate conference committee on Wednesday.

The committee opted not to adopt the Senate's \$41 million in cuts but did agree to \$17.5 million less than what Gov. Rick Snyder had requested for corrections. Each of the state's facilities, with the exception of Huron Valley Women's, will get a .99 percent cut for a combined \$10 million in savings. According to the House Fiscal Agency, this equates to roughly \$357,143 per facility, but the MDOC is still evaluating the proposal and has yet to release a detailed statement on its implications.

tions prison by prison.

MCO was successful in swaying public and legislative opinion on the need to restore \$4.4 million in funding to train an additional 177 new corrections officers in FY 2018. With nearly 600 vacancies statewide, this will theoretically give the department the ability to hire over 500+ new officers in the next 18 months as we struggle to achieve adequate and safe staffing levels throughout the state.

For a full summary on the updated budget proposal, [read the InDepth on our website](#). Also, read a [news article](#) on the budget that includes comments from MCO.

Points of note:

- \$4.4 million to train 177 new corrections officers was restored.
- \$4 million increase in the Trinity food contract was reduced to \$3 million.
- \$3.5 million increase in the Corizon Health Care Contract was reduced to \$2 million.
- \$1.5 million expansion in the Wayne County Residential Alternative to Prison project was eliminated.

AROUND THE STATE: MUSKEGON INMATE BURNS CORRECTIONS OFFICER

A probationary officer at MCF suffered second-degree burns when a Level II inmate threw scalding water on her May 31.

She was sitting at an officers' desk in a housing unit when an inmate came out of a kitchenette, walked around the desk, and threw the water on her, other officers reported. The water seeped through her clothes and burned her shoulder and back.

The officer was treated at a hospital

and has returned to work.

The prisoner was transferred to another prison.

A Level IV Cotton inmate assaulted an ARUS during his disciplinary hearing June 2.

The prisoner grabbed a document from the ARUS's hand and hurt her wrist in the process, officers said. She wasn't seriously injured.

The prisoner was transferred.

An LMF inmate's homemade battery burst into flames May 26.

The Level IV inmate made the battery for his tape player.

Officers quickly extinguished the fire. No injuries were reported.



MDOC brings back Employee Recreation Day

For the first time in more than 10 years, the MDOC will host Employee Recreation

Day Friday, July 14 at Riverwood Resort in Mt. Pleasant. All MDOC employees, retirees, and their adult guests are invited. Registration begins at 8 a.m. and events start at 10 a.m.

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

The day will wrap up with a dinner from 4:30 p.m. – 6 p.m.

If you plan to attend, please register by June 26. Complete details, including registration and payment information, can be found in [this flyer](#).



IN MEMORIAM: STEVEN MCCRUM

RGC Officer Steven McCrum passed away unexpectedly May 28.

McCrum had almost 18 years with the MDOC. He is the May 2017 RGC Employee of the Month. An officer who worked with McCrum said he was a selfless person who was always there for his friends in times of need.

Please join us in wishing peace for McCrum's family, friends, and coworkers at RGC.

Rest in peace, CO McCrum.



RUO/CMUO ARGUMENTS HEARD BY MICHIGAN'S SECOND-HIGHEST COURT

Three judges on the Michigan Court of Appeals heard arguments in the RUO/CMUO lawsuit Tuesday.

Only one judge asked questions during arguments. Unlike in the circuit court hearing last

year, the appellate court didn't give clear indications on how they might rule.

The hearing lasted about 30 minutes.



Above: Mary Ellen Gurewitz, MCO's outside legal counsel, argues MCO's case before the Court of Appeals. MCO made a short video after the hearing. Click the photo to watch.

The 2,472 former RUO/CMUO

jobs "didn't change one bit" after the abolishment, said Mary Ellen Gurewitz, MCO's outside legal counsel. There was never any

evidence RUOs weren't fulfilling their job duties.

"These jobs ... are so important and

simply devalued by the department," Gurewitz said.

Assistant Attorney General Christopher Braverman argued for the state and said the abolishment was above board. The intended duties of these jobs, including a role in prisoner treatment, were never realized, he claimed.

The appeals court has no deadline in making a ruling. MCO will share any developments with members.

MCO has been fighting the RUO/CMUO abolishment since 2012, first through the Civil Service Commission, and now through the courts. For a timeline of our actions, [go to our website](#).

AROUND THE NATION: GEORGIA MOURNS THE LOSS OF TWO COs; JCF COs ASSAULTED

Two Georgia corrections officers were shot and killed after inmates stole their weapons during a transportation run Tuesday. Two prisoners fled in a car and were on the lam almost three days before they were caught.

Officers Curtis Billue and Christopher Monica were shot. Two prisoners somehow overpowered them and stole their weapons, according to media reports. The inmates then carjacked a vehicle and escaped, leaving the other prisoners on the bus, media reports state. It happened about 80 miles from Atlanta on a state highway.

Police launched a nation-wide manhunt for suspects Donnie Rowe and Ricky Dubose. They were apprehended Thursday evening in Tennessee.

Billue, a U.S. veteran, had 10 years with the Georgia DOC. Monica had eight years with the department.

Please pray for the family and friends of Billue and Monica and for all Georgia corrections staff.

MCO leaders and staff thank all corrections employees for putting your lives on the line every day to keep the public safe.

A Cotton prisoner punched an officer in the face Sunday while being locked in his cell.

A second CO suffered wrist injuries while trying to contain the inmate. They were treated at a hospital and released.

The assault happened in J-unit, a Level IV. The inmate was sent to segregation.

Drugs are being found frequently at Carson City.

One Level II unit is so bad, "we're pulling drugs, weapons, and contraband out of that unit on a weekly basis," an officer said.

Here is a summary of recent events at DRF:

6/14:

- Inmate ticketed for threatening behavior on staff, sexual misconduct, and disobeying a direct order. Two other inmates were ticketed later that day for threatening behavior against staff.
- Prisoner found in possession of marijuana.

6/13:

- Prisoner-on-prisoner fight.

6/10:

- Inmate found in possession of marijuana.

6/9:

- Prisoner found in possession of a weapon.
- Prisoner found in possession of Suboxone.

6/7:

- Inmate ticketed for threatening behavior, smuggling, possession of money.
- Inmate-on-inmate fight.

Kudos to all the officers who uncovered contraband and responded to these fights and assaults.



READ THE SPRING/SUMMER 2017 MCO REPORT ONLINE NOW!

Check out the [Spring/Summer 2017 MCO Report](#) online now.

You'll find great stories and information on:

- MCO's Fallen Officers Memorial and Open House.
- How 10 corrections officers opened up to reflect on their profession, volunteer work, and their communities for a new publication, *In Their Own Words*.



teer work, and their communities for a new publication, *In Their Own Words*.

- Our new initiatives to engage members, including Listening Tours; Building Political Capacity; Next Gen Leadership Program; and Future Union Engaged Leaders (FUEL) Millennial Program.
- Central Committee and Executive Council meetings.
- Officers on the job at Macomb.
- How Officer of the Year

Cary Johnson and MCO are raising awareness of corrections PTSD.

- and more!

This new format is optimized for online reading. Also, you'll find lots of handy links to quickly email us or jump to an important website.

Members who have provided MCO with their personal email address get early access to the MCO Report, delivered straight to their inbox. Providing MCO with your home email ensures you get important communications from MCO. [Give us your home email here.](#)

AROUND THE STATE: JCS OFFICERS RESPOND TO ESCAPE ATTEMPT

Five corrections officers were exposed to an inmate's blood after he was cut on razor wire during an escape attempt at Cooper Street.

The Level I prisoner tried to escape during yard time just before 6 p.m. Saturday. He ran to the fence behind A and B units. Officers had to pull him off the fence more than once and deploy Tasers. Luckily, due to the staff's fast response, he never made it over the interior fence. MCO leaders commend all staff on duty at JCS that evening for their quick and courageous actions.

The prisoner grabbed the fence's razor wire with his bare hands and suffered several cuts. Five of the responding officers were sent to a hospital for blood exposure. No other injuries were reported. The inmate was checked out at a hospital and has been transferred to another facility.

The PSV was not making a round at the time of the escape attempt. One PSV was placed on continuous rounds after the incident.

Many workers never fear being exposed to bodily fluids on the job. But when corrections officers go to work,

they must be prepared for anything. The blood exposures reinforce one of MCO's key messages: corrections officers are first responders in a prison, and their jobs often require them to sacrifice their safety and well-being. MCO is constantly pushing to increase public awareness and appreciation of the hazards encountered by corrections officers. MCO leaders and staff see and appreciate the dangers members face every day when they enter the facilities. Thank you, officers, FSAs, and all members, for your dedication to keeping prisons and communities safe.

A Macomb officer's arm was slashed when he intervened in a prisoner fight Sunday.

The inmate cut the CO's left forearm with a metal shank made from part of a locker. The officer needed six stitches. He returned to work yesterday.

The altercation happened between two Level IV inmates while they were walking to chow. The officer deployed his Taser and was trying to contain one of the inmates when he was cut. If the CO hadn't quickly intervened, one of

the inmates may have been stabbed in the head or neck.

An Alger officer was dressed out with feces June 13. He was struck in the waist area, and was given a replacement uniform to wear, an officer said.

Earlier this month, an LMF staff member was exposed to blood while responding to an inmate's medical emergency.

MDOC BUDGET UPDATE

The FY '18 budget, totaling nearly \$57 billion, now awaits Gov. Rick Snyder's signature.

The omnibus budget bill, [HB 4323](#), was approved by the House and Senate this week. It calls for \$6.5 million less in MDOC spending than the department received in FY '17. The Senate initially wanted to eliminate training 177 new COs to save money, but the budget passed this week restored the spending.

Overall, the general fund budget now before the governor calls for spending about 2 percent more than FY '17.



AROUND THE STATE: MTU OFFICER ASSAULTED; COs AT NCF AND ARF FIND CONTRABAND

An MTU prisoner punched an officer several times Tuesday, and another CO was injured while responding. Both were treated at a hospital and released, officers said.

The assault happened in A-unit, an RTP unit that includes Level II and segregation cells. A Level II prisoner followed an officer into the med room and hit him in the head about 15 times. The officer had bruising and a cut near his eye but no serious injuries. A responding CO suffered a wrist injury.

Both have returned to work. The inmate was transferred to another facility.

Stay safe.

Newberry officers stopped a visitor from bringing in Suboxone June 25.

The visitor was shaken down in the gates before entering the visiting room.

Great job, officers!

On June 30, a Gus Harrison officer was making rounds in a Level II unit when he saw an inmate holding a syringe full of a brown liquid. The prisoner appeared to be preparing to inject another inmate.

Other recent events at ARF:

6/28: Fight between three Level II inmates on walkway. In an unrelated incident, a CO found bleach hidden inside a shampoo bottle in a Level IV prisoner's locker.

6/27: Two-inmate fight outside of B-unit (Level I).

6/26: Inmate-on-inmate assault between Level IV prisoners in north food service area.

Great job to all the officers who responded to these situations at MTU, NCF, ARF and other prisons over the last few weeks.

RUO UPDATE: COA RULES AGAINST MCO

MCO has been notified that we were unsuccessful in the Court of Appeals regarding the RUO Lawsuit.

The decision is still being analyzed by MCO's outside legal counsel. More details will be released in the future as we determine how to proceed.

For a timeline of all the actions MCO has taken over the last five years in the RUO case, [go to mco-seiu.org](http://go.to/mco-seiu.org).

IN MEMORIAM: CO ZIMMERMAN



Newberry Officer Brian Zimmerman passed away June 27.

Zimmerman had been an officer for 21 years. He had worked at different facilities during his career. He was also a trustee on the Village Council of Newberry. He is survived by his daughter and other family and friends. Services were held Thursday.

Rest in peace, Officer Zimmerman.

MEMBERS, WEIGH IN ON MCO DISCOUNTS AND PERKS PROGRAM

Over the past year, MCO's Member Benefits Department has made great improvements to our Discounts and Perks Program.

We added ticket contests for the Detroit Pistons, Red Wings, Tigers, and other teams around Michigan. We now have nation-wide travel discounts

to popular destinations such as Orlando, Florida. We locked down deals at casinos and ski resorts in the U.P. so members around the state don't have to travel far to take advantage of MCO's discounts.

Now we are asking for members' input to make the Discounts and Perks

Program even better. Please take a few minutes to answer a short survey about what discounts and perks you want to see in our program. [Click here to go to the survey now.](#) This brief survey will only take 5 minutes to complete. Thanks in advance for your input, members!



The MCO Executive Board at COPS Day 2016.

Join us for COPS Day at the Ionia Free Fair July 19

COPS Day at the Ionia Free Fair is Wednesday, July 19. 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 noon at the hospitality center in the Administration Building. The fairgrounds are located at 317 South Dexter Street in Ionia.

See you there!



AROUND THE STATE: IONIA OFFICER ASSAULTED; MACOMB INMATE ATTACKED

An ICF prisoner punched an officer Tuesday, knocking him to the ground.

The Level V prisoner walked into Unit 4 from the yard, approached a CO, and started hitting him. Officers immediately responded. It took several staff members to gain control of the combative inmate.

The officer suffered bruising and minor abrasions.

The prisoner was transferred.

Two Macomb inmates assaulted a prisoner while two other inmates kept a lookout.

It happened July 8 in Unit 4 (Level IV). Two inmates entered another inmate's cell and assaulted him with weapons. Two other prisoners stood

blocking the view from the hallway.

Staff saw the assaulted inmate bleeding and took him to health care. He was treated at a hospital.

The four inmates were placed in segregation. The two attackers have been transferred to another facility.

Alger officers found at least two weapons last week.

A CO found a 4-inch piece of sharpened metal in an inmate's cell July 3.

The other, found July 6, was made from a thin piece of metal, possibly an antenna, with a cloth handle attached.

Both were found in the Level IV Maple unit.

Carson City officers are frequently finding drugs, weapons, and other contraband.

Recent events:

7/11: Level I inmate found in possession of dangerous contraband.

7/10: Level I inmate found in possession of dangerous contraband.

7/8: Level IV inmate-on-inmate fight on yard. A third inmate jumped in and stabbed one of the prisoners.

7/6: Level II inmate found using marijuana.

7/5: A Level I inmate and a Level II inmate were found with marijuana (separate incidents). Another Level I inmate found with Suboxone.

7/4: Level II inmate found in possession of bleach. Level IV inmate-on-inmate assault.

Crisis Fund Golf Outing supports members in need

Join us for the 21st annual MCO Crisis Fund Golf Outing Aug. 18 at Ledge Meadows Golf Course in Grand Ledge.

The annual Golf Outing raises money for the Crisis Fund, which helps MCO members facing catastrophe.

If you can't attend, please consider sponsoring the outing. Sponsorships start at only \$25. Help your union brothers and sisters – support the MCO Crisis Fund.

WHEN: Friday, Aug. 18. 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.

SIGN UP: Go to mco-seiu.org for a pamphlet that includes a golfer sign up 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: The pamphlet on our website includes a sponsor sign up form. Please print it, fill it out and mail with a check to MCO. Call MCO at (517)485-3310 with any questions.

To get a registration flyer, go to mco-seiu.org or call MCO at (517)485-3310.



NOMINATIONS FOR CHAPTER ELECTIONS ARE NEXT MONTH

August is the nomination acceptance period for members wishing to run for chapter elections. All members in good standing for the last two years are automatically nominated and eligible to run. To declare your candidacy and get your name on your chapter's ballot, you must submit your name to your chapter election committee in August. The committee will first verify your membership.

If you have any questions, please contact MCO Member Engagement Associate Jim McHenry at jim@mco-seiu.org.

Chapter elections are held in September in every odd-numbered year. For more details, see Article 19 of the [MCO bylaws](#).



AROUND THE STATE: LMF, LCF, DRF OFFICERS RESPOND TO INMATE DEATH, STABBINGS

A Level IV Alger inmate is suspected in the death of his cell mate Thursday.

The prisoner was pronounced dead at about 2 p.m. in the Pine unit. Police are investigating.

The suspect was just transferred Monday to LMF from a Level V unit at another facility. He was screened as a Level V, but his previous facility waived him to Level IV, MCO was told.

About an hour before the death, COs responded to an inmate-on-inmate fight in front of the Level IV Maple unit. A weapon was recovered. No serious injuries were reported.

Two Lakeland inmates have been stabbed in the last several days.

The first was on July 15. A prisoner was in his room in C-unit (Level II) when he was stabbed in the neck and back.

On July 18, a prisoner in the Level II E-building was stabbed several times in the back, neck, and side. Both of his lungs collapsed, and he was taken by helicopter to a hospital. Officers described the weapon as an 8-inch piece

of sharpened aluminum.

COs responded quickly and appropriately to both assaults.

A Carson City inmate threw a fan at a CO and broke a broomstick over his knee Thursday. The officer wasn't hit by the fan and no staff injuries were reported.

The Level II inmate was mad that he lost his job due to a ticket, an officer said.

After Thursday's incident, the prisoner was charged with threatening behavior, assault on staff, creating a disturbance, and disobeying a direct order.

Also at DRF, a Level IV inmate stabbed another prisoner July 13 in the chow hall. The attacker had just been released from segregation earlier that day. He had been involved in a stabbing about a week earlier. Officers described the weapon as a 4-inch piece of sharpened metal with a handle.

No major injuries were reported.

Thank you, officers, for your dedication to Michigan's toughest job.

IN MEMORIAM: CO HOWARD



ARF Member Allen Howard passed away July 18.

Howard was the first-shift school officer. He had 16 years with the MDOC. He was also a member of the Adrian Township Fire Department.

Visitation is Saturday, July 22, from 2 p.m. to 4 p.m. and from 6 p.m. to 8 p.m. at the Anderson-Mary Funeral Home, 3050 W. Beecher Rd. in Adrian. A funeral service will be at 2 p.m. Sunday, July 23, at the same location.

Please keep Howard's family, friends, and Gus Harrison staff in your thoughts.

Rest in peace, Officer Howard.

Annual Children's Day picnic is Aug. 19

The Detroit Children's Day Picnic will be Saturday, Aug. 19 at Lower Huron Metropark in Belleville.

The picnic will include bounce houses, Body Bouncers, music, airbrush tattoos, Disney characters, video game bus, lots of great food, and more. Plus, kids can get a backpack full of school supplies!

The fun starts at noon and lasts all day. Employees at Detroit-area facilities and all MCO members are invited. The picnic is a long-standing tradition that brings together corrections employees for a day of family fun!

Help us serve veterans in Ann Arbor July 29



The MCO Military Members Committee will be hosting a cake social at the VA Ann Arbor Healthcare System at noon Saturday, July 29.

MCO members who are current or former military members are invited to join us as we serve and chat

with about 40 veterans. The VA Ann Arbor Healthcare System is located at 2215 Fuller Rd. in Ann Arbor.

If you are interested in attending or need more information, please contact CMO John Hassen at has-sen48169@hotmail.com.

Learn more about the MCO Military Members Committee on the [MCO website](#).



MCO KEEPING UP THE ENGAGEMENT MOMENTUM WITH NEW INITIATIVES

Have your heard about MCO's new initiatives to engage members?

MCO leaders and staff have embarked on member engagement sessions; started an intense leadership development program; and built political capacity by taking a member-driven approach to legislation and endorsements. Read more about these initiatives in the [MCO Report](#).

MCO has also launched One

Voice, a national campaign to bring corrections officers' voices into the corrections reform conversation that's sweeping the U.S. More info on One Voice will be in the next MCO Report.

Have you gotten involved? A good place to start is asking your chapter leadership about listening meetings

and other MCO meetings at your facility.

Also, take the time to read our

emails ([sign up for emails here](#)), [web-site](#), [KYI](#), and [MCO Report](#). Please provide the MCO central office with your personal email address so we can communicate with you about potentially sensitive information.

If you haven't already, stop by the MCO central office to view the [Fallen Officers Memorial](#) and get a [commemorative coin](#).

We won't be able to transform MCO overnight. But with persistence, we can improve our union and touch all members' lives. MCO leadership is taking concrete steps to understand our members' needs in these changing times and how the union can better serve everyone we represent.



AROUND THE STATE: MAGGOTS SPOTTED AT JCF; TWO INMATES STABBED IN MELEE AT MCF; INMATE CHARGED WITH ATTEMPTED MURDER IN CMO ASSAULT

Maggots were found twice in the last week at Cotton.

They were first spotted Saturday in the main kitchen, known as Cotton food service. Officers say they saw maggots near hot boxes, which are used to keep food warm during serving lines and delivery to high-level housing units. The area was sanitized.

More maggots were discovered Wednesday in bananas in the prison's other kitchen, known as temp food service.

Everyone deserves healthy, nutritious food prepared in a sanitary environment. MCO members still have serious concerns about privatized food service. Members are still encouraged to let the MCO central office know about any food problems at the facilities. Email mail@mco-seiu.org.

Two Muskegon inmates were stabbed Tuesday.

One prisoner suffered about 14 stab wounds and the other inmate was stabbed twice, officers said. The two assaults happened about 15 minutes apart. Three weapons were recovered. About 10 Level II inmates from Units 3 and 4 were involved and sent to segregation.

Several COs and non-custody staff quickly responded. No staff injuries were reported. Great job to the officers who responded to this altercation.

Here's an update on a [KYI story](#) reported a year ago.

A Woodland Correctional Center officer was strangled when he entered an inmate's cell July 11, 2016. The prisoner had lathered up his cell floor with something slippery, causing of-

ficers to fall. As they fell, the inmate allegedly grabbed one CMO by the neck and choked him, MCO reported at the time. The CMO was admitted to the hospital with serious injuries to his back, neck, and knee.

Since then, Livingston County prosecutors have charged the prisoner with assault with intent to commit murder, assault by strangulation, and assault of a prison employee. He faces a life sentence if convicted of assault with intent to commit murder. The prisoner is scheduled to make his next court appearance in September.

The assaulted officer returned to work in May.

"It's good for people to know how dangerous this job is," the CMO said.

Thank you, officers, for your dedication to Michigan's toughest job.



AROUND THE STATE: MR FOOD SERVICE EMPLOYEE CAUGHT WITH DRUGS; MOLDY CHEESE SERVED AT WCC

Suspected heroin, marijuana, and lots of cash was found in a Trinity employee's vehicle at Michigan Reformatory Aug. 1. Other contraband, including weapons, spud juice, a tattoo gun, and a white powder were also uncovered that day during a facility shakedown.

The Trinity employee was walking into work when she noticed the shakedown in progress and ran back to her car. Her vehicle was searched and the contraband was found. The employee was placed on stop order.

The Bruce Curtis recruit class did the shakedown. They graduate Friday in Lansing. Nice work!

WCC officers found 8 pounds of cheese hidden in the kitchen

July 21.

The search started after Trinity staff told CMOs that 5 pounds of cheese was missing, members said. Officers discovered the cheese on the rack used to hang clean kitchen uniforms. They noticed mold on the cheese, and then found the cheese on the serving line also contained mold. About half of the prisoners and some CMOs had already eaten the cheese, officers said. Chow lines were stopped until fresh cheese could be substituted.

Food theft is a serious problem and seems to be on the rise over the last few years. It drives up food costs, and food can be sold on the yard for high prices, which can create safety and security threats.

MCO APPEALS RUO TO STATE SUPREME COURT

The MCO Executive Board has decided to appeal the RUO/CMUO decision to the Michigan Supreme Court.

MCO attorneys will file notice of our intent to appeal before the Aug. 10 deadline.

Remember, the Supreme Court picks which cases to hear. The Supreme Court may decline to take our lawsuit. In that case, the Court of Appeals ruling would stand.

In June, the Court of Appeals heard arguments in the RUO case and sided against MCO.

MCO has been fighting the RUO/CMUO abolishment for more than five years. For a timeline of MCO's actions, [go to our website](#).

NOMINATIONS FOR CHAPTER ELECTIONS GOING ON NOW

August is the nomination acceptance period for members wishing to run for chapter elections. All members in good standing for the last two years are eligible to run. To declare your candidacy and get your name on your chapter's ballot, you must submit your name to your chapter election committee in the month of August. The committee will first verify your membership.

If you have any questions, please contact MCO Member Engagement Associate Jim McHenry at jim@mco-seiu.org.

Chapter elections are held in September in every odd-numbered year. For more details, see Article 19 of the [MCO bylaws](#).

Crisis Fund Golf Outing features silent auction

This year's Crisis Fund Golf Outing will include a silent auction where golfers can bid on a framed collection of Detroit Pistons tickets.

The compilation includes a home-game ticket from every Pistons season from 1988-2013. The Detroit Pistons donated this special prize – thanks,

Pistons!

The silent auction will open when the golf outing registration begins at 8:15 a.m. The winner will be announced in the afternoon once all teams are back at the clubhouse. You must be present to bid or win.

The outing will be Friday, Aug. 18 at Ledge Meadows Golf Course in Grand Ledge. **Time is running out to register a team or sponsor a tee or cart sign. There are only a few spots left.** [See this flyer](#) for details or call the MCO central office at (517)485-3310.

The annual Golf Outing raises money for the Crisis Fund, which helps MCO members facing catastrophe.





ARBITRATOR DEMANDS 7 TCF OFFICERS BE REINSTATED

Seven Thumb officers who were fired on allegations of falsifying perimeter rounds will be brought back to work with full back pay, according to an arbitrator's decision rendered last week.

The COs were placed on stop order in Aug. 2016 on allegations of falsification, conduct unbecoming, and dereliction of duty. The officers had worked third shift on a unique assignment that requires rounds of a large area on the yard. MDOC accused them of falsifying rounds in the log book, a claim they made after reviewing video surveillance.

The arbitrator didn't buy MDOC's accusations. An MDOC official testified that "everyone knows what a 'round' is," but, after reviewing testimony and evidence, the arbitrator found there was no definitive definition of a round in the case of this highly-unique position. The manner in which these COs made rounds was unwritten but accepted practice at TCF. One of the discharged COs had worked the position and shift in question for 17 years and said he never received training or explanation on rounds for this position. All the tasks assigned to this position couldn't be completed if the officer had to also walk the entire perimeter once an hour, he said at the hearing.

After these employees' discipline, the MDOC sent an email to staff explaining perimeter rounds and trained staff on how to do them, further proving that the definition of rounds for this unique

assignment was unclear.

Here are some excerpts from the arbitrator's report:

"The failure of these officers to perform their duties as the Department thought that they should rests on the Department itself, not on these officers who were performing their jobs as best they could, in good faith, under the circumstances."

"...(MDOC's) argument as to the Conduct Unbecoming rings hollow in the context, as the Conduct Unbecoming was not of the Corrections Officers doing, but of the Departments doing by its failure to protect the public by not properly training these officers on the performance of perimeter checks."

"...It was the actions or inactions of the Department not the actions of these seven officers which ultimately put the public in jeopardy, if, indeed, the public was ever in jeopardy."

The decision demands full back pay for these officers, who have been suspended without pay since January, and restoration of all benefits and seniority.

MCO and the MDOC argued the case at an arbitration hearing July 11-12.

"The MCO Legal Department deserves our thanks for the many hours of time and dedication they put into this case. They did an excellent job," MCO President Tom Tylutki said.

Thanks, members, for your support. MCO will continue to fight for fairness in the workplace.

Briefly...

Congratulations to the Bruce Curtis class that graduated Friday in Lansing! MCO leaders and staff wish you luck as you start your career. To see photos from today's graduation ceremony, visit [MCO on Flickr](#) or go

to [Michigan Corrections Organization \(Members Only\) on Facebook](#).

Don't forget the MCO Children's Day Picnic is Saturday, Aug. 19 at Lower Huron Metropark in Belleville. More details are at [mco-seiu.org](#).

CONGRATULATIONS TO MCO SCHOLARSHIP WINNERS!

Every summer, MCO awards scholarships of \$750 each to children of members who will be attending college in the fall. MCO typically awards 20 scholarships each year. But, due to the high number of excellent applications submitted this year, the scholarship committee decided to give out 25 scholarships of \$750 each.

See a complete list of winners on the [MCO website](#).

The MCO Scholarship Committee is proud of members' students and pleased to award five extra scholarships this year.

Good luck to all applicants on your educational goals!

OPEN ENROLLMENT GOING ON NOW

Health insurance open enrollment is going on now and ends Friday, August 25th, 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.

New enrollments, rates, and changes will take effect on Sunday, October 8, 2017.

With no plan design changes for insurance open enrollment this year, it's the perfect time to review some features of your elected plans. Highlighted features include telemedicine, electronic Explanations of Benefits, and insurance carrier online portals. More details on these features can be found in [this flyer](#).

Get more enrollment information at [www.mi.gov/IOE](#) or go to [www.mi.gov/selfserv](#) to enroll online.

- Information provided by OSE



AROUND THE STATE: DRONES DROP CONTRABAND AT MTU, DRF

After many close calls and suspicious sightings, drones have unquestionably dropped contraband in at least two Michigan prisons.

MTU officers caught a drone dropping contraband near two units in the early morning of Aug. 17. Due to the quick actions of two third-shift yard officers, police were able to arrest three suspects immediately after the drop. The Ionia Emergency Response Team found the drone and evidence near the prison later that day. *MTU officers and the Ionia-area ERT did a phenomenal job. Thank you for your great work!*

A drone also dropped contraband at Carson City Aug. 10. Packages were found in the inmate garden, officers said.

The two MTU yard officers heard a strange noise shortly after 4 a.m. Aug. 17. One of the officers said the noise sounded like “bees buzzing.” They looked up and saw a drone.

“Shortly after we spotted it, it dropped a package,” one officer said. The drone flew away, but returned and dropped another package.

The officers called a supervisor. The area was searched, and the packages were brought to the control center.

Staff immediately called the police, and three people found nearby with a vehicle were detained. Jonathan Lavawn Roundtree, Daryl Steven Marshall, and Patrick Corey Seaton Jr. now face charges in Ionia County, according to media reports. One of them was recently released on parole.

Later that morning, the ERT found the drone, tobacco, marijuana, and other possible evidence near the prison.

Although MCO members and leaders are grateful this drone was quickly seen and arrests were made, we still have concerns about the safety and security of prisons. MTU officers say there was some luck involved here. The two yard officers

were in the right place at the right time, and all staff handled the drone drop appropriately.

Officers have pointed out that if COs were in a gun tower, they could have seen suspicious activity, possibly before the drone dropped the packages. Towers, when staffed, serve as a powerful deterrent against contraband drops.

MDOC now relies heavily on cameras, but cameras can’t respond. Technology can’t replace staff, who can intervene. The presence of custody staff, whether it be in housing units or in towers, deters crime.

MCO is still heavily advocating for more legislation and regulation of drones. The MCO/MDOC joint Health and Safety Committee has discussed the threats posed by drones and possible solutions.

“The threats are not threats any more. They are happening. It’s happening across the country,” said Brent Kowitz, MCO Executive Board member and MCO’s representative on the committee.

An Unmanned Aircraft Systems Task Force will develop statewide policy recommendations on the operation, use, and regulation of unmanned aircraft systems in Michigan. The task force, established by the governor, includes representatives from several state departments, including MDOC. MCO leaders are pleased the governor is taking drones seriously.

MCO will keep members posted as we and other groups find solutions to drones over prisons.

A nine-inmate fight broke out on a walkway during morning chow lines Thursday at Bellamy Creek. Level IV prisoners started to fight on the way back from breakfast. COs say the fighting was gang-related.

Officers immediately responded and recovered a weapon. One CO suffered a knee injury in the response.

A Trinity worker at Kinross was fired for refusing to order inmates to pick through rotten potatoes to salvage good ones, according to the Detroit Free Press.

The former employee told the Free Press that many bags of potatoes were spoiled. An MDOC spokesperson said only about a third of the potatoes were bad. Due to inmates’ concerns, none of the potatoes were ultimately served, the spokesperson said.

MCO President Tom Tylutki told the Free Press members still have serious concerns about food quality and quantity.

“Poor food quality and quantity puts the safety of everyone inside a prison at risk...” Tylutki said. “Everyone deserves healthy, nutritious food prepared in a sanitary environment, and that goes for inmates, too. This is a moral issue for all sides.”

MCO leaders and staff are still keeping tabs on food complaints. Please email mail@mco-seiu.org with information.

Unions examining proposed Civil Service rule changes

The Michigan Civil Service Commission will consider proposed rule changes that the state personnel director claims will improve efficiency and streamline employee issues.

A coalition of unions and attorneys are combing through these proposed changes to Civil Service Commission Rules Chapter 6, “Employee-Employer Relations.” The coalition is preparing to address the proposed changes and impacts they could have on collective bargaining.

The Civil Service Commission is scheduled to decide on these changes at its Sept. 20 meeting. If they are approved, the changes are scheduled to take effect in January 2019. More details could be shared in the coming weeks. Please watch your email and our website, mco-seiu.org.



AROUND THE STATE: OCF COs RESPOND TO ESCAPE ATTEMPT

An Ojibway inmate climbed on roofs and jumped on the interior fence in what officers are calling an escape attempt.

As yard time was ending Aug. 23, the prisoner ran to the medical lines window, then onto an awning, an officer said. From there, the inmate got onto the roof of the administration building. He crossed the roof, dropped down on the other side, and started to scale the interior fence. He tripped a zone alarm, and COs responded quickly.

The prisoner obeyed orders to come down. He didn't make it over the interior fence. Razor wire cut the inmate, and he needed stitches in an arm, an officer said. He was transferred to another facility. The prisoner was scheduled to be paroled in about a month.

The responding COs and other staff handled this incident well. Their quick actions prevented what could have been an escape. Great work!

OCF officers say there's no dedicated PSV officer. The CO who makes PSV rounds must also staff the info desk. The PSV officer rushed to the zone break, but he would've been too late to respond to an escape, officers said.

Also, OCF was budgeted to get additional razor wire, an officer said, but the purchase has been put on hold.

ICF officers recovered a 4-in. weapon after a fight Tuesday that sent one inmate to the hospital.

The brawl started in the Unit 4 (Level V) small yard entrance. One inmate punched another prisoner several times

from behind. The assaulted inmate fought back, and they wouldn't comply with officers' orders to stop. Eventually COs were able to end the fight.

The assaulted inmate was stabbed in the melee. He was transported to a hospital.

Officers quickly responded to this altercation and put a stop to it before it could get worse. Great job, ICF custody staff.

A Trinity employee at Brooks allegedly brought in a large amount of cash last week for an inmate, a CO said. The employee was placed on stop order.

MDOC policy allows employees to bring in no more than \$25. Large amounts of cash can compromise a prison's safety and security.

MORE INFORMATION ON CIVIL SERVICE PROPOSED RULE CHANGES

A coalition of labor leaders this week called on the Michigan Civil Service Commission to reject proposed rule changes that, if approved, would go into effect Jan. 1, 2019. These changes are aimed at severely limiting the collective bargaining process and undermining the rights of Michigan state employees.

These proposed changes – concerning the Employee Relations section of the Rules & Regulations – will have a significant impact on the collective bargaining rights of employees. Specifically, the changes would make certain subjects of bargaining – which are currently mandatory subjects of bargaining – prohibited subjects. Prohibited subjects of bargaining are terms of employment that the employer has complete control over. Prohibited subjects of bargaining

are not subject to negotiation or the grievance procedure.

The Commission notes that its proposed changes are aimed at streamlining differences in existing union contracts, but the Coalition disagrees. Current language in Coalition contracts creates work environments conducive to maximizing employee service to the public. In addition, negotiated terms maintain a balance between public service and fairness and equity in the workplace.

The MCSC was created to protect tax payers and classified state employees from political partisanship, nepotism, and public corruption. Negotiated contract terms currently in place promote fairness in the workplace. These terms insulate citizens and employees from the very ills that the

MCSC was created to protect against.

The coalition, as well as outside counsel, are reviewing the proposed changes and preparing a response. The Michigan Civil Service Commission will meet on Sept. 20 to vote on the proposed changes. In the coming days, the Coalition is assessing exactly how the changes will affect collective bargaining and current contract language.

Collective bargaining provides a civil forum for resolving disputes, resulting in more efficient service and savings for the people of Michigan. Before collective bargaining, labor unrest was common. Today, we resolve our problems at a conference table, where we foster communication and make better decisions for state employees and the Michigan citizens we serve.



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.

Look for this first poster (far right) going up in your facility soon.

In addition, a special 50th 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 and is leading a nation-wide campaign 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.

REPS. LIFT UP COs AT 9/11 MEMORIAL EVENT

Two corrections officers stood alongside police officers, sheriffs' deputies, and other law enforcement honored at the Michigan House of Representatives 9/11 Memorial Ceremony Thursday.

Officer Lorraine Emery of Bellamy Creek Correctional Facility was the guest of Rep. Tom Barrett. Officer Ray Sholtz of St. Louis Correctional Facility was invited by Rep. Ben Frederick.

Representatives hold the 9/11 memorial event every year to honor public servants who lost their lives Sept. 11, 2001 and to recognize first responders who put their lives on the line every day in service to our state and our

country.

[Read the full story at mco-seiu.org.](#)



(From left) Rep. Ben Frederick, CO Ray Sholtz, CO Lorraine Emery, and Rep. Tom Barrett.

New Tigers ticket contest!

Enter to win tickets to the Detroit Tigers game on Sept. 24th. Three lucky members will each receive five tickets to the game, plus each person will receive a hot dog, soda, and chips. All you have to do is email your answer to the MCO challenge question below to Tara Nichol at tara@mco-seiu.org. You must email from your home (not .gov) email address. Contest open to MCO members only. Winners will be selected on Wednesday, Sept. 13 at noon. Good Luck!

Challenge: Name one of MCO's 2017-2018 initiatives to engage members. (Hint: You can find the answer in the [Spring/Summer 2017 MCO Report](#).)



BULLETIN

SEPT. 15, 2017

IMPORTANT INFORMATION ON SEPT. 20 MCSC MEETING

You may have heard that some state employee unions are asking members to attend the Michigan Civil Service Commission meeting (MCSC) Sept. 20. MCO is a part of this union coalition.

The MCSC meeting Sept. 20 is public. Anyone may attend. Seating will be very limited, as we anticipate a large turnout of state leaders, speakers, and media. The meeting starts at 10 a.m. at Capitol Commons Center (address and additional details are below). State employees will also be rallying outside the meeting.

MCO has agreed to share with fellow unions our parking lot and building for activities that day. Parking is going to be very limited throughout the entire area.

Additionally, **MCO members who plan to come to Lansing are encouraged to gather at 8 a.m. at the MCO office for a discussion before walking to the MCSC meeting and rally.**

At the MCSC meeting, the Commission will consider proposed rule changes that, if approved, would give the employer more power over work conditions. **The proposed changes are one more tool the employer could use to silence your voice at work and make it difficult for MCO to represent you. These changes, if approved, will seriously defray relationships MCO has been trying to cultivate over the past few years with department heads, lawmakers, and other key leaders.** MCO leaders have reached out to legislators, the governor's office, gubernatorial candidates, current and former commissioners, and many others to ask for their support.

We are also asking MCO members to call Governor Rick Snyder and ask him to intervene. For tips for your call, [go to our website.](#)

Read more about the proposed changes in [this press release](#) and [this statement](#).

Thank you, members, for your support.

MCSC meeting and rally schedule

- **8 a.m.:** Discussion on proposed changes and rally at MCO Central Office, 421 W. Kalamazoo St., Lansing.
- **10 a.m.:** MCSC meeting at Capitol Commons Center, 400 S. Pine St., Lansing. (about one block from MCO Central Office)
- **8 a.m. – 11 a.m.:** Rally outside Capitol Commons Center.



BULLETIN

SEPT. 20, 2017

CIVIL SERVICE COMMISSION VOTES TO ADOPT RULE CHANGES

The Michigan Civil Service Commission approved rule changes today aimed at standardizing several processes, including seniority calculations, overtime assignments and positions, and layoff and recall procedures. These changes aren't scheduled to go into effect until January 2019.

The new rules also prohibit state employee unions from filing grievances on those issues. Additionally, commissioners reinstated the Rules of General Applicability, which, in cases of emergency, allow the commission to impose changes on state employees even if those changes conflict with contracts.

Commissioners Jase Bolger, Janet McClelland, and James Barrett voted in favor of the changes. Commissioner Robert Swanson voted against.

The vote was taken just before 2 p.m., after about four hours of comments from dozens of state employees, retirees, and others. Only two people – representing the Mackinac Center and the Michigan Chamber of Commerce – spoke in favor of the rule changes.

MCO President Tom Tylutki and MCO Vice President/Chief of Staff Andy Potter gave many comments urging the commission to vote no.

"24/7 operations are unique, and safeguards are already in place to run efficiently and safely," Tylutki said. "MCO can go to any prison in the state, meet with the warden, and more times than not, get the issue resolved."

The recruitment crisis could worsen, Tylutki said. MDOC wanted to hire 35 COs for the most recent class at Women's Huron Valley, but could only hire 11, he said.

MCO comes to the table at bargaining not just with problems, but with solutions, Potter said.

"Our members do one of the most dangerous jobs that anyone can imagine," Potter said to applause.

We understand the gravity these rule changes might have for members. As previously stated, these changes aren't scheduled to go into effect until January 2019. We have more than one year to work with the MDOC to discuss the possibility of maintaining our current processes and policies that we've grown accustomed to.

In the coming months, MCO Board members and staff will be visiting each chapter to explain what these changes may mean and how we are going to address them moving forward. Please watch your emails, the website, and the members-only Facebook group for more information.

Similar to Right to Work, this was done to further silence your voice in the workplace. But in Right to Work, members stuck together, and we're still standing strong. If we continue to stick together, we'll weather this storm, too.

Thanks, members, for your support.



MCSC RULES CHANGE, BUT MCO CONTINUES TO ADVOCATE FOR COs

The Michigan Civil Service Commission approved rule changes this week aimed at standardizing several processes, including seniority calculations, overtime assignments and positions, and layoff and recall procedures. These changes aren't scheduled to go into effect until January 2019.

The new rules also prohibit state employee unions from filing grievances on those particular issues. Additionally, commissioners reinstated the Rules of General Applicability, which, in cases of emergency, allow the commission to impose changes on state employees even if those changes conflict with contracts.

We understand the gravity these rule changes might have for members. As previously stated, these changes aren't scheduled to go into effect until January 2019. We have more than one year to work with the MDOC to discuss the possibility of maintaining our current processes and policies that we've grown accustomed to. [Read more in the Sept. 20 bulletin.](#)

Remember, MCO is a movement.

A few years ago, we started to restructure our organization, intently listen to members, and focus on the things you said matter most. That input guided the Board and staff as we worked to transform the way we interact with members and the quality of our programs. We strived to make the union relevant in the lives of members. After all, members own the union. It's not just an office in Lansing.

We started engaging members like never before through initiatives like our Military Members Committee and Young Workers Committee. We are designing and delivering world-class trainings to our members and leaders. We are taking our messages outside of Lansing politics and are leading a nation-wide campaign to raise the professional profile of corrections officers. Our expert legal department is winning more cases for members. Our media outreach and communications have more credibility than ever before and are resetting the narrative on corrections work. We have been cultivating relationships with MDOC

administration, legislators, and other influencers so our advocacy for corrections officers will have a greater impact. The union is a vehicle to advance our profession. Corrections is honorable work, and MCO will continue to push that message in every medium and venue possible.

All of this work is beyond the limits of the contract and what MCSC and legislators do. All of us should be rethinking what a union is and what it should mean for each of us.

In the coming months, MCO Board members and staff will be visiting each chapter to explain what these changes may mean and how we are going to address them moving forward. Please watch your emails, the [website](#), and the members-only [Facebook group](#) for more information.

Like Right to Work, this was done to further silence your voice in the workplace. But in Right to Work, members stuck together, and we're still standing strong. If we continue to have each other's backs, we'll weather this storm, too. Thanks, members, for your support.

REMEMBERING CO DeMARSE 44 YEARS AFTER HIS DEATH

MBP Officer Earl DeMarse passed away Sept. 25, 1973.

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.

For decades, DeMarse was thought to have been the first Michigan corrections officer killed in the line of duty. The story of George Haight, an officer poisoned by an inmate in 1893, was uncovered about four years ago.

DeMarse is one of Michigan's four fallen corrections officers. MCO honored them this year with the dedication of a [Fallen Officers Memorial](#). Read about all of [Michigan's fallen COs on our website](#). We are proud to say we haven't forgotten those who have made the ultimate sacrifice.

As you go about your day on Sept. 25, 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.

IN MEMORIAM: CO LEE



Officer Mike Lee passed away Sept 12.

Lee worked at Muskegon Correctional Facility. He had been a CO for about three years. Before that, he had been a food service leader for many years, members say.

A funeral was held earlier this week.

Please keep Lee's family, friends, and MCO officers in your thoughts. Rest in peace, CO Lee.



AROUND THE STATE: TCF OFFICER ASSAULTED; DRONE PROBLEM GROWS AS ANOTHER DISCOVERED, THIS TIME AT DRC; ICF INMATE SLASHED

A Thumb prisoner threw hot dish-water in an officer's eyes and then attacked him with a lock on a cable cord.

"I thank the Lord that I'm alive," the CO said.

An inmate in the Level II Cord unit assaulted him Sept. 22 at the end of second shift. The CO was watching the unit from the officer's podium, which has a kitchenette behind it. The inmate had warmed dishwater in the microwave and then called the officer's name. As the CO turned, the inmate threw the hot water in his face.

"It burnt so bad, so fast," the officer said. The scalding water felt like acid on his face, he added.

With the other hand, the prisoner hit the officer on the side of the head with a lock on the end of a cable cord.

A large number of COs responded within seconds.

The officer went to a hospital. He suffered first and second degree burns on his face and an injury to the cornea of his right eye. He also needed six staples.

The officer thinks this inmate assaulted him in retaliation for writing a ticket and shaking down his cell.

TCF Chapter President Pat McGough assembled a workgroup to review video footage of the incident and determine who may have been involved.

"Kudos to them for looking out for us and going the extra mile," the CO said.

Please wish this officer a quick recovery. Watch your back, watch your partners' back, and stay safe.

A drone crashed into the sally port fence Tuesday at the Detroit Reentry Center.

The drone was apparently flying too low, hit the fence, and fell to the ground, an officer said. Two Corrections Transpor-

tation Officers found the drone when they approached the sally port to go on a run. One of them heard the motor still running as the drone lied on the ground.

No contraband was found.

There have been several confirmed sightings of a drone near a Michigan prison this year. Read more about the previous occurrences in the [Aug. 25 KYI](#). MCO is still heavily advocating for more legislation and regulation of drones near prisons.

An ICF prisoner slashed another inmate's face during a yard fight Wednesday.

Three Level V inmates from Unit 4 gathered on the yard and started punching each other. One inmate apparently had a weapon and cut one of the other prisoners.

After reviewing camera footage, staff determined the armed prisoner threw the weapon on the ground, and a Unit 4 inmate who wasn't involved in the fight picked it up. Officers searched the area and found a weapon.

COs also found a weapon in a pair of inmate gloves near the yard fence. Staff think this one wasn't used in the brawl. Both weapons are flat pieces of metal sharpened to a point and wrapped with a cloth handle.

The involved inmates were escorted to segregation, and staff shook down Unit 4.

Also on Wednesday, a prisoner spit on an officer during a major court hearing. The prisoner received tickets for assault and battery and threatening behavior.

It was also reported that ICF prisoners are removing metal pieces from JP5 tablets. The tablets are similar to MP3 players but with more functionality.

Alger inmates were on edge thanks to issues stemming from a kitchen

remodel.

Inmates are eating cold meals in the day rooms due to the remodel. Some prisoners started flushing food bags and Styrofoam down the toilets, which led to a sewer backup in the Spruce unit Sept. 19. Prisoners in the affected part of Spruce unit gathered their belongings off the floor and were evacuated to the day room. Water was shut off, and water bottles and portable toilets were brought in. The lines were unclogged early the next day. Thank you to all the officers who had to work through this disruption.

The kitchen remodel is scheduled to wrap up in mid-October, a CO said.

Other recent events:

9/20:

- CO assaulted by inmate in the Aspen unit (seg).

9/23:

- Inmate in Level IV Pine unit reports being assaulted and robbed by cell mate.
- Two gang-related assaults broke out on the Level II Spruce yard in less than 10 minutes. No serious injuries reported.
- Two-inmate fight on the Level IV Cedar unit small yard. Both inmates sent to seg. No serious injuries were reported.

9/24:

- Inmate-on-inmate assault in Level IV Pine unit. One inmate sent to seg. No injuries.

New ticket contest for members!

The MCO Member Benefits Department is giving away a Grand Rapids Grifins gift package.

The package includes a stuffed mascot, Tyler Bertuzzi bobble head, and four tickets good for any home game in the 2017-2018 regular season.

Go to mco-seiu.org for details on how to enter. A winner will be chosen Oct. 3.



AROUND THE STATE: DRONES HOVER OVER IBC; SMT OFFICERS FIND SUBOXONE, MARIJUANA

As many as three drones were seen flying over Bellamy Creek Wednesday night.

An officer in a PSV saw the first drone at about 10:40 p.m. Wednesday as he was driving on the east side of the perimeter. The Ionia County Sheriff's Office and Michigan State Police responded. Within an hour of the first sighting, IBC staff and law enforcement saw two more drones. [Read the article with comments from MCO.](#)

The CO in the PSV heard, then saw the drone. It approached through a wooded area behind the prison. It appeared to have come from the direction of MR, an officer said. It flew over IBC property and then went away. A drone was also recorded on camera, an officer said.

No contraband was found, and no one was apprehended.

This PSV driver did a great job of staying vigilant. He happened to be making a round at just the right time to spot the first drone. The elimination of constant perimeter rounds and around-the-clock gun tower staffing makes the threat of drones even more serious.

Meanwhile, charges against three people accused in the Aug. 17 [MTU drone drop](#) are moving through the courts. They face five-year felony charges. The Ionia

Sentinel-Standard [wrote an article on one of their court appearances](#) last month and included comments from the Honorable Judge Ronald Schafer.

"The risk to the institution, the employees and the inmates as a result of something like this — it's stunning that something that poses that serious a risk would end up with that low of (sentencing) guidelines. This seems like something the Michigan Judges Association, the Prosecuting Attorneys Association of Michigan and the state legislature might take a look at..." Schafer was quoted as saying.

"The actions that occurred certainly are very, very serious and could have been deadly for folks working on the inside. The risk of harm that was introduced I think was incredibly serious..."

MCO will keep members updated on drone sightings and efforts to stop them from flying over prisons.

Parnall officers uncovered marijuana and 25 strips of Suboxone on an inmate Sept. 22.

An officer saw two inmates smoking while on the yard. COs searched both prisoners and found the contraband on one of them. The inmate was taken to temporary segregation.

APPLY FOR CLOSER TO HOME TRANSFER LIST NOW

Officers may apply for the closer-to-home transfer list during the month of October.

Spots on the list are limited; some officers who apply won't make the list.

Get more information and learn how to apply at mco-seiu.org.

PAYMENTS COMING

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

See scheduled payment dates below. The payments will be added to regular paychecks. Additionally, the 3% wage increase took effect Oct. 1 and will be seen on paychecks starting Oct. 19.

For more details, see articles 22, 27, and 37 of the contract.

Payment	Amount	Date
Base-pay increase	3%	Oct. 19
Uniform allowance	\$575	Oct. 19
Sick/physical fitness incentive	varies by amount of sick time used	Nov. 2
Longevity	varies by years of service	Nov. 2

Military Members News: Join us as we serve veterans in Ann Arbor Oct. 14



The MCO Military Members Committee will be hosting a frozen yogurt social at the

VA Ann Arbor Healthcare System at 12 p.m. Oct. 14.

MCO members who are current or former military members are invited to join us as we serve and chat with about 40 veterans in long-term care. WCC staff and their families will provide music.

The VA Ann Arbor Healthcare System is located at 2215 Fuller Rd. in Ann Arbor.

If you are interested in attending or need more information, please contact [CMO John Hassen](#). Learn more about the MCO Military Members Committee on the [MCO website](#).



AROUND THE NATION: NORTH CAROLINA OFFICER AND STAFF MEMBER DIE THURSDAY; DRF CO PUNCHED

A North Carolina corrections officer and another staff member died after a fire and escape attempt Thursday. It isn't clear exactly how they died.

According to media reports, inmates started a fire in the sewing plant at the Pasquotank Correctional Institution at about 3 p.m. as part of an escape attempt. No inmates were able to escape.

Officer Justin Smith and sewing plant manager Veronica Darden died. Darden had previously been a CO.

At least 10 staff members and four inmates were treated for injuries.

Smith was a member of SEIU Local 2008, also known as SEANC. SEANC lost member Meggan Callahan, a prison sergeant, in April. Read more about Callahan's death in the [May 4 KYI](#).

Please keep our brothers and sisters in North Carolina in your thoughts, and pray

for peace for Smith's and Darden's families. Rest in peace, Justin Smith and Veronica Darden.

A Carson City officer was punched several times Oct. 5 after asking an inmate to quiet down on the phone.

The CO was working in an office in the 900 unit (Level II) when he heard an inmate shouting into a pay phone. The officer came out and asked him to lower his voice.

A few minutes later, the officer came out of the office and sat his coffee on the CO's desk. The prisoner walked by and picked up the cup. He threw the coffee at the officer and started swinging, hitting the CO in the head. Officers immediately responded. The officer suffered bruising. The inmate was transferred.

Please watch your back and your partner's back. Stay safe.

IN MEMORIAM: CO BEAUCHAMP



IBC Officer Jason Beauchamp passed away unexpectedly this week.

Beauchamp (known as Beau to his coworkers and friends) was the third-shift electrical monitoring officer. He had about 17 years with MDOC.

Visitation is from 12 p.m. to 2 p.m. Oct. 14 at Holihan-Atkin-Barclay Funeral Home, 406 N. Bridge St., Grand Ledge, MI 48837. The funeral will follow at 2 p.m. at the same location.

Please keep his family and friends and the IBC staff in your thoughts during this time. Rest in peace, CO Beauchamp.

MCO TAKES DRONE CONCERNS TO GOVERNOR'S TASK FORCE

Michigan Corrections Organization made comments this week to the Unmanned Aircraft Systems Task Force laying out corrections officers' concerns about drones over prisons. MCO also issued a formal position statement to the task force, alerting them to the dangers drones pose, and will share the statement with legislators.

"We believe that proper defenses need to be implemented immediately to prevent future incidents from taking place and ensure the safety of institutional staff and those incarcerated," said MCO Executive Board Member Brent Kowitz, who is also co-chair of the MCO/MDOC joint Health and Safety Committee, which has discussed

drones. [Read the full statement here.](#)

The ultimate concern of corrections officers is that a weapon will be dropped into a prison. The statement asks for more equipment and training for corrections staff on drone detection.

The Unmanned Aircraft Systems Task Force was convened by Gov. Rick Snyder. The task force is scheduled to wrap up its work and present its findings in a report due Nov. 20.

Corrections officers are very concerned about security threats presented by drones. At least five drone incidents have been reported at Michigan prisons this year, including the most recent last week at Bellamy Creek Correction-

al Facility in Ionia.

"The threats are not threats any more. Drones have been dropping contraband in prisons across the country, including Michigan," Kowitz said.

MCO will continue to advocate for solutions that protect the safety and security of Michigan prisons.

MICHIGAN CORRECTIONS
ORGANIZATION
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MOVE FORWARD: THE VALUE OF COMMUNITY

Corrections staff might be hidden behind prison walls, but when their shift is over, they are a visible force for good in their communities.

Whether they're coaching little league sports, fighting fires, or working at a food pantry, corrections staff volunteer their time to serve and improve communities.

Community is the second theme in MCO's new [Move Forward](#) Campaign. Through the campaign, we'll introduce a new value, accompanied by an inspirational poster, every month until Labor Day 2018. There will also be videos, stories, and more to celebrate Move Forward and our 50 years of advocacy on behalf of corrections officers and forensic security assistants. Look for this community poster in your facility soon.

MCO is leading a state and national campaign aimed at elevating the corrections profession in the eyes of department administrators, lawmakers, the media, and the public. We have been cultivating relationships with MDOC ad-

ministration, legislators, and other policy makers so our advocacy for corrections officers will have a greater impact.

For years, MCO members have pushed for increased engagement and communication. These are your messages. Thank you, members, for your continued support.

Corrections staff can help by establishing even more relationships in their communities. Find something you're passionate about and get involved. Talk to people about your job – the training, the stress, and the recruitment needs. Tell them you're a first-responder, a teacher, and a mentor

wrapped into one. Make sure they know that you protect and care about your community.

We asked some corrections officers why it's important to volunteer in their communities. [Read their comments on our website.](#) Are you volunteering in your community? Let us know. You can email Communications Director Anita Lloyd at anita@mco-seiu.org with a description of your volunteer work. Thanks, members!



The second value in the Move Forward campaign is Community. [Click here to view it larger on our website.](#)

AROUND THE STATE: CFP STAFF ASSAULTED; DRONE AT IBC

Two staff members at the Forensic Center were assaulted by a patient Oct. 13.

The patient had thrown hot water into another patient's face while in the program area. An activity therapist told him to stop. The patient started to walk away, but came back and jumped on the therapist's back and punched her, an FSA told MCO. Another patient intervened, and FSAs quickly responded.

While being escorted back to his unit to cool down, the patient punched an FSA in the back of the head and bit her arm, breaking the skin.

Another FSA was hurt breaking up a fight Oct. 16. She suffered a serious arm injury.

Thanks, CFP staff, for your dedication. Stay safe.

A drone was seen hovering over Bellamy Creek Tuesday night.

The drone was spotted near the IBC dormitory, then flew to the main prison and hovered over the unit 4 and 5 small yards, an officer said. It flew near MR and then toward the city of Ionia.

Day rooms were shut down so officers could respond, the officer said.

No contraband was reported.

An ICF inmate stabbed another prisoner with a 5-inch metal weapon Oct. 14.

The inmates in housing unit 5 (Level V) were returning from showers when the assailant stabbed the other inmate from behind. Officers immediately responded and confiscated the weapon.

Crisis Fund Gun Raffle tickets going fast!

Time is running out to get your 2017 Crisis Fund raffle tickets!

The first prize is \$1,000. Two crossbows and five firearms are also up for grabs.

Other cash prizes and gift certificates for Kalahari and Cedar Point are also in the raffle.

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

See your chapter leaders to buy tickets. The raffle will be held Nov. 1 at the MCO Central Conference. You don't have to be present to win.

All proceeds go to the MCO Crisis Fund, which helps members facing a catastrophe.



AROUND THE STATE: WCC, LMF OFFICERS INJURED; FIGHTS AT ICF, MBP

Two Woodland officers suffered injuries in an assault Monday.

One CMO suffered a broken molar when he was hit in the face, and the other officer fractured his knee cap.

The prisoner lashed out at the officers when they asked for a shakedown as he was returning from chow, a CMO said.

Stay safe.

An Alger officer broke his hip and tore a muscle when he fell while running to respond to an inmate assault Sunday.

The prisoner-on-prisoner assault happened in the Level IV Maple unit.

Later that day, COs responded to a fight on the yard between three Level IV Pine inmates. Minutes later, a five-prisoner fight started. Pine unit was locked down.

Please wish a quick recovery for the injured officer.

More recent events at LMF:

10/20 – Officers found suspected Suboxone on two inmates.

10/21 – Three-inmate yard fight.

An ICF inmate assaulted another prisoner with a lock on the end of a belt early Thursday.

It happened in Unit 7, an open bay Level II. Many officers say inmates are placed in levels too low, and double-bunking adds to their concerns.

Other recent events at ICF:

10/20 – Inmate attempted to dress out staff with toilet water. Prisoner also cracked his cell window with an unknown object in a sock.

10/21 – Inmate threw toilet water through his food slot, which landed on a CO's pants.

10/24 – Prisoner attempted to spit on staff during escort.

10/26 – Two-inmate fight with a weapon on the Unit 5 (Level V) yard.

A Marquette officer had to fire a warning shot to break up a five-inmate fight Oct. 18.

COs responded to two more altercations that day. A total of 10 Level V inmates were involved in fights, which were gang-related, an officer said.

CLOSER TO HOME APPLICATION WINDOW CLOSING SOON!



Officers, this is your last chance to apply for the Closer to Home transfer list.

To apply, mail or fax a letter to MCO, attention: Karen Mazzolini. MCO's mailing address is 421 W. Kalamazoo St., Lansing, MI 48933. MCO's fax number is (517)485-3319. Applications will only be accepted by mail and fax. Your letter or fax must be received at the MCO Central Office by Oct. 31 for consideration. Applications received after that

date will not be considered.

Your application should include your name, employee ID, address, phone number, current work location, desired work location, and how far you currently travel for work.

Please note:

- Not everyone makes this list. You may apply to be considered.
- Those who voluntarily transferred in the last year will not be considered.
- Those with an active disciplinary record will not be considered.
- If you are a probationary employee, but will have status by Jan. 1, 2018, you may apply to be considered.

Also, please be aware that the Exchange Transfer List will be cleared in early January. 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 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.

For more information on Closer to Home and Exchange transfers, see Article 15 Part D of the [MCO contract](#).

MICHIGAN CORRECTIONS

ORGANIZATION

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THANK YOU, VETERANS! MCO, MDOC HONORS THIS WEEK THOSE WHO HAVE SERVED OUR COUNTRY

Saturday, Nov. 11 is Veteran's Day, and MCO would like to take this opportunity to say thank you to all veterans and men and women currently serving in our armed forces. Your sacrifice doesn't go unnoticed.

Facilities statewide held events to honor veterans and military members this week. To all corrections staff who had a hand in recognizing veterans this week, we thank you!

What did your facility do? Email Communications Director Anita Lloyd at anita@mco-seiu.org with photos and a description of your facility's events. We may post them in our members only [Facebook group](#) or our Flickr page.



All veterans, current military members, and their families are invited to a special dinner Nov. 11 at VFW Post 701 in Lansing.

What: A special veteran's day dinner, hosted by VFW Post 701's auxiliary.

When: 3 p.m. to 6 p.m. Saturday, Nov. 11.

Where: VFW Post 701, 123 N. Rosemary St., Lansing, MI 48917

Cost: \$8 per plate for adults, \$3 per plate for kids. Veterans eat free.

This is another great event being shared by the MCO Military Members' Committee. Get more military committee news [on our website](#).

AROUND THE STATE: MRF CO ASSAULTED

A Macomb inmate punched an officer in the face Sunday, breaking his nose.

The CO was working in housing unit 4, a Level IV unit, when an inmate assaulted him. The officer also suffered bruising. The unit inmates were agitated because the meatless dinner trays had less food than the regular trays, officers said.

TISM was on site Monday for a crisis management briefing.

Almost 90 inmates complained of gastrointestinal issues this week at Alger, halting all transfers to and from the facility.

The kitchen and units were cleaned

with bleach and sanitizer last weekend.

No staff members have reported symptoms.

The cause of the gastrointestinal issues hasn't been confirmed, but the leftovers from Nov. 3 meals were discarded as a precaution.

MBP officers had to fire a warning shot to stop a five-inmate fight on the Level V yard Oct. 28.

One weapon – a 5-in. sharpened piece of metal with a handle made from a latex glove – was found. Officers said the fight stemmed from an internal power struggle among members of a gang. No serious injuries were reported.

NOVEMBER IS FSA OPEN ENROLLMENT WINDOW

The Employee Benefits Division (EBD) encourages you to log into your Self-Service account Nov. 1 through Nov. 30 for Flexible Spending Account (FSA) Open Enrollment, your annual opportunity to enroll in a Health Care and Dependent Care FSA. Health Care FSAs allow you to put aside pre-tax dollars for health care expenses not covered by any medical, dental, or vision care plan. Dependent Care FSAs allow you to put aside pre-tax dollars to cover child/elder care expenses (such as day care) for your eligible dependents so you can work.

When you elect a Health Care FSA, your account is funded with the full amount you've chosen at the beginning of the year. A Dependent Care FSA works a lot like a Health Care FSA, except funds are available as contributions are deducted from your paycheck.

The State of Michigan offers a Grace Period for the 2018 and 2017 Plan Years of 2-1/2 months following the end of each plan year (March 15, 2019). During this time, balances remaining in either your Health Care FSA or Dependent Care FSA plan may be used to reimburse eligible expenses incurred during the Grace Period. You must enroll each year to participate; elections do not carry over year-to-year.

For more information or to review FAQs, visit www.mi.gov/FSA.

If you would like to speak with someone at MCO about FSAs or other Member Benefits, contact Tara Nichol at tara@mco-seiu.org.

- Story provided by OSE



MOVE FORWARD: CORRECTIONS WORK AND THE VALUE OF LOYALTY

Corrections staff are extremely loyal – to our work, to the people of Michigan, and to each other.

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

Look for this loyalty poster in your facility soon.

When we as MCO members talk about having each other's back, we're showing our loyalty to our corrections



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

family. When we speak up about safety and security risks, we not only express our concern, but our loyalty to each other.

MCO leaders and staff appreciate the loyalty of our members and all staff. We know you have always had a choice as to whether you belong. MCO is a movement, and we appreciate your loyalty to the movement and your coworkers. We reached out to a few members to ask what loyalty means to them. [Read their stories on our website.](#)

Thank you, members, for your loyalty to MCO and each other.

Also, as part of Move Forward, MCO has released a special video telling the story of one family's service in the

corrections field. Across Michigan, men and women from all walks of life have proudly worn the black and grey and have done so with distinction and integrity. It's a proud legacy that many families share and a proud tradition that is passed from one generation to the next.

Watch Bill Henderson, MCO Executive Treasurer and corrections officer at Saginaw Correctional Facility, and his son, Kyle Henderson,



[Click to watch MCO: A Legacy of Service.](#)

son, now an officer at Central Michigan Correctional Facility, discuss corrections in MCO: A Legacy of Service.

Thanks, members, for your support as we elevate corrections professions.

AROUND THE STATE: CUT METAL FOUND AT IBC

A large piece of metal was found Nov. 4 at Bellamy Creek in a Level 4 housing unit. It had been removed from the grating that protects the underside of the inmate's bunk and consisted of eighth-inch thick vented steel.

The inmate in control of the area tried to hide the section of missing metal from the bunk and accidentally kicked it while sitting down, alerting officers that it wasn't attached. Staff found was a section of the grate, 13 inches by 20 inches wide, just large enough to allow a body underneath the bunk near the wall.

This metal was smoothly cut and had been removed with what officers say appears to be a tool designed to snip metal plating. This find alarms staff because no cutting tools have been reported missing.

A mobilization was held the following week where administration offered amnesty to

all inmates for anything that they turned in or reported that they were not supposed to have. Nothing resembling a cutting tool was found.

Numerous drone sightings have been reported at the Ionia prisons.

This morning, MTU staff reported seeing a drone over the ICF parking lot. No contraband was found.

Two drones were seen over MTU Nov. 16 and again the next morning.

At about 8 p.m. Nov. 16, the property room officer spotted something odd outside the property room window. Staff went outside and spotted a drone hovering high up, just inside the perimeter. A tower officer saw another drone fly near the rec yard and head toward the IBC dormitory.

Then at 7 a.m. Nov. 17, two more were seen near the MTU chow hall.

Again, no contraband was found.

MDOC HONOR GUARD CELEBRATES 30 YEARS WITH HOLIDAY EVENT

Tickets are available now for the Honor Guard's 30th Anniversary Holiday Fundraising Celebration Dec. 1.

The evening will include dinner, entertainment, an awards presentation, and a silent auction. All proceeds will go to the Honor Guard, which honors fallen law enforcement staff and represents MDOC at funerals, parades, recruit graduations, and other events.

The celebration will be from 6 p.m. – 12 a.m. at the Kellogg Hotel and Conference Center at Michigan State University. Tickets are \$35.

RSVP by calling Shelly Lawson at (517)335-1385 or by emailing lawsonm2@michigan.gov. RSVP deadline is Nov. 27.



TELL LEGISLATORS YOUR STORY AT TOWN HALLS

MCO is hosting legislative town hall meetings in Jackson and Ionia, with more in the works.

The Jackson meeting will be at 1 p.m. Dec. 15 at Blackman Township Hall with state Reps. Julie Alexander and Brett Roberts. [RSVP for the Jackson town hall.](#)

The Ionia meeting will be at 1 p.m. Dec. 18 at the Ionia Armory Community Center with state Reps. Julie Calley and Thomas Albert. [RSVP for the Ionia town hall.](#)

Town halls in other cities will be announced.

At these events, MCO members will have the chance to ask questions and

share concerns with representatives who set the budget and make other decisions that impact our work and lives. With MCO's 50th anniversary on the horizon next year, we're stepping up our advocacy efforts and drawing awareness to the importance of safe staffing levels, adequate food, and more. We will show that we're a resource, not a roadblock. Through these conversations, we can start to change the narrative of corrections officers at the legislature.

We would like a big showing of COs at these events who are prepared to speak on the realities of corrections careers. RSVP for the [Jackson town hall](#) or the [Ionia town hall](#) now.

MCO VIDEO GETS NATIONAL ATTENTION

CorrectionsOne has republished our video, MCO: A Legacy of Service, and information on Move Forward! Check out [CorrectionsOne's article](#) now. We're changing the narrative of what it means to be a corrections officer. [Please retweet](#) or post a link on Facebook to help us spread the word!



[Click to watch MCO: A Legacy of Service.](#)

CONTROVERSIAL CORRECTIONS BILL CLEARS HOUSE AND SENATE

By Jeremy Tripp

MCO, Director Government Affairs

This week, in a bipartisan effort, the Michigan House and Senate gave final approval to what many corrections officers see as a controversial bill.

[HB 4065](#) would require the MDOC to establish a policy allowing for the employment or appointment of an individual who had been convicted of a felony to a position within the Department if his or her employment or appointment would not have a negative impact on public safety or the operation of the Department.

The new policy will also require an extensive background investigation of the applicant and the written approval of the Director before the Department could employ or appoint an applicant to a position.

Throughout the state, corrections officers have met this news with

mixed feelings and some confusion over the intent and language. MCO weighed in heavily when this issue first came up back in January and has spoken about the security concerns with the bill sponsor, other legislators, and various stakeholders throughout the process.

In those conversations, legislators iterated that it was not their intent to start hiring formerly incarcerated individuals into the security bargaining unit but said there was a desire to allow formerly incarcerated individuals to perhaps teach courses in the Vocational Village or play a role in increasing offender success through other rehabilitative programs.

That being said, many questions and concerns remain and MCO will be diligent in holding policy makers accountable to the decisions they make in regards to the safety and security of correctional institutions.

AROUND THE STATE: FSAS ASSAULTED; MORE DRONES

During the evening meal Sunday, a Forensic Center patient who apparently had issues with the food provided to her assaulted the FSA serving the meals with the plastic food tray and bit him in the elbow area.

The patient punched one of the responding FSAs in the eye, requiring several stitches and possibly fracturing his orbital bone. Both members received medical treatment at an emergency room. The FSA who was bitten by the patient returned to work the next day.

Members at the Forensic Center have dangerous jobs, too, where anything can happen at a moment's notice. Watch your back and stay safe.

More drone sightings were reported in Ionia this week.

ICF staff saw a drone flying from the direction of Bellamy Creek toward MTU Tuesday evening. IBC staff searched for contraband, but nothing was found.

RMI staff also spotted a suspected drone Sunday above J block. Staff shook down the yard, but no contraband was found.



UNMANNED AIRCRAFT SYSTEMS TASK FORCE RELEASES FINAL REPORT

Over the past year, drones have become a major topic of conversation amongst corrections officers. From member engagement sessions across the state to legislative town halls, officers are clearly worried about the continual threats drones pose to the safety and security of correctional institutions.

In October, MCO took a [formal position on this issue](#) and made a statement to the governor's Unmanned Aircraft Systems (UAS) Task Force, laying out corrections officers' concerns about drone usage over and around prisons.

The task force wrapped up their work last month, and their final report includes concerns about drones above prisons, tourist destinations, major bridges, and other locations designated as "key and unique facilities." [Read the full report here.](#)

In the report, the task force discussed the possibility of restricting drone activity

near these locations through legislation and the creation of an Unmanned Aircraft Systems Traffic Management system. Federal Aviation Administration regulations may preempt state law when it comes to airspace restrictions, but state legislation could prohibit "certain conduct such as 'interference,'" according to the report.

An Unmanned Aircraft Systems Traffic Management system could work within FAA guidelines to support the safety of critical key facilities.

The task force also noted a lack of information on any laws or restrictions governing drone use in Michigan. They recommended an Unmanned Aerial System Joint Program Office "to coordinate public agency efforts and to provide a unified voice for Michigan's citizens seeking UAS information."

Current law does not allow for strict penalties for flying drones near prisons.

The Honorable Judge Ronald Schafer, who is presiding over charges against three men accused of using a drone to smuggle contraband into MTU in August, [was surprised at the low sentencing guidelines.](#)

At this point, Gov. Rick Snyder and other legislative leaders are reviewing the report and will decide whether to move forward with the task force's recommendations.

Due to the seriousness of this threat, MCO is continuing to reach out to legislators concerning drones. This week, Brent Kowitz, MCO Executive Board member and MCO's representative on the MCO/MDOC joint Health and Safety Committee, met with state representatives to share our concerns.

MCO will keep members posted as we continue this conversation and work toward creating the safest environment possible for those who work behind the walls.

AROUND THE STATE: DRF CO ASSAULTED; MCF OFFICERS GRAPPLE WITH SEVERAL FIGHTS

A Level IV Carson City inmate punched an officer after he found spud juice in his room.

The assault happened Dec. 1 in the Level IV 1200 unit. The officer found spud juice during a shake down.

The CO was treated at a hospital and returned to work. The inmate – who has a long prison rap sheet including substance abuse and threatening behavior – was transferred to another facility.

Twenty-seven Muskegon inmates were sent to segregation in a four-day period due to fighting.

Officers responded to four fights Dec. 2-3, two involving weapons. Four more fights broke out over the next two days. Two prisoners received treatment at a hospital. One of them was stabbed near the eye. No staff members were seriously injured.

Because segregation was full, lockers and desks were removed from traditional cells to accommodate all the prisoners moved to seg status.

Officers say gang power struggles and theft caused the fighting.

Muskegon is a Level II prison.

During the daily outside unit activities, a CFP patient climbed over the interior unit yard fence and tried to climb the exterior security fence. FSAs are saying it was an escape attempt.

The patient climbed about five feet up the exterior fence, lost his grip, and fell. While FSAs were responding, he ran about 50 feet to another section of the fence and attempted to climb the fence again with the same results.

Under the direction and observation of the responding FSAs, the patient proceeded to climb back over the interior fence

and was escorted back into his unit without further incident. The patient was placed on no outside activities restriction for the next 30 days.

MOVE FORWARD FEATURED ON MDOC FIELD DAYS PODCAST

In this week's [Field Days podcast](#), MCO staff talk about Move Forward, MCO's campaign to promote corrections and forensic officers and the values and standards that set them apart in the criminal justice system.

Andy Potter, Vice President/Chief of Staff, and Jeremy Tripp, Government and Political Affairs Director, are interviewed. Thanks, MDOC, for promoting Move Forward!

Read more on [Move Forward at mco-seiu.org](#) and look for the next poster in your facility in the coming weeks.

MOVE FORWARD: CORRECTIONS AND FORENSIC CAREERS REQUIRE SACRIFICE

Corrections staff are on duty 24 hours a day, 7 days a week, 365 days a year. Prisons never close, and dangerous situations can unfold any time of the day or night. Corrections staff work holidays, weekends, and evenings. They routinely miss holidays, special events and moments with their families. In addition to regular shifts, many officers are mandated to work overtime, sometimes more than once a week, due to the staffing crisis.

That is why this month's value in the Move Forward Campaign is Sacrifice. Through the campaign, we'll introduce a new value, accompanied by a values poster, every month until Labor Day 2018. Look for this Sacrifice poster in



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

[Learn more about Move Forward.](#)

Every day when corrections staff go to work behind the walls, they make a sacrifice. Not only do they sacrifice their physical and mental health, but they sacrifice moments with their families and friends. Compounding this problem are officers'

irregular hours and forced overtime.

While corrections staff aren't the only profession to work long and irregular hours, they make the most of it because what they do matters across the state. They know that sacrifice is going above and beyond in their work place to make a positive impact on those incarcerated and their coworkers.

And, as always, let's not forget that due to the unpredictable nature of this work, some corrections officers have made the ultimate sacrifice. [Read more about our fallen officers.](#)

If you are off work around the holidays, please take a moment to think of the corrections staff sacrificing their bodies, minds, and time with their own families to keep Michigan safe.

Read the full Sacrifice story at mco-seiu.org/moveforward.

IN MEMORIAM: FORMER MCO PRESIDENT KARY SOWELS

Former MCO President Kary Sowels passed away last week.

Sowels started as a corrections officer in 1989 and served as an MCO chapter leader. Over the years, he worked at Huron Valley Men's, Cotton, Pine River, and Central Michigan. After his time as MCO president, he returned to work until he retired from Central Michigan in June 2015.



President Kary Sowers.

Kary L. (Butch) Sowels passed away peacefully on Monday, December 11, 2017 at his home surrounded by his family. He was born on June 23, 1953 in Pontiac, MI to Orval Alfred and

Caroline Eleanor (Burnell) Sowels. Kary married the love of his life Christine K. Conley. They met on a school bus in high school. Christine admired his tenacity to finish any project he started and his amazing energy. He was a true workaholic at home and work.

After 25 years working with the Michigan Department of Corrections as a correction officer, he retired in 2015. He served on the MCO (Michigan Corrections Organization) executive board several years and then as the President from 1996 – 2004. He was a true warrior fighting for the rights of working men and women.

Kary's primary focus after retiring was to spend as much time as possible with family.

*In lieu of flowers please contribute to the Camp
Lor Memorial at Isabella Bank in Kary's name.*

SAI TRAINEE ESCAPES

An SAI trainee briefly escaped Dec. 16 before being found in an unoccupied home.

Matthew Aires Genter was gone for less than two hours before he was found, according to the Michigan Department of Corrections.

Genther is accused of climbing the fence and escaping just after 3 p.m. After staff performed a routine afternoon count, a trainee was sent to his work assignment in another part of the facility. When he didn't show up for his assignment, an informal count was announced, and staff discovered he was missing. MSP found him in an unoccupied house. He was treated at a hospital for what seemed to be a self-inflicted injury.

Excellent job to SAI staff, ERT, ARU, and other law enforcement who helped in the search.

Read more facility news in our [members-only Facebook group](#).