

MINUTES OF:  
MCO Central Committee  
SEIU Local 526M  
November 27, 2018

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The meeting of the MCO Central Committee was called to order at 9:38 a.m. at the Great Wolf Conference Center in Traverse City, Michigan, by MCO President Byron Osborn.

Roll call was taken and the following were present: AMF - Doug Gilbertson, Ed Clements, Pat Mayo, ARF - Scott Waggoner, Kenneth Kisner, Mike Lennox, CFP - Phil Fleury, Kris Kartje, Antonio Harrison, DDC - Marcus Collins, Wynfield Welch, DRC - Gary Smith, Darrin King, Eric Jones, DRF - Warren Cook, Bradley Wills, ECF - Mark Dunn, Timothy Sutter, Mike Presley, IBC - Lonnie Pohl, Caleb Follett, Lorraine Emery, ICF - LA Eatmon, Joe Wohlfert, Delacruz Santos, JCF - Rene Patino, Ronda Dittenber, Cary Johnson, JCS - Ricky Ries, Tiffaney Williams, Nicholas Haman, KCF - Marc Fountain, Matt Freel, Steven Williams, LCF - Jonathan Hoath, Wade Vining, Michael Leo, LMF - Larry Henley, Mark Rankin, Tim Fleury, LRF - Phil Grondsma, Alex Jimerson, MBP - Eric Hemmila, Zachary Kihm, Dave Peterson, MCF - James Crofoot, Mike Stellino, Kristopher Witham, MRF - Thomas Bonczar, Johnny Hill, MTU - David Pasche, Steve Unger, Carey Upper, NCF - Chris Takala, Marcia Berry, OCF - Gabe Justinak, Daniel Sullivan, Mark Pangrazzi, RGC - Aaron Hawkins, John Gallagher, Max McVean, RMI - Kacy Datema, Jamie Hauk, SAI - Monoletoe McDonald, Michael Jerome, SLF - Drew Coston, Ray Sholtz, Eddie Hendershot, SMT - Sean Spahr, Brent Kowitz, Lori Conant, SRF - Dean Kayfes, Daniel Fleming, Michael Guerin, STF - John Bott, Nichole Sheffield, William Fisher, TCF - Patrick McGough, Jay Whitman, URF - Dave Belanger, Roy Headley, Richard Benson, Carla Davis, Byron Osborn, WCC - Chad Neal, Melody Johnson, Cora Erves, WHV - Voncha Henderson, Margie Donaldson, Jerald Beard, Carletta McLeod

Staff present: Andy Potter, Lori Iding, Cindy Kogut, Stephanie Short, Anita Lloyd, Jeff Foldie, Karen Mazzolini, Jeremy Tripp, Shawn Davis, Olivia Toretta, Tara Nichol, Jim McHenry, Mikaela Bliven

A moment of silence was held for those on duty, the fallen, those who have made the ultimate sacrifice, and those who may be silently suffering from PTSD and Correctional Fatigue.

Cary Johnson (Recording Secretary) presented the following minutes for approval.

- The minutes of the May 10, 2018 MCO Central Committee were reviewed. Motion by Mark Rankin from LMF to approve after a correction was made to page 2 to add Lora Emery from IBC to those who gave an election speech. Supported by Eric Hemmila from MBP, Motion Carried.
- The minutes from the May 23, 2018 and May 24, 2018 State Executive Board were reviewed. Motion by Kacy Datema from RMI to approve as presented. Supported by Dave Belanger from URF, Motion Carried.

- The minutes from the June 12, 2018 and June 13, 2018 State Executive Board were reviewed. Motion by Kacy Datema from RMI to approve as presented. Supported by Joe Wohlfert from ICF, Motion Carried.
- The minutes from the July 16, 2018 and July 19, 2018 State Executive Board and Board Appeals were reviewed. Motion by Kacy Datema from RMI to approve as presented. Supported by Max McVean, Motion Carried.
- The minutes from the August 14 and August 15, 2018 State Executive Board were reviewed. Motion by Phil Grondsma from LRF to approve as presented. Supported by Lonnie Pohl, Motion Carried.
- The minutes from the September 19, 2018 and September 20, 2018 State Executive Board and Board Appeals were reviewed. Motion by Kenneth Kisner from ARF to approve as presented. Supported by Nichole Sheffield from STF, Motion Carried.
- The minutes from the October 23, 2018 State Executive Board and Board Appeals were reviewed. Motion by Wynfield Welch from DDC to approve as presented. Supported by John Bott from STF, Motion Carried.

**Byron Osborn's Report (President):**

- Board elections last Central came together quickly. We were immediately faced with significant issues. WHV and other crisis facilities (RMI made it work). We agreed to allow volunteers from other places to work WHV.
- We proposed deferring college credits, proposed waiving OJTs sooner for overtime. We asked for actings to be sent back. We asked for NERES to share OT load.
- The closure of West Shoreline and then Ojibway in August. Ojibway was difficult. We lost members and increased vacancies.
- Andy will report on contract bargaining and Impasse.
- State Committee on new processes. No union reps allowed. We gave input.
- Annual leave - clarify that the Director did the damage
- Seniority - break in service and tie breakers - Dec 12 Commission meeting.
- OEL, Transfers, Bid jobs - what we suspect.
- Loss of admin leave - annual leave buyback, use technology systems
- Grievances - CBA and Civil Service on day 2. Jeff will lead the training.
- We have a new Governor. We are hoping that she gives us a seat at the table.

## **Ed Clements' Report (Treasurer):**

- Financial Statements and Supplementary Information for nine months ending September 30, 2018 were submitted for approval. Larry Henley to approve as presented. Supported by Lonnie Pohl. Motion carried.  
\* See Attached

## **Andy Potter's Report (Executive Director):**

\* See Attached

- **Bargaining**

Andy explained differences between private and public bargaining. We must give it all back and re-negotiate it all back. We have exclusive collective bargaining. That is the Holy Grail. That is what is being threatened. They have systematically come after us. They know if you have the numbers or not. Wearing the pin, they know if everyone is wearing it or just a few. It doesn't go unnoticed. The obligation is ours to stay collective. Bargaining over our 50 years has been gutted. Right to work hit. A bunch of people said we would fail. We held nearly 97% membership. There's a legacy that we need to figure out and how to pass this legacy on. It's up to us, Staff and the Board to create a strategy. Nothing is instant gratification. It's much different than it's ever been.

We can't talk about it and we can't negotiate it. Civil Service rules prohibited subjects from being negotiated. Articles we used to be able to bargain over no longer can be negotiated. I don't know what bargaining will look like in the future. With all the attacks and Civil Service is not the last.

- **Bargaining strategy = Risk – Reward – Retention**

Those bargaining for the employer are wardens, folks from HR and OSE. Some have never been officers and the ones that have, shame on them.

We talked about stories of survival all over Michigan, not just for those in front of us (referring to those pictured on the slide). We prepared for impasse. We can't bargain in the media but can talk about the things that are happening. We gave them a presentation. We gave them something to take back with them. It does not just stop here in bargaining. Our problem solving, we presented them a package of ideas they did not take. The profession has changed. Michigan corrections officers are some of the most highly-trained corrections officers in the nation. Most agencies will take Michigan CO's without additional formal training. This should concern the employer. Recruitment, retention, conditions, excessive discipline and morale problems. The union paid for research on PTSD. The equivalency of someone who is a military vet. We lobbied for funding. Which was given to the Department. It's us pushing this. Suicide numbers, we used their quotes. Your people said this. We had to go back and change the numbers. In 2018, 3 committed suicide. When laying out arguments, you have to be right all the time, or they will call you out on it. Dangerous policies add to the decline in the profession. The conditions our members face, we broke it down. It is sucking the lives out of our members. All through bargaining we presented solutions. Typically, we can't show you bargaining because it's a closed forum. (Andy played a 10 – 20-minute video clip from the impasse hearing where Jeff argued our case.) To get an inch, you have to go an extra mile.

Jeff was complimented on his brief. They usually ding you at impasse. They didn't. We pointed out the problems and that we came with solutions, but the department didn't want solutions. They could have taken away the 2% lump sum. They said, out of fairness we won't. Another unit went with 5 articles and more raises. Why didn't we do that? Unless others do it, they won't deviate from the one in front. In years past, it's because they all went to impasse. Most bailed, but we wanted more. We approached it with a strategy. They talked about staffing and it's prohibited. We got them to talk about it and they said we have to go back to the table and figure it out. We achieved something that no grievance ever achieved. They said, you will have that conversation. We managed to have the argument heard in front of a bunch of people that gave a shit. We get to have a much broader conversation about it. That other union lost every one of their 5 arguments. You have to have it narrow and tight.

- **Move Forward**

If we don't do it, no one else will. Changing the narrative and raising the profession has to be recognized by others, not just us. We have to have a much broader audience. Not just us. If we don't do it, they won't and that is on us. If you are not willing to step up and help us change the narrative, it's on us. (Andy played the Move Forward video). This is a way to get our message out. It's by design. In the beginning, this wasn't the most popular campaign. There were naysayers. When we ask you to do something like hold up a picture, do it.

- **Governor's race – credibility and relationships**

We always have to tell the truth because they will question it. Relationships will be tested. You can't cut off your nose to spite your face. They got to know we are serious players. We can't hang our hat on wardens and directors because they come and go. You will hear from the governor. That's a relationship I've built for years. The stars lined up. Strategic partnering doesn't mean just go there and bitch. It's go with a solution to a problem. These relationships are fragile. They take maintenance.

- **Transition update**

The board made it clear that we want changes. It doesn't always happen in our time frame, but things are happening behind the scenes. You can't just go on social media. Social media is not going to replace a director.

- **Possibilities with Civil Service and Department policies**

RTW can't happen. If people think that, they are wrong. Bob Swanson introduced amendments to the civil service rules changes and was voted down. But don't take your eye off the ball. We are, by far, the strongest state union.

- **2019 – We are leaders in our industry across the US**

We are continuing to build strength in membership through innovation and leading in our industry.

- **Communications**

We are working on a new website. We are exploring new technologies to stay connected.

- **Next Generation Leadership Academy**

I asked you a year ago if we could try this out. You agreed that we should not allow the DOC to prepare this. We need to.

(Mike Lennox spoke about his experience). It was an excellent experience. At first, I didn't know what to expect. We were given assignments. I was talking with politicians and with members. They were excited to hear from us to see the reactions on the faces of those on the job that have been assaulted. It helped me to develop as a person in my personal and business ventures. I would recommend it for anyone. I looked at it as a challenge for my members. I worked with state legislators and worked with conservatives that normally don't like unions. But they realized that we are not like other unions. They gave me their personal cell phone numbers and I can call them any time.

Andy asked, for those of you in the program, do you suggest we don't do it? All said, NO. It needs to be continued. It doesn't make sense not to prepare our members to lead the union.

- **Women in corrections**

Cary Johnson will lead this work, so stay tuned.

- **Retiree program**

Ray Sholtz is leading this work. It's uncharted territory. Some of you may be retiring soon. This is an untapped resource that is extremely valuable.

- **One Voice**

The White House called last week to see how we could make this bill work with our membership. They asked us to support the First Act Bill. We have to be a resource, not a roadblock and we have to be a serious player. Andy asked those in the room who have Vocational Village, is any training going to officers? Resounding, NO. Our argument is that it doesn't make sense to only pay attention to those incarcerated unless you are having officers have skin in the game.

- **Continued attacks on our union**

FOP saw that we have the highest rate of any union. That is dollar signs to them. We are stacking our deck too. Don't think there isn't a reason we have stuck around for 50 years. (Andy plays the chalkboard animation video.) Asks everyone to find a document called the Powell Memo. It's a blueprint of the modern-day conservative movement that started in the late 60's, early 70's. It's the original birth of right to work. Look it up. It will educate you.

Lunch/Reconvene at 1:05 pm:

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

\* See Attached

## Ray Sholtz's Report (Vice President):

- Proposed bylaw changes

### **Article 7 Membership**

**Strike** Section 10: Newly hired employees within the bargaining unit shall have 60 days to join the union and at that point will receive all voting rights afforded a member. Other bargaining unit employees who join or rejoin the union will have full voting rights when they have been a dues-paying member for 180 days.

**Add** Section 10: Newly hired employees within the bargaining unit shall have 60 days to join the union and at that point will receive all voting rights afforded a member. Other bargaining unit employees who join or rejoin the union will have full voting rights when they have been a dues-paying member for 60 days.

Denied.

### **Article 10 State Executive Board**

**Strike** Section 3(a): Meet at least ten (10) times per year and be responsible for the development of the next Central Committee meeting agenda.

**Add** Section 3(a): Meet at least four (4) times in person and at least six (6) times through teleconferencing or other means per year at the call of the President or his/her agent and be responsible for the development of the next Central Committee meeting agenda.

Approved unanimously.

### **Article 11 Executive Council**

**Strike** Section 2: The Executive Council shall meet twice per year at a time determined by the President, or more often at the call of the President of the Union.

**Add** Section 2: The Executive Council shall meet at the call of the President or his/her agent. A majority of its members shall constitute a quorum for the Executive Council.

Approved unanimously.

### **Article 19 Election of Chapter Officers**

**Strike** Section 2: Candidates for office must be a member and have been in continuous good standing for at least two (2) years immediately preceding the

election.

**Add** Section 2: Candidates for office must be a member and have been in continuous good standing for at least one (1) year immediately preceding the election.

Denied by 40.

**Strike** Section 2 (d): The two-year membership requirement and the payment of dues shall be waived for those who are on approved medical leave of absence or military leave of absence and are not in full pay status. The application of this subsection does not make the member eligible to run for or hold office on the State Executive Board.

**Add** Section 2 (d): The one-year membership requirement and the payment of dues shall be waived for those who are on approved medical leave of absence or military leave of absence and are not in full pay status. The application of this subsection does not make the member eligible to run for or hold office on the State Executive Board.

Denied. Was contingent on Article 19, Section 2 above.

## **Article 20 Meetings**

**Strike** Section 1: Central Committee meetings shall be held twice yearly unless otherwise designated by this body. The State Executive Board may also call, cancel or postpone a Central Committee meeting for just and sufficient cause.

**Add** Section 1: Central Committee meetings shall be held at least once in person yearly unless otherwise designated by this body. The State Executive Board may also call, cancel or postpone a Central Committee meeting for just and sufficient cause.

Approved. 1 opposed.

**Strike** Section 5: The State Executive Board shall meet at least ten (10) times per year at the call of the President or his/her agent. A majority of its members shall constitute a quorum for the Executive Board.

**Add** Section 5: The State Executive Board shall meet at least four (4) times in person and at least six (6) times through teleconferencing or other means per year at the call of the President or his/her agent. A majority of its members shall constitute a quorum for the Executive Board.

Approved unanimously.

- Education reimbursement  
Moving to help other cross sections of our members.

#### Member Debt Assistance Program

For our members who attended community college and had to pay out of pocket we wanted to try a program to help them.

- Must be a member in good standing
- Must have paid out of pocket for community college academy
- Must provide documentation that you personally paid
- Must have chapter official sign off application
- 20 - \$500 awards per year
- One-time grant

#### Student debt reduction program

This program addresses many of our members who have accrued college debt, whether it was before entering the Department or after. New CO's and FSA's.

- Must be a member in good standing
- Must have completed credit hours (Associates or Bachelors, no masters)
- Must submit documentation at least \$1,500 in outstanding debt and payments up to date.
- Must have a chapter union official sign off on the application.
- 20 - \$500 grants awarded each year
- Only one application per year up to 3 grants in a lifetime
- Decided by a drawing

- Retiree program

- Recruitment Program

In May, when this new board took over, we already identified crisis facilities that needed immediate attention. It didn't take long to realize that aside from the band aids and quick temporary fixes, there was only one solution to the majority of our problems. We need more bodies.

We approached the Department with ideas to enhance recruitment and received a lukewarm response. We asked to waive the college credits like the past. The Department finally got on board.

We went to work to help our future members. Our International Union has a free college program for members. We lined up courses and curriculum. The college is in Ohio, free and online. We sent Jeremy Tipp to the other side of Ohio to meet with the college president at Eastern Gateway Community College. Jeremy and I met with Gary Manns and John Cordell and presented the info we vetted for them to do same. They were very



excited about this. Helpful with recruiting. MCO provided a solution. Eastern Gateway Community College will provide not just educational opportunities for our members, but for their spouses and kids as well. Kenny Rupert from the college gave a short presentation.

- Military Members Committee

Ray introduced the current members: Mark Rankin (LMF), Winfield Welch (DDC), Mike Presley (ECF), Jon Hoath (LCF), Cindy Kogut (MCO Staff), Tara Nichol (MCO Staff) and new members: Antonio Harrison (CFP), Eric Hemmila (MBP)

Our committee members have reached out to their advocates.

This year, for Veterans Appreciation Week, we purchased window decals for our military members.

Future events:

Winfield will be hosting a meet and greet in Livonia at Snookers Pub on January 26 from 6:00pm until close for Region 4. This event will bring together our military members to get information, ask questions and share experiences.

There will be an event at the Jacobetti Home for Veterans in Marquette sometime in April for Region 1.

The Military Members Committee will host the first annual “Corrections Cup” between the MCO Enforcers and the MDOC Black Knights. To select the charity we are playing for, forms were sent out to all the facility advocates. Yesterday, the committee chose Sweets for Soldiers Honor Flight for Eugene Linn. A Vietnam Vet from Alger, Michigan who is in bad shape to be the recipient. I encourage all of you to bring your co-workers and family out to support a good cause and enjoy a great game.

Break/Reconvene @ 3:58 pm:

Dave Pashe’s Report (Trustee):

- The 2018 Crisis Fund Golf Outing was held on August 17, 2018 at Ledge Meadows in Grand Ledge, MI. \$3,300 was raised for the Crisis Fund.
- The Gun Raffle drawing was held at 3:30 pm today. \$3,500 was raised for the Crisis Fund.

The winners are:

1 <sup>st</sup> Prize	Hunt at Hopkins Trophy Outfitters	Brian Cowan from KCF
2 <sup>nd</sup> Prize	\$1,000 Cash	Luke Gehringer from SMT
3 <sup>rd</sup> Prize	Darton Toxin 100 Crossbow Package	Nathan Ferraro from KCF
4 <sup>th</sup> Prize	Darton Toxin 100 Crossbow Package	Jason ValiQuette from LMF
5 <sup>th</sup> Prize	Bushmaster 450 with Scope	Beck Ackerman from LRF
6 <sup>th</sup> Prize	Marline 1894 Lever Action 44 Mag	Harold Morton from WHV

7 <sup>th</sup> Prize	783 Remington Camo Combo 7mm Mag	Connie Nichelson from ARF
8 <sup>th</sup> Prize	Henry Lever Action 22	William Carver from OCF
9 <sup>th</sup> Prize	Thompson Center Impact 50 Cal Black	Dave Pasche from MTU
10 <sup>th</sup> Prize	Remington 870 Express (12 or 20 gauge)	Tim Fleury from LMF
11 <sup>th</sup> Prize	Kalahari One Night Stay Gift Certificate	Jason Masar from STF
12 <sup>th</sup> Prize	GR Griffins 2018/19 Season tickets 4 pk	Dustin Boma from LMF

Anita Lloyd's Report (Communications Director):

\* See Attached

Marcus Collins Report (Trustee):

- Uniform Committee update
- PTSD update

Cary Johnson's Report (Recording Secretary):

- Health & Safety Committee
- Grievance Committee
- Member Retention – 14 - \$50 gift cards were handed out to chapter leaders who had high member retention at their facility.
- Women in Corrections

The meeting was adjourned at 4:19 pm. Motion Larry Henley Supported by Mark Rankin. Motion carried.

Day 2 Civil Service Training

11/28/18 9:30 – 2:40

Presentation by Jeff Foldie

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91 of the total 94 delegates showed up for Central Conference. 88 of the 91 delegates showed up for day 2 for training. 28 delegates stayed after lunch for Q & A portion.

Delegates present: AMF - Doug Gilbertson, Ed Clements, Pat Mayo, ARF - Scott Waggoner, Kenneth Kisner, Mike Lennox, CFP - Phil Fleury, Kris Kartje, Antonio Harrison, DDC - Marcus Collins, Wynfield Welch, DRC - Gary Smith, Darrin King, Eric Jones, DRF - Warren Cook, Bradley Wills, ECF - Mark Dunn, Timothy Sutter, Mike Presley, IBC - Lonnie Pohl, Caleb Follett, Lorraine Emery, ICF - LA Eatmon, Joe Wohlfert, Delacruz Santos, JCF - Rene Patino, Ronda Dittenber, Cary Johnson, JCS - Ricky Ries, Tiffaney Williams, Nicholas Haman, KCF - Marc Fountain, Matt Freel, Steven Williams, LCF - Jonathan Hoath, Wade Vining, Michael Leo, LMF - Larry Henley, Mark Rankin, Tim Fleury, LRF - Phil Grondsma, Alex Jimerson, MBP - Eric Hemmila, Zachary Kihm, Dave Peterson, MCF - James Crofoot, Mike Stellino, Kristopher Witham, MRF - Thomas Bonczar, Johnny Hill, MTU - David Pasche, Steve Unger, Carey Upper, NCF - Marcia Berry, OCF - Gabe Justinak, Daniel Sullivan, Mark Pangrazzi, RGC - Aaron Hawkins, John Gallagher, Max McVean, RMI - Kacy Datema, SAI - Monoletoe McDonald, Michael Jerome, SLF - Drew Coston, Ray Sholtz, Eddie Hendershot, SMT - Sean Spahr, Brent Kowitz, Lori Conant, SRF - Dean Kayfes, Daniel Fleming, Michael Guerin, STF - John Bott, Nichole Sheffield, William Fisher, TCF - Patrick McGough, Jay

Whitman, URF - Dave Belanger, Richard Benson, Carla Davis, Byron Osborn, WCC - Chad Neal, Melody Johnson, Cora Erves, WHV - Voncha Henderson, Margie Donaldson, Jerald Beard, Carletta McLeod

**Staff in attendance:** Andy, Lori, Jeremy, Jeff, Olivia, Jim, Anita, Karen, Shawn and Stephanie.

**Delegates that stayed for the Q & A:** Byron Osborn, Ray Sholtz, Dave Pasche, Scott Waggoner, Mark Dunn, Aaron Hawkins, John Gallagher, Max McVean, Doug Gilbertson, Pat Mayo, Brent Kowitz, LA Eatmon, Joe Wolfert, Michael Lennox, Eddie Hendershot, Phil Fleury, Antonio Harrison, Kris Kartje, Larry Henley, Tim Fleury, Lora Emery, Lonnie Pohl, Tom Bonczar, Phil Grondsma, Tim Sutter, Dean Kayfes, Daniel Smith, Zachary Kihm, Mark Rankin, Eric Hemmila, David Peterson, Caleb Follett, John Hoath

Jeff Foldie's Report (Legal Director):

\* See Attached



## EXECUTIVE DIRECTOR'S REPORT

**ANDY POTTER**  
**MCO CENTRAL CONFERENCE**  
**NOVEMBER 27, 2018**

**EXECUTIVE DIRECTOR'S REPORT  
MCO CENTRAL CONFERENCE  
NOVEMBER 27, 2018**

**Bargaining**

- Our strategy all narrowed down to.....Risk, Reward, Retention
- Strategy behind our argument that led to impasse
- Impasse update

**Move Forward**

- Explanation of what the program is and why it's so important
- Move Forward video

**Governor's Race**

- Relationships that led to our credibility going into the Governor's race
- Why it's more important than ever to maintain those relationships from the ground up
- Transition update
- What is possible for the future (i.e. policies connected to Civil Service rules changes)

**2019 Continuation to Build Our Union Stronger**

- **Communications**
  - Piece we have not yet fulfilled
  - Going into next year
- **Next Generation Leadership Academy**
  - Pilot program update
  - Importance of continuing with the program
  - Preparing the next generation of leaders = what to expect
- **Women in Corrections**
- **Retirement Program**
- **One Voice Participation = Giving a Voice Nation-wide**
  - Trump backs package of changes to criminal justice system as lame-duck session begins
  - Corrections reform - Michigan leads in criminal justice reform

**Focusing on the Attacks**

- Civil Service
- Strategy and resolve
- Members and leader's participation
- Chalkboard animation video

I.  
THE  
MICHIGAN CORRECTIONS  
OFFICER

Who are we?



A.  
Despite Popular Belief To the Contrary, It Is a  
Profession

“If you think about growing up as a kid, you played cops and robbers. You didn’t play convict and corrections officer.”

-- Chris Gutz, MDOC Spokesman (MPRN, 2018)



1.

## Highly Trained

- Michigan Correction Officers are some of the most highly-trained correction officers in the Nation.
- Most agencies will take Michigan C/O's without additional formal training.
  - This should concern the Employer, as this makes them very attractive to other Corrections agencies.
  - “We’re just not turning keys any longer...”
  - Michigan leads Corrections in Prison Reform



2.

# DEPENDABLE IN TIME OF NEED



*Government shut-down:  
Corrections Officers don't  
go home, and may go  
without a check.*

**Essential Employees =**



3.

# DEDICATED & WILLING TO SACRIFICE



c/o  
Earl DeMarse



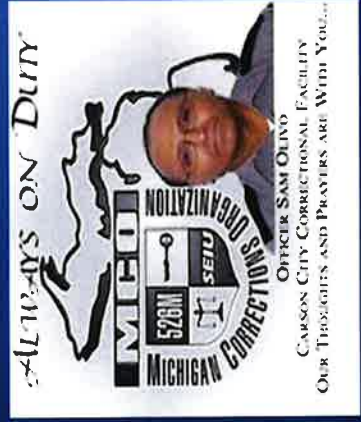
c/o  
Jack Budd



c/o  
Josephine McCallum

## KILLED IN THE LINE OF DUTY:

## THOSE WHO SURVIVED ...



**Gus Harrison Officer Attacked By Prisoner – May 2016**  
--MCO Report

**Stabbing of Officer Sam Olivo; Skewered w/ a Pitchfork – December 8, 2009**



## STORIES OF SURVIVAL...

Prison Employee Stabbed With 'Ice Pick' at **G. Robert Cotton** Correctional Facility

-- Jackson NEWS, Aug 14, 2014

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

-- MCO REPORT, January 2018

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

-- MCO REPORT, January 2018

**Bellamy Creek** officers dressed out by prisoner

--MCO Report, February 2018

2 **MDOC** prisoners sentenced for assault by 'dressing out'

-- **Ionias Sentinel**, August 2017



Suspect Vowed to Kill Prison Officer After Assault (**Ionias**).

--WOOD TV, June 2015

Lifer Charged with Attack on Guards (**Coldwater**).

--Daily Reporter, August 2016



Stabbing of Officer Kevin Ott -- October 2014; Trial Testimony



"My skull was shattered on the right side," he said. "I had several stab wounds on my side, a punctured lung and a broken rib."



"He was being stabbed everywhere," Stine said.

# B

## Our Officers are a valued resource to the State

- **Initiatives** that have raised the Department's professional image;
- Passing of **legislation** that has enhanced, and created more favorable work conditions for ALL staff in Corrections; and
- **Joint-problem solving** With Employer

1.

## INITIATIVES

“One Voice,”

PTSD Research and Legislative funding, &

The Corrections Officer Memorial

d.

## One Voice

### — Poster Campaign

- Adorns the walls of every facility

### — Officer Dignity Initiative

- MCO forms Coalition of Agencies
  - MCO, MDOC, PAAM, & MSP.
- Eight States and a Foreign Country have replicated.



### — PTSD Initiative

b.  
PTSD Research and Legislative Funding

**'Prison guards can never be weak': the hidden PTSD crisis in America's jails**  
**-- The Guardian, May 2015**







## 2. LEGISLATION INITIATED & ENACTED



Corrections Survivor Benefit

Criminal Targeting of Corrections Staff

First Responder

Assault by Dress-out

Drone Use

Naloxone Delivery

First Responder

# 3. Joint – Problem Solving with Employer



Revamped Article 17

(CTO) 10 hour days

12-Hour Shift Prisons

II.  
THAT WAS THEN – THIS IS NOW  
Things Have Changed Drastically  
With Regard To The Profession Of

The  
Michigan Corrections Officer



# A. How Has The Profession Changed?

1.

**Generational Employment Is No Longer Appealing**

2.

**“It’s a Stepping Stone” – RETENTION PROBLEMS**

3.

## Morale Problems

- *Excessive Discipline (Amount and Reason)*
- *Excessive Mandatory Overtime*

4.

## PTSD Recognition

Prevalence of Trauma-related Health Conditions in Correctional Officers: A Profile of

Michigan Corrections Organization Members

Michael D. Denhof, PhD and Caterina G. Spinaris, PhD

of **Michael D. Denhof LLC** and **Desert Waters Correctional Outreach**

### Conclusions:

1. Post-traumatic Stress Disorder, Depression, Co-occurring Post-traumatic Stress Disorder and Depression, and Suicide Risk were found to be substantially elevated relative to rates typical in the general population and for other public safety professions (**33.7%**).
2. The **more years of corrections experience and higher security levels** being associated with higher mental health condition rates
3. High range of suicide risk at 4.6% of members. (Seem low? Think of it this way: **5 of every 100 staff are at a dangerous level of risk of death by suicide!**)

5

## Suicide Numbers Disturbing

- 2016 = 2
- 2017 = 7
- 2018 = 1..2\*

— “Even one officer suicide is too many and we’ve had far too many this year and the year before and it’s the number we want to continue to bring down.”

— Chris Gautz, MDOC (MPRN, 2018)



## B.

### Dangerous Policies Add To Decline in Profession

- Elimination of Pre-shift
- Tower & PSV Elimination
  - Factors in Ionia escape – AG and Ombudsman Reports on Ionia Escape.
- College Led Officer Academies
  - Failed – Major contributor to vacancy void we now face
- Privatization of Food Service
  - Kinross Riot – Contributing Factor
- Civil Service Rule and Reg. Changes
  - Long-standing rights of members struck from CBA

# III. CURRENT STATE OF AFFAIRS

## A. The Department of Corrections Is In Trouble

### 1. **Year-after-Year of Swelling Vacancies**

- A. College-Led Academies Were Major Contributing Factor and Its Impact Continues Today (2012)

### 2. **Recruitment and Retention**

- 3. The combination of the two have lead to:
  - A. Excessive mandatory overtime (In 1/3 of the facilities);
  - B. An erosion of morale; and
  - C. The want from our members for a more public vote of **NO CONFIDENCE**



B.

## Conditions & Challenges Re: Members

- **Discipline on the rise over petty conduct**
- **Mandatory overtime**
  - Sucking the Life Out of Our Members!
  - FMLA is the Only Option For Members to Get Rest!!!
- **Eroding of rights that have been historically important to members**
  - Seniority provisions
  - Overtime provisions
  - Assignment provisions
- **Assaults**
  - C/O's have higher rates of assault than other classified servants in  
DOIC
- **Health conditions worse off than other state employees**
  - Exacerbates the use of annual and sick leave
  - PTSD

C.

Ask yourself, “Are they conditions I want to  
work under?”

Of Course Not!

But, Our Members are Doing it 24/7!!!

And, it is Time They are Rewarded For it By the  
Employer!!!!

# III. SUMMATION

- A. We're here with solutions.
- B. We have a history of bringing solutions to the table.
- C. We're also here seeking fair & just compensation for:
  1. Dedication in the face of **extraordinary times**
  2. Working in **untenable** circumstances
  3. Being a good partner and offering **innovative solutions**

# 1.

## MCCO LEGAL REPORT

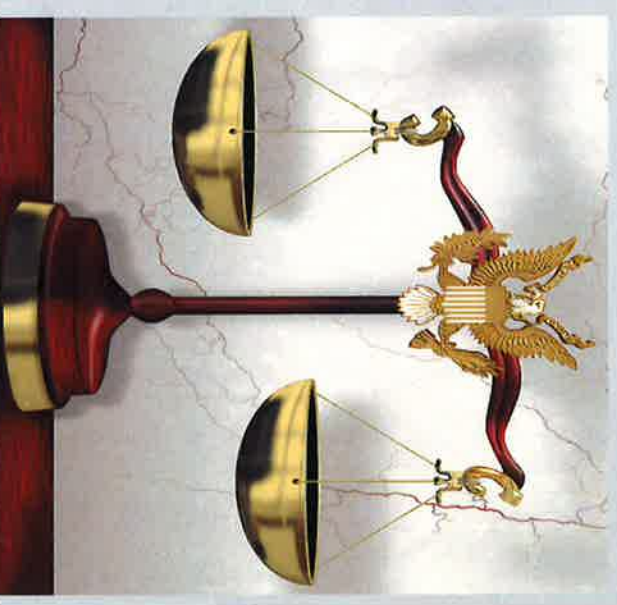
### Overview

- A. **Litigation Update**
  - 1. **RUO Law Suit** – Michigan Supreme Court (Oral arguments on Leave to Appeal)
  - 2. **Arbitration Cases Pending** (Next Slide)
- B. **2018 Impasse Proceedings**
  - 1. **Impasse Team** – Tara Nicol, Marshall Widick, & Jeff Foldie
    - a. **Special Thanks To: Andy Potter** (Made himself available while oral arguments were being prepared)
  - 2. **Commentary on the IP Recommendation**
- C. **Civil Service Rule Changes: *Beginning to End*....**

# 1(A)(2) ARBITRATION REPORT

## **Pending Cases:**

1. Shackelford (JCF - 2 cases) 5-day & 30 day
2. Richardson (JCF) Discharge case
3. Johnson (JCF) Mandatory Overtime
4. Jensen (ICF) 3-day Suspension
5. Heard (WHV) 11-day Suspension
6. Walls (WHV) Discharge
7. Welicki (TCF) 3-day Suspension



## 1C

### CIVIL SERVICE RULE CHANGES: TOP ISSUES AND THE BATTLE ...

#### **ISSUE #1 - DEFINITION OF SENIORITY**

- There will be no objective benchmark, such as seniority, upon which to base the awarding of vacation, shift transfers and overtime
- Argued that Seniority is objective benchmark that protects management from discrimination allegations.
- Appeal language denied Employer (MDOC) policy on these matters uses seniority, but makes exceptions for operational impact.
- If seniority is not used, employer must “articulate with specificity” as to why.
- It also will have impact on those who left state service and returned as a re-hire

## ISSUE #2

# REST & MEAL BREAKS

- There is no guarantee of paid rest breaks or meal breaks for employees
- "Meal and rest breaks are staff assignment and **PSBs.**"
- CSR defines the workday as 8 hours.
- Assuaged concern of making 7.5 hour day.

## ISSUE #3

# ADMIN LEAVE BANK ABOLISHED

- Paid time off for union business other than that in the regs. or saved at the bargaining table is on the “union dime.”
- Regulations control number of Repps whom receive paid time off.
- Won big language at bargaining for **L/M** and **Committee Meetings** which are “regularly held.”
- Impact: Union will now have to pay \$\$\$ for time not authorized in the rules.
- MCO began to address impact by reorganizing the way internal business is conducted.



## ISSUE #4

# ADMIN LEAVE FOR UNION REPRESENTATION

- Chapter representatives will no longer receive paid time for representation, such as grievance conferences and handling disciplinary matters
- **Reinstated partially:**
  - [1<sup>st</sup> fight at bargaining table]
- **Final Reg. provides for:**
  - Paid 1<sup>st</sup> step conference
  - Paid Discipline Conference
- **-Argued that it is in the best interest of both parties to resolve problems at the lowest level possible**

## ISSUE #5

# LAY OFF/RECALL & BUMPING

- In the case of lay-offs and recalls the process will be left to the employer to make unilateral decisions
- Appeal language denied
  - Now an Employer Policy which has not been released yet.

## ISSUE #6

# ADMIN LEAVE BANK ABOLISHED

- The admin leave bank will no longer exist and therefore will not pay for your time to attend meetings and central conference
- Appeal language denied
  - Argued that the admin leave is essential in promoting good labor relations
  - Impact: Union will now have to pay \$\$\$ for time not authorized in the rules.
  - MCO began to address impact by reorganizing the way internal business is conducted.

**November 2018 - Central Conference**  
Michigan Corrections Organization  
Government & Political Affairs Report – Jeremy Tripp

➤ **Legislative**

- **Targeting – HB 4585,4590,4591 - Separate Crime for Targeting Victim Based on Employment**

House Bills 4585 and 4590 would amend the Michigan Penal Code (MPC) by adding new sections that would create additional felonies for targeting a victim based on his or her actual or perceived employment.

House Bill 4591 would amend the Code of Criminal Procedure by creating sentencing guidelines to accompany the newly proposed felony offenses.

The proposed felonies would be punishable by imprisonment for not more than two years and would have to be served consecutively with (either before or after, rather than concurrently) any other term of imprisonment imposed for the underlying felony or attempted felony.

**Passed House of Representatives 93-16, on 1/31/2018 and given immediate effect  
Transmitted to Senate and Referred to Judiciary Committee  
Reported favorably without amendment on 3/8/2018 awaiting vote of Full Senate**

- **Dress Out Bills - HB 4118 and 4119**

House Bills would add Section 411x to the Michigan Penal Code to provide that a detainee or prisoner in a holding cell, holding center, lockup, jail, or State correctional facility who knowingly did either of the following would be guilty of a felony punishable by imprisonment for up to four years or a maximum fine of \$2,000, or both: 1) Threw or attempted to throw any bodily material, that came into contact with any employee or volunteer performing his or her duties 2) Caused or attempted to cause any employee or volunteer performing his or her duties to come into contact with any bodily material,

Section 411x would not apply to a prisoner or detainee who violated these provisions because he or she had a mental illness or intellectual disability for which he or she had received a diagnosis by a mental health professional or for which the prisoner or detainee was currently receiving treatment by a mental health professional. The bill would define "bodily material" as blood, urine, saliva, semen, or feces.

House Bill 4118 (H-1) would amend the Code of Criminal Procedure to include the proposed felony in the sentencing guidelines as a Class F offense against a person with a statutory maximum of four years' imprisonment.

**Passed House of Representatives 86-23, on 1/31/2018 and given immediate effect  
Transmitted to Senate and Referred to Judiciary Committee  
Reported favorably without amendment on 2/22/2018 awaiting vote of Full Senate**

- **Drone Bill Package – HB 5494, 5495,5496,5497,5498 and Senate Bills 917-922**

House Bills 5494, 5496, and 5497 would amend the Unmanned Aircraft Systems Act (Public Act 436 of 2016) to specify that the operator of an unmanned aircraft system is criminally liable for any activity using the system for which he or she would be criminally liable for performing directly, to designate duties of the Michigan Aeronautics Commission, and to expand the prohibition on knowingly and intentionally operating an unmanned aircraft system that interferes with the official duties of certain public employees.

House Bill 5495 would amend the Michigan Penal Code to include penalties for knowingly operating an unmanned aircraft system that interferes with the operations of certain facilities, while House Bill 5498 would codify those penalties in the Code of Criminal Procedure.

**Passed House of Representatives on 3/22/2018 and given immediate effect  
Transmitted to Senate and Referred to Transportation Committee**

**Senate Bills passed on 9/26/18 referred to House Communications and Technology Committee**

- **Corrections Security Representative (CSR) – HB 5411**

House Bill 5411 would amend the State Employees' Retirement Act to align the definition of a covered position with actual corrections employee classifications. The bill would replace a single classification for corrections security specialist, which does not exist, with two classifications including corrections security inspector and corrections security representative, which would include members of the Department of Corrections (DOC)' Absconder Recovery Unit (ARU)

**Passed out of House Financial Liability Reform Committee and referred to second reading.**

**Passed by Full House on 5/17/18 referred to appropriations committee.**

**Reported from committee with recommendation of immediate effect on 10/2/18**

**Awaiting vote of the full Senate**

- **Carrying and Administration of Life Saving Drugs by Corrections Officers – HB 5849**

HB 5849 would amend PA 462, to include state and local correctional officers in the definition of peace officer for the purpose of carrying and administering opioid antagonists in certain circumstances; to provide access to opioid antagonists by law enforcement agencies and peace officers; and to limit the civil and criminal liability of law enforcement agencies and peace officers for the possession, distribution, and use of opioid antagonists under certain circumstances,"

"Opioid antagonist" means naloxone hydrochloride or any other similarly acting and equally safe drugs approved by the federal food and drug administration for the treatment of drug overdose.

**Introduced on 4/19/2018, referred to Committee on Health Policy**

- **Memorial Highway – HB 5923**

House Bill 5923 would designate a portion of I-94, in Jackson County between exits 139 141 as the "Corrections Officers Jack Budd and Josephine McCallum Memorial Highway"

**Referred to committee on Transportation and Infrastructure**

**Passed House on 5/17/18**

**Passed Senate on 11/8/18**

**Signed by Governor and assigned PA 356 of 18' on 11/20/18**

- **MCO Member Growth and Retention**

MCO continues to maintain the highest percentage of unionism amongst all state employee union groups.

This year we have held 11 new academy classes and recruited 501 new members out of a possible 509 (roughly 98.5%).

- **Online Infographics**

In an effort to communicate with our members, MCO has been experimenting with new programs and templates to relay our message (Ex: Infographics, Civil Service Chalk Board Animation Video (attached))

- **Moving an agenda during lame duck**

To raise awareness and push our legislative agenda during lame duck, MCO has acquired a mobile billboard through Skyline outdoor.

The billboard will loop around the Capitol, House Office Building, Senate Building and Washington Ave. from 8-4 on November 27, 28, 29 and December 4,5,6,11,12,13,18,19,20.



# The ADVANTAGE

## OF A GREAT UNION

1

### Voting Rights

With your union membership, you have the right to vote in chapter elections that decide your facility's leadership and how to resolve issues.

2

### Bargain Contracts

A team of your peers go to the bargaining table every few years to determine your wages, healthcare, and other benefits. They fight for the best, because they want the best too!

3

### Legal Representation

MCO's very own legal team fights every day to ensure the negotiated contract is enforced and that no injustices are done upon MCO members.

4

### Public Advocacy

From letters to the editor to attending legislator coffee hours, MCO members are in the public every day fighting for increased safety and the dignity that we deserve.

5

### Crisis Fund

MCO's Crisis Fund was created to help officers in times of tragedy. From sicknesses to disasters, find some monetary relief from a fund designed for officers, by officers.

### Exclusive Discounts

On top of the higher wages you receive by being a union member, you automatically are entitled to a constantly growing list of discounts! From cell phone plans to free tuition, MCO members can save big money!

6

### Political Representation

MCO's Political Department has been successful in passing legislation to benefit and protect our members safety.

7

### Publications

MCO has its own Keeping You Informed (KYI) consisting of news from officers around the state. Stay safe by staying informed.

8

### Run for Union Office

Take ownership of your union by running for an elected position. Each facility has a President, Vice President, Chief Steward, and Treasurer/Secretary. There are also shift steward positions.

9

### Esprit De Corps

With a great union, comes a proud brother and sisterhood. There's a strong sense of loyalty by all of us that do the job and we take care of our own.

10



# MCO Current Legislative Priorities

## To recognize and improve the safety and security of Corrections Officers and Forensic Security Assistants

For the past 50 years, the Michigan Corrections Organization has fought for and won on many issues important to our members. As the voice of 6,100 State Corrections Officers and Forensic Security Assistants, our core mission is to advocate for safer work conditions and more secure facilities throughout the State of Michigan. We do a tough and dangerous job keeping the people of Michigan safe and rely on our elected officials to work together on instituting laws and policies that protect those who protect others.



### Targeting of Officers

HB 4585 (H-1)  
HB 4590 (H-1)  
HB 4591 (H-2)

HB 4585, 4590 and 4591 would prohibit and provide penalties for targeting a victim based on his or her actual or perceived employment

House Bill 5923 would designate a portion of I-94, in Jackson County between exits 139 and 141 as the "Corrections Officers Jack Budd and Josephine McCallum Memorial Highway"

### Memorial Highway

HB 5923

JACKSON, MI

As it relates to corrections, the drone packages would prohibit the use of a drone to interfere with the operations of a facility or with the official duties of corrections officers. In addition, the drone would be viewed as an extension of the body with relevant penalties and legal consequences.



### Drones

House Bills  
5494 - 5498

Senate Bills  
917 - 922

House Bill 5411 would amend the State Employees' Retirement Act to align the definition of a covered position with actual corrections employee classifications including corrections security inspector and corrections security representative.

### Corrections Security Representative

HB 5411



House Bill 4119 (H-2) would prescribe a felony penalty for a detainee or prisoner who knowingly threw bodily material at an employee or caused such an employee to come into contact with bodily material. House Bill 4118 (H-1) would include the proposed felony in the sentencing guidelines as a Class F offense with a statutory maximum of four years' imprisonment.



### Dignity & Liquid Assaults

HB 4118  
HB 4119

HB 5849 would amend PA 462, to include state and local correctional officers in the definition of peace officer for the purpose of carrying and administering opioid antagonists, such as naloxone, and to limit the civil and criminal liability for the possession, distribution, and use of opioid antagonists under certain circumstances.

### Recognition as First Responders to Combat the Dangers of Opioids

HB 5849



A complete description and analysis of individual bills can be found at:

[www.legislature.mi.gov](http://www.legislature.mi.gov)



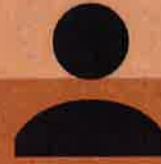
### Want More Information



# UNION

VS

# NON-UNION



**YES!** Vote on facility issues, chapter elections, and contract ratification!

**VOTING RIGHTS**

**NONE!**

**YES!** Save on exclusive member-only discounts from cell phone plans to tuition!

**DISCOUNTS**

**NONE!**

**YES!** A team of your own colleagues bargain your wages, healthcare, and more!

**BARGAIN CONTRACTS**

**NOPE!**

**YES!** MCO's legal team is your resource to enforce the contract fight for your rights!

**LEGAL REPRESENTATION**

Limited to PA 348 of 2012 (RTW)

**YES!** Read content for officers. **BY** officers! Stay in-the-know with MCO's publications!

**PUBLICATIONS**

**NOPE!**

**YES!** MCO's Political Department fights to change the narrative of corrections officers at the legislature every day!

**PUBLIC ADVOCACY**

**NOPE!**



**#MCOADVANTAGE**



MICHIGAN CORRECTIONS  
ORGANIZATION - SEIU LOCAL 526M

# FREE COLLEGE BENEFIT

A GUIDE FOR MCO MEMBERS

## EVERYTHING YOU NEED TO KNOW

### HOW IT WORKS

At the Union's request, the Civil Service Commission and the MDOC have agreed to waive educational requirements for new officers for up to 18 months from the time of hire.

### FREE COLLEGE BENEFIT THROUGH MCO UNION MEMBERSHIP

At the academy or in the institution, officers who choose to become members of the union become eligible for unique educational advantages. The MCO-SEIU Free College Benefit is an investment in you and your future.

With the Free College Benefit, members do not have to pay out of pocket for any tuition, fees or e-books at Eastern Gateway Community College—resulting in cost savings of thousands of dollars!

### HOW DO I GET STARTED?

To get started, contact Michigan Corrections Organization, Member Benefits Department at 517-485-3310 today!



MCO MEMBERS EARN A LIVING WHILE COMPLETING THE NECESSARY COURSEWORK FOR THEIR CAREER AT EASTERN GATEWAY COMMUNITY COLLEGE.



### BALANCE

Online classes let you balance life's demands, making it possible to go back to school while you continue to work.



### FLEXIBILITY

You can choose either 8 weeks or 16-week classes, and 24/7 access means you can work on assignments any time of day, anytime during the week!



### CREDIBILITY

Graduate from a respected, regionally accredited academic institution. ECOC is governed by the Ohio Department of Higher Ed and is part of the University System of Ohio.



### ASSURANCE

The credits you earn at ECOC can be used to fulfill your MDOC education requirements and are transferable to colleges all over the country.



#MCOADVANTAGE

# MCO SNAPSHOT

VICTORIES OVER THE YEARS

**1979**

## Exclusive Representation



After years of workers having no voice in Lansing, MCO is recognized by Civil Service as an exclusive representative of its workers.

**1990s**

## Raising the Bar



MCO leads successful effort to increase CO wages, garner professional respect and argues for state of the art training.

**2015**

## Gun Bill



MCO garners support at the legislature to allow current and retired correctional officers who hold a CPL and have weapons training through MDOC to carry concealed in no-carry zones

**2017**

## Officer Dignity Initiative



MCO launches initiative to hold inmates accountable for liquid assaults and sexual deviant behavior toward staff

**1984**

## National Recognition



MCO joins the International Association of Corrections Officers and helps successfully lobby President Ronald Reagan to honor the first full week of May as National Correctional Officers Week.

**2000s**

## Protections for Members, Privatization Fight



MCO wins testing for all prisoners on intake for communicable diseases; fights back privatization efforts by private prison industry

**2016**

## Survivor Health Benefits Legislation



MCO successfully lobbies to provide health benefits for up to 60 months to the surviving spouses and children of officers killed in the line of duty.



#MCOADVANTAGE

# Michigan Corrections Officers Need Your Help



PASS THIS IMPORTANT LEGISLATION  
BEFORE TIME RUNS OUT



Targeting of Officers: HB 4585, 4590, 4591



Dignity and Liquid Assaults: HB 4118, 4119



Define Corrections Security Representative  
As Covered Position: HB 5411



Drones: HB 5494 - 5498 and SB 917 - 922



First Responder Recognition and Protection  
Against Opioids: HB 5849



Memorial Highway: HB 5923 (Signed by Governor Snyder  
on 11/20/2018)

PROTECT THOSE



WHO PROTECT MICHIGAN