

MINUTES OF:
MCO Central Committee
SEIU Local 526M
October 29th, 2019

The meeting of the MCO Central committee was called to order at 9:30 am. at the Crowne Plaza Conference Center in Lansing Michigan, by MCO President Byron Osborn.

Roll call was taken, and the following were present:

Delegates Present: AMF - Doug Gilbertson, Ed Clements, Pat Mayo, Gabe Justinak, ARF – Mike Lennox, Eric McDonald, Daniel Babyak, Scott Waggoner, CFP - David Marr, Victor CdeBaca, Scott Allen, DDC – Marcus Collins, Sean Dorsey, DRC – Gary Smith, Darrin King, Vickie Dorrough, DRF - Scott Kurtz, Michael Schafer, Michael Palmer, ECF – Mark Dunn, Timothy Sutter, Mike Presley, FOA – Clinton Bradley, Alejandro Echols, IBC – Lorraine Emery, Jay Cooley, Clifford Schulz, ICF – LA Eatmon, Chad Dill, Ben Fralick, JCF – Gordon Bloom, Ronda Dittenber, Cary Johnson, JCS – Brandon Hetherington, Jason Ilgenfritz, James Brazier, KCF – Brian Cowan, Jacob Green, Nathan Ferraro, LCF – Curtis Thatcher, Michael Hull, Chad Poynter, LMF – Tim Fleury, Dallas Post, Larry Henley, LRF – Alex Jimerson, Mathew Bruesch, Phil Grondsma, MBP – Zachary Kihm, Josh LaBelle, Eric Hemmila, MCF - Johnathan Brandt, Alferd Carrillo, Shannon Thompson, MRF – Ponda Esu, Robert Artman, Johnny Hill, MTU – David Pasche, Greg Stoddard, Steve Unger, NCF – Chris Takala, RGC – Daniel Shaffer, Max McVean, Paul Jones, RMI - Kacy Datema, Jacob Wohlfert, Thomas Rockwell, SAI – Monoletoe McDonald, Justin Bess, SLF – Drew Coston, Anthony Garza, Eddie Hendershot, Ray Sholtz, SMT – Kyle Baum, Kenneth Miller, Brent Kowitz, SRF – Brandon Page, Daniel Fleming, John Scheffler, STF – Nichole Sheffield, Kevin Shattuck, Ed Cooley, TCF - Nathan Zillisch, Thomas Goodfellow, URF – Dave Belanger, Roy Headley, Richard Benson, Carla Davis, Byron Osborn, WCC – James Hardy, WHV – Michael Daugherty, Georgiann Stan, Donna Dymont, Amber Dotson.

Guests Present: KCF CTO steward Scott Coffey, RMI 1st shift steward Michael Oleszkiewicz.

Guest Speaker Present: Lynn Gorski.

Staff Present: Andy Potter, Lori Iding, Jonovan Luckey, Jeff Foldie, Anita Lloyd, Cindy Kogut, Stephanie Short, 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.

Ed Clements' Report-

- Financial Statements and Supplementary Information for three months ending August 31st, 2019 was presented to Central Committee.

Cary Johnson's Report-

- The minutes for the MCO Central Committee meeting for November 27th, 2018 were presented for review. Motion by Rick Benson-URF to approve as presented. Supported by Lorraine Emery, Motion Carried.
- The minutes for the State Executive Board and Board Appeals meeting for January 15th, 2019 were presented for review. Motion by Eric McDonald-ARF. Supported by Scott Allen-CFA. Motion Carried.
- The minutes for the State Executive Board and Board Appeals meeting for February 26th, 2019 were presented for review. Motion by Paul Jones-RGC to approve as presented. Supported by Larry Henley-LMF. Motion Carried.
- The minutes for the State Executive Board and Board Appeals meeting for April 2nd, 2019 were presented for review. Motion by Lorraine Emery-IBC, Supported by Dave Belanger-URF. Motion Carried.
- The minutes for the State Executive Board and Board Appeals meeting for May 8th, 2019 were presented for review. Motion to approve as written by Phil Grondsma-LRF Supported by Nicole Sheffield-STF. Motion Carried.
- The minutes for the State Executive Board and Board Appeals meeting for June 12th, 2019 Motion to approve as written by Larry Henley-LMF. Supported by Scott Allen. Motion Carried.
- The minutes for the State Executive Board and Board Appeals meeting for July 16th, 2019 were presented for review. Motion to approve as written Motion to approve as written by Phil Grondsma-LRF. Supported by Lorraine Emery-IBC. Motion Carried.
- The minutes for the State Executive Board and Board Appeals meeting for August 15th, 2019 were presented for review. Motion to approve as written by Johnathan Brandt-MCF Supported by Tim Fleury- LMF. Motion Carried.
- The minutes for the State Executive Board and Board Appeals meeting for September 19th, 2019 were presented for review. Motion to approve as written by Larry Henley-LMF Supported by Rick Benson-URF. Motion Carried.

Byron Osborn's Report -

- 2019 was the most challenging time in MCO history. We were faced with Civil Service rule changes and the creation of DOMs to replace contract language.
- Vacancies statewide continue to create mandatory overtime and lower morale.
- MCO leadership had to adjust how we operate and communicate to show members that the union has value and is working for them.
- MCO no longer has administrative leave to conduct union business. We now have to pay for union BBL1 leave, which has forced us to limit some of our activities.
- Contract bargaining was recently finished. Members overwhelmingly approved the contract and the online voting was a success with 65% participation.
- The pending return of preshift meetings is a big win for MCO.
- A new, permanent location for the academy has been announced by the Department. It will be at a location near the WCC.
- MCO is still addressing issues at CFP and seeking resolutions with DHHS.
- The new FOA chapter reps for the Absconder Recovery Unit (ARU) were welcomed to Central Conference.
- Former LMF Chapter President Larry Henley was presented with an appreciation award for his long term service as a chapter leader.

- An update on 12 hr. shifts was given. The Department is currently focusing on addressing statewide vacancies.

Ray Sholtz's Report-

(See Attached Report)

- Student Debt Reduction/Academy Assistance Program
- Retirement
- Military Members Committee
- Retiree Program
- Bylaws:
 - Article 7: Membership Section 1-Motion by Paul Jones to adopt as written. Supported by Johnathan Brandt. Motion Carried.
 - Article 8: Dues and Finance Section 2- Motion by Paul Jones to adopt as written by Paul Jones, Supported by Lorriane Emery. Motion Carried.
 - Article 12: Central Committee Section 8- Motion by Larry Henley to adopt as written. Supported by Eric Hemmila. Motion Carried.
 - Article 19: Election of Chapter Officers Section 5 (a) Motion by Lorriane Emery to adopt as written. Supported by Drew Coston. Motion Carried.

Cary Introduces Lynn Gorski- MDOC Wellness Director.

Cary Johnson's Report (Recording Secretary)-

- PTSD/Correctional Fatigue update (Behavioral Science, Chaplain, Peer Support).
- Women in Corrections.
- Grievance Committee.

Scott Waggoner's Report (Trustee):

- Chapter Reports- Needed Quarterly.

Gabe Justinak's Report (Trustee):

- Chapter Emails.

Lunch/Reconvene at 1310 hours:

Gerald Beard-(WHV)

- Farewell.

Andy Potter's Report-

- Bargaining
 - Collective bargaining rights are the holy grail. It's the only thing that keeps us separated from other states and it ensures that we remain a fighting force for Michigan COs.

- Who is on the Bargaining team?
 - The bargaining team consists of the Chief Negotiator (Andy Potter), Second Chair (Jeff Foldie). Then there's the MCO State Executive Board and Shawn Davis from our legal department. I have had the distinct privilege of being the Chief Negotiator. It's been a lot of pressure and a lot of late nights. It's been laborious. But I gave all of you my commitment to do right by you. It's tougher now than it's ever been, and it will continue to get tougher.
- What are the rules of bargaining?
 - It has to be done in good faith. We start from scratch. We have to give everything back. If we can reach a tentative agreement, we send it out to the membership to vote. Then it goes to Civil Service to bless it. Our arguments must be done with facts, not just "because we deserve it." We must present a case that has proof.
- Who do we negotiate with?
 - Office of the State Employer (OSE), who is negotiating on behalf of the governor. Usually there are warden's, personnel directors. This time there was no one who used to be an officer. Just OSE.
- When we open negotiations, "It's a production":
 - We have a good strong position. We have to have a strategy based on facts and we have to have good articulation. Negotiations are not easy. It has to be methodically laid out. There needs to be a long stretch of strategy. Typically, I give the opening, but Jeff gave the presentation. He did a great job! He laid out the stressors and conditions you deal with daily. The loss of one's self and even the loss of life through suicide and other illness that take a toll on all of you that walk in every day. He made sure that their skin crawled. It was in every way our best foot forward. We are at a crossroads and the state is out of excuses and soundbites. That night we hosted a legislative gathering to unpack the wellness report. Twenty-eight legislators, representatives from the MDOC, the Governor's office and OSE attended. Cary gave a great testimony. Your new political director gave the context. The board was mingling and had talking points. Byron finished it up asking for a strong partnership moving forward. Why am I telling you all of these details? The reason I am telling you this is because I like to tell you what happens. You need to know why things happen. Our job as leaders is to forecast. Someday I won't be here to teach you and share with you and it means something to me. There must be a strategy in place to win. You all trust this board. You elected them to make decisions – the best decisions they can. So, I take it as an honor that they ask me to negotiate the contract. They trust me. Thank you and congratulations to everyone for a good contract.
- Contract ratification:
 - 64% of the membership voted. That is the highest ever.
 - 3,451 = total
 - 3,188 = Yes
 - 206 = No
 - 57 = spoiled
 - Wages and health care are a job well done. Ten years ago, we lost pre-shift and it was a big loss and we got it back this bargaining session. Incrementally and strategically. 10

years ago, they took that pillar of safety. I've always said, we will get it back. We weren't walking away from the table without something.

- Civil Service issues
 - Forecasted attacks on collective bargaining. In 2017, I told you Civil Service would gut us, and they did. We know it's real because it happened to us. Don't think that they are done. They are going to come after us again. Since 2017, there was a strategy laid out and followed. There have been many hard fights along the way. Changes around Civil Service, we didn't just get it back – there was a strategy behind it. Everything they took, we said we are going to put it in a policy. Is it exactly the way we had it? No. But it's a mile from where it could be. Byron and Ray are monitoring it and have done a good job staying on top of it.
- Membership Maintenance
 - Member maintenance is no joke. Other unions in Michigan are struggling. Getting members back once they drop is the hardest and most costly part. Our leverage is in our numbers. Our strength is in our numbers. Jim McHenry has taken this on as a personal cause. He cares because he was in your shoes.
 - In the last two years there have been 1255 new recruits.
 - 1175 joined (93.63%)
 - In 2018 there were 525 new recruits.
 - 501 joined the union (95.43%).
 - In 2019 there were 730 new recruits.
 - 674 joined the union (92.33%).
 - In 2018 - 86 members rejoined the union. 10 members that joined have since dropped out again (and stayed out). In 2019 - 124 members rejoined the union. 5 members dropped again after rejoining. They know if you have the numbers or not. Like 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. When we ask you to do something there is a strategy behind it. It's part of a bigger picture.
- Using wellness to help change the narrative and understanding the significance across the U.S. We are within a couple of days of a tragedy. It's not just a Michigan issue. It's an industry issue and it's now being looked at as an occupational Hazard.
 - What are we doing?
 - MCO's awareness campaign started in 2015 with the MCO PTSD/Wellness report that was authored by Caterina Spinaris from Desert Waters Correctional Outreach. Followed by the Dignity assault legislation. MCO lobbied for the \$50,000 to do the MDOC study. We used the state survey as leverage. It helps us to change the narrative. The State cannot deny the results. The million dollars for funding happened only because we lobbied for it (Rep. Thomas Albert).
 - We held a legislative reception. It was a bipartisan approach to gather to come up with solutions. Caterina Spinaris and Lynn Gorski were guest speakers. Heidi, Ken along with 28 legislators as well as representatives from OSE and the Governor's office attended.
 - What's next?
 - I am making a formal request to the governor and legislature to create a taskforce that will comb through the results of the survey and create benchmarks and metrics. To have participants with CO's at the table so we can take the oversight on and so can lawmakers. It's got to be in MCO's and a higher

authority's hands. We should help decide the solutions with no apologies. There are only 2 ways to show appreciation. Compensation and the conditions you work in.

- We are trying to do a project with U of M using biometrics – research being done by MCO, the U of M and the MDOC. A grant was put in with the NIJ and it was rejected because we didn't have a pilot to show proof of concept. We need help by participation of leaders/members. You will need to wear the device 24 hours but those who are willing to step up will be a proof of concept. Nobody tells your story as well as you do.
- We need Presumptive PTSD Legislation to ensure there is a worker's compensation aspect to it. There wasn't worker's comp for Hepatitis C years ago until MCO pushed for legislation.
- I am working with the governor to sign an executive order for meet and confer language as well because it will be the closest thing, we will have to negotiating over the DOM's in the future.
- Landscape of corrections is changing in the U.S.
 - What are we doing?
 - I Chair the SEIU Corrections Council and sit on many panels across the country. Philanthropy has pushed the criminal justice reform conversation, but your voices are continually being left out. There are prisoner reforms agendas – there should also be an officer's reform agenda to include short staffing / overcrowding, wellness, disciplinary / work conditions. It hasn't been until recently that other states have been taking our work on this and using it. Our strategies are well thought out and methodical. I ask that you participate if we ask you to do something.
- Programs for success and raising our profession.
 - Last Central I asked you if we should be building our leaders. Everyone agreed that we should continue with the Next Gen program. This is the most important program we have. We must have a succession plan and we shouldn't be scared of it. *All participants who completed the program were asked to stand.* See the success – these folks that you all chose are in leadership positions. I ask you again, should we continue with these programs? Next Generation Leadership Academy, Military Program, Women in Corrections? The majority raised their hand to continue the programs.
- My message to new leaders
 - Sound bites are easy. Being reactive is easy. There is more that goes into it than being the loudest voice in the room. Being on a team together with the same goals, moving parallel, moving that message and wanting the same achievements. There are 2 kinds of leaders. One that lights torches and 1 that puts them out. People don't follow titles; they follow bravery and courage. Being a good leader is risky because your forecasting the future. Fortune 500 companies fail because they reacted in 2008 by hunkering down instead of forecasting and pushing forward to take a risk. You will create and craft what this union looks like years from now. If there are things you want changed, you need to call us out. This is the highest tribunal. You are all the decision makers in this room. You will create and craft what this union looks like years from now, so make your decisions wisely.
- Andy recognized staff that were in attendance and those that were unable to attend. Anita will be taking maternity leave soon and Cary Johnson will step in while she is off.
- In closing I want to read you something. It's called "Man in the Arena":

“It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat.”-President Theodore Roosevelt, excerpt from the speech "Citizenship In A Republic", delivered at the Sorbonne, in Paris, France on 23 April, 1910. *See Attached Handout*

David Pasche’s Report (Trustee):

- Reported on the crisis fund balance.
- Reported on the Golf Outing, moving it to September.
- Request for Crisis Fund Committee.

Drawing for Crisis Fund Golf Outing (Live Stream).

- Top Prize- \$1,000 Cash (Jim McHenry)
- 2nd Prize- Darton Toxin100 Crossbow with Hunter Package-(WHV Midnights Lowe)
- 3rd Prize- Bushmaster 450 with Scope (Candice Sweet MRF)
- 4th Prize Samsung 50 RU7100. Smart TV (Johnny Hill MRF)
- 5th Prize Ruger AR 556 (Maggie “Cooperville” Michigan)
- 6th Prize 783 Remington camo combo (LMF Wesley Swanson)
- 7th Prize Thompson Center impact 50 cal (Lisa Howard CFP)
- 8th Prize Weatherby 12 gauge walnut stock (Trevino JCF)
- 9th Prize Kalahari Package (Shane Thompson URF)

Jonovan Luckey’s Report (Director of Government and Political Affairs):

* See Attached*

Marcus Collins’ Report-

- Uniform Committee

Mark Dunn’s Report-

- Social Media Committee

At 1520 Motion by Larry Henley to adjourn. Supported by Eric Hemmila. Motion Carried and the meeting is adjourned.