



MICHIGAN CIVIL SERVICE COMMISSION LAUNCHES NEW ATTACK ON UNIONS

The Michigan Civil Service Commission is once again up to their union-busting tactics. They are preparing more rule changes, this time aiming to defund the unions and inconvenience our members. At their next scheduled meeting on July 13, 2020 they will vote on rule changes that will directly impact our union's ability to collect membership dues.

The proposed rule change would require each union member that pays membership dues to reauthorize their dues deductions once per year by a set deadline. If a member forgets or fails to reauthorize the dues deductions, then the state would stop the payroll dues deductions until the member completed the reauthorization. This proposed rule change serves no purpose other

than to create another hoop for union members to jump through in the hope that members overlook the reauthorization period, resulting in reduced income for the union.

This rule change will be a direct threat to the very existence of MCO. It will force us to accomplish something never done before in our history...the complete reauthorization of all dues paying members.

These Commissioners are confident that this rule change will take us out. **They are wrong**, and this is why: Two years ago, MCO began to undergo an overhaul. Focus was placed on increased transparency and dedication to the member's interests. We've had to fight to get our former contractual rights placed into MDOC policies, fight for a decent con-

tract, fight to get preshift back, and fight for hazard pay. And now, **we will fight off** this attack from Civil Service and show them why we have almost 95% of our members paying dues.

The first thing you can do to push back is [send an email to the Michigan Civil Service Commission](#), telling them this change is unnecessary.

As your President, and on behalf of your current Executive Board, **I am asking each and every MCO member to prepare for this fight and stand with us in solidarity.** In the coming weeks, the reauthorization process will be put in place and we will all have to work together to hold the line and win this fight.

- Byron Osborn, MCO President

COVID-19: HAZARD PAY ENDED JUNE 27; LOOK FOR ERRORS ON PAYCHECKS

• Hazard pay expired on June 27. A second extension was not approved. While MCO leaders believe that another extension was warranted, we are pleased we were able to secure these payments for our membership for the past 12 weeks.

There have been questions on whether or not the hazard pay was tied directly to the general state of emergency issued by the Governor and the answer is, no, it was not based solely on that order. Many members also questioned whether or not the mask requirement and the move to 100% mandate lists were directly tied to the hazard pay and the answer is, no, they are not. Those

were actions taken by MDOC Director Heidi Washington separate from the hazard pay. MCO leaders are discussing those topics with her office. It is our position that the 50% mandate lists should be restored at all facilities that are back to the staffing levels they had prior to the virus outbreak and heavy staff quarantines.

There have been widespread errors on recent hazard pay amounts. We have addressed those issues with the MDOC and they are working on correcting them. MDOC will email all employees asking staff to report hazard pay errors. Please look for the email and report shortages. Keep in mind that the hazard payments

are two pay periods behind.

• There have been 378 COVID-19 cases confirmed among MDOC staff and 4,017 among inmates. [MDOC posts the latest numbers \(broken down by facility\) here.](#)

Thank you, members, for your dedication during this time.

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