



## AROUND THE STATE: INMATE-ON-STAFF ASSAULTS AT MBP, MCF

**A Marquette inmate punched an officer in the face at least half a dozen times, and another CO sprained his knee and foot when he intervened.**

The assault happened Feb. 29 in G-unit, which is Level V. Officers said inmates were returning to the unit after yard time when a prisoner approached the officers' desk. He told a CO he wanted to talk, then sucker-punched him in the face. Another CO and a sergeant responded. They put the prisoner in a hold and brought him to the ground to stop the attack.

Officers said this inmate had a rapport with them, and they think other prisoners may have spread rumors and manipulated

him to provoke him to lash out. The prisoner was sent to segregation.

Please wish these officers a quick recovery.

**An MCF prisoner threw hot water on an officer and punched him in the neck in an attack March 5.** The CO suffered first and second-degree burns on his face and chest, an officer said.

The Level II inmate attacked the CO when he entered the day room while making rounds. The inmate has a history of acting violent before he sees the parole board, an officer said.

## MCO-sponsored wrestling team celebrates outstanding season

Congratulations to the Carson City-Crystal High School wrestling team, sponsored by MCO! Two MCO members – RMI Chapter President Kacy Datema and CTO Trent Ward – coached the team to success this year.

The team finished the season with a 32-5 record and advanced to the quarterfinal round of the state championship tournament before coming up short

against eventual state champion Clinton in Division 4. The Carson City-Crystal team has dominated their local competition for nearly a decade with an impressive 8 straight conference titles, 8 straight district titles and 4 straight regional titles.

In addition to the overall team accomplishments this season, Carson City-Crystal also had great success in the Individual state championship tournament. There were 8 wrestlers from the team that qualified for the tournament in their respective weight classes and 4



of those wrestlers placed.

Senior Jamison Ward- 135 lb. State Champion. Undefeated senior season, 2-time state champ, 3-time finalist, 4-time place.

Junior Jaron Johnson- 125 lb. State Champion. Undefeated junior season.

Senior Brian Yeakey- 4th place heavy-weight, 3-time place at state tournament.

Sophomore Cole Stone- 6th place in 140 lb. class.

Sponsorships like these are one way MCO gives back to members' families and their communities.

"A lot of people in the Carson City-Crystal area are

tied to corrections. To have MCO support us is an awesome help," Datema said. "When you have to fund stuff yourself, like uniforms and hotels while you're on trips for tournaments, it gets expensive fast. I speak for the team and the coaches when I say we really appreciate the help from MCO."

Congratulations to Coach Datema, Coach Ward, and the Carson City-Crystal wrestling team.

## MCO ASKING MDOC FOR ANSWERS ON COVID-19

MCO leaders are monitoring the unfolding COVID – 19 pandemic.

**As you've heard, MDOC announced today that no visitors or volunteers will be allowed inside prisons.**

The latest information we were told is that non-custody staff will perform health screenings on staff before they are allowed inside. Questions asked will include whether you have had a cough, fever, chills, or shortness of breath and whether you have had contact with anyone known to be infected. Temperatures will be taken with an infrared thermometer held to the forehead, and temperature will be the deciding factor in whether someone will be allowed inside. 100.4 or higher is the threshold for a fever. Shift command will make the final decision on who will enter.

Any staff denied entry will be required to use sick days. MCO is advocating for the state to offer relief or exception in this case since it's being deemed an emergency protocol. We will explore pursuing an et al grievance if officers are ultimately forced to use leave based on a temp reading. If someone is sent home, they will not be required to get medically cleared by a doctor to return to work the next day.

We have heard from several of officers on the protocols and we are sharing your views with the MDOC administration. **Please bring any concerns to your chapter officials.**

**This situation is evolving rapidly. More information is in our members-only [Facebook group](#). We will post the latest info there.**

**Stay healthy and safe.**



## COVID-19 UPDATES: PROTOCOLS, POSTPONEMENTS, AND THANKS

The impact of COVID-19 continues to unfold.

Here are some developments and situations MCO leaders have monitored over the past week. There are still some significant issues that we are addressing with the Office of the State Employer, the Governor's office and the Department, all of which could take time to get answers.

- Compensation for time spent in screening protocols and late reliefs: We are addressing the required additional time spent during the screening process and late reliefs caused by the screening process. We advise members to document these instances in assignment log books and notify the local chapter representatives.
- Two MDOC staff have tested positive for the virus. One is an employee at the Detroit Detention Center and one is a Jackson County probation agent. We have been told that the Department is contacting staff who have been in contact with them.

- MDOC has posted a list of COVID-19 [FAQs here](#).
- MDOC has temporarily postponed the April 2020 recruit academy.
- The downstate graduation for the Sally Langley class was scheduled for today, but it has been postponed. Recruits will still report to their assigned facilities on Monday, March 23.
- Gov. Whitmer has signed an order aimed at expanding day care for essential staff, including COs. [Read more and find care here](#).

**Corrections officers are first responders inside prisons. Just like nurses and police, COs are still working 24/7, keeping staff, inmates, and the public safe. They deserve our respect and gratitude for their dedication during this crisis.**

Thank you to all chapter leaders and other members who have shared information on how the virus is being handled at your facilities.

Watch our members-only [Facebook group](#) for the latest info.

## AROUND THE STATE: SRF AGREES TO 12S; PROTEST AT JCS

**Saginaw members have voted in favor of 12-hour shifts, 94 to 78, with 6 ballots unreturned.** The ballots were counted March 19.

Implementation of 12-hour shifts is on hold for now due to the COVID-19 crisis.

**About 40 Cooper Street prisoners violated a flu quarantine and left their unit March 15.**

The inmates went to the weight pit. They returned to their units when told to do so. Four prisoners were transferred and were placed in segregation.

## STATE SURVEY REMINDER

Don't forget to take the 2020 Employee Survey before it closes Monday, March 23.

The first invite was emailed to your work email March 2. A reminder email was scheduled to be sent today.

Survey responses are confidential.

This is your chance to make your voice heard – don't let it go to waste. In the past, MCO leaders have been able to point to survey results when we argue the need for steps to improve morale, increase communication at the facility level, and hire more front-line staff.

## APPLY FOR THE MCO SCHOLARSHIP NOW THROUGH JUNE 1

Again this year, MCO will award 20 college scholarships of \$750 each to children of members who will be enrolled in college classes this fall. Previous scholarship winners are not eligible.

Mailed applications must be postmarked by June 1. Print an application from the MCO [web-site](#). Incomplete applications will not be considered.

The MCO scholarship program is a long-standing benefit of membership beyond anything in the contract. It shows that unions support families and can have a meaningful impact on the things that matter most.

MCO will also bring back the college debt relief and academy reimbursement programs introduced last year.

Info on how to apply will be announced soon.



MICHIGAN CORRECTIONS  
ORGANIZATION  
SEIU LOCAL 526M  
421 W. KALAMAZOO  
LANSING, MI 48933  
517.485.3310  
WWW.MCO-SEIU.ORG  
MAIL@MCO-SEIU.ORG



## COVID-19 UPDATES: AS MDOC CASES INCREASE, MCO ADVOCATES FOR FRONT LINE STAFF

MCO leaders are continuing to advocate for members as cases of COVID-19 emerge in prisons around Michigan.

Here are updates from this week on the COVID-19 pandemic:

- On March 25, MCO President Byron Osborn sent an open letter to MDOC Director Heidi Washington.

He asked for protective equipment for staff, changes in prisoner movement for activities, and for the inclusion of MCO state and chapter leaders as the MDOC continues to develop protocols. The letter also asks for modifications to the screening process for staff entering facilities and for temporarily reducing instances of staff touching prisoners and their property. These suggestions stem from the idea that social distancing should be practiced in prisons to the extent possible to slow the spread of the virus. The letter should be posted on your facility's union bulletin board, or

you can read it in our [Facebook group](#).

- As of this writing, more than a dozen inmates have tested positive for the virus. They are housed at Parnall, Lakeland, Newberry, Women's Huron Valley, Kinross, Macomb, and Woodland. Inmates and staff who had close contact with them have been notified to quarantine.

- At least seven MDOC staff members have tested positive.

- Three patients at the Center for Forensic Psychiatry have also tested positive.

- Don't forget to take this [important survey](#) for all corrections staff to share their views on how COVID-19 is being handled at their facility.

- MCO has been interviewed by several news outlets. We're making sure the public understands this virus can rapidly spread in a prison, but front line staff are still working to keep communities safe. Read our comments now:

[MDOC: 3 New Prisoners, 1 Parolee Tests Positive For COVID-19](#) (Gon-gwer)

[First Michigan prisoner tests positive for coronavirus](#) (Detroit Free Press)

[Marquette Branch Prison could house inmates isolated for COVID-19](#) (TV-6 Marquette)

- SEIU has expanded some of their discounts in response to the virus.

[Check out their new offers.](#)

- Members, please bring any COVID-19 related concerns to your chapter officials.

**This situation is rapidly evolving; by the time you read this, there may be new information. Join our members-only [Facebook group](#) for the latest updates.** Again, MCO leaders thank all frontline staff for their continued dedication to protecting the public in this time of crisis. We will continue to advocate for members and share info as this pandemic continues to unfold.

## REST IN PEACE, OFFICER MCCALLUM AND GATEKEEPER HAIGHT

In the last week of March, MCO honors two Michigan corrections officers who have died in the line of duty.

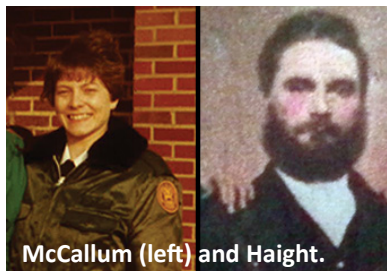
Josephine McCallum was murdered at the former State Prison of Southern Michigan in Jackson on March 24, 1987. McCallum was the only officer in the activities building when she was brutally attacked, raped, and left to die. Inmate Edward Hill was convicted in her murder and sentenced to life in prison.

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.

Haight was survived by a wife and five children. Haight's death was forgotten for more than 100 years, until corrections officers uncovered it in 2013.

McCallum, Haight, and two other Michigan corrections officers who made the ultimate sacrifice – Earl DeMarse in September 1973 and Jack Budd in December 1987 – are honored on MCO's Fallen Officers' Memorial. [Read more about Michigan's fallen corrections officers on our website.](#) May all our fallen officers rest in peace.



## UPDATED CONTRACT AVAILABLE NOW

The MCO contract has been updated to reflect language secured during negotiations last fall. [Access the contract now.](#)

Economic provisions include six percent in hourly rate increases through fiscal year 2022.

You should have received an email March 25 at your .gov email with a link to the updated contract. Or, you can [read a summary of the changes and access the updated contract](#) now on our website. If you did not get the email at your .gov address, please check your spam folder. If it's not there, please let us know so we can check our records.



## COVID-19 UPDATES: MCO AND NATIONAL CORRECTIONS GROUPS DEMAND SAFETY PROTECTIONS

*ALL CORRECTIONS STAFF URGED TO SIGN OUR RESOLUTION NOW!*

Here are updates from this week on the COVID-19 pandemic:

- More than 150 inmates and more than 40 MDOC staff have been diagnosed with COVID-19. Parnall has the most cases of inmate infections with at least 70. At least 150 additional staff are in quarantine due to possible exposure.

- MCO President Byron Osborn wrote a letter to Gov. Gretchen Whitmer this week asking for restoration of leave credits used due to the pandemic and for hazard pay. From the letter:

“The commitment being made by our members and their families to persevere every day and continue to provide critical service to Michigan’s citizens during this time of crisis is, in my opinion, a great testament to their dedication and professionalism. As this pandemic continues to spread, these employees will be under extreme pressure and anxiety as the risks associated with our work increase far beyond the usual risks that are inherent in our profession.”

Read the entire letter in our members-only [Facebook group](#).

- **One Voice and the American Correctional Officers Intelligence Network have joined forces to send a list of demands to the National**

**Governors Association. We are requesting corrections staff receive adequate masks, gloves, and PPE, in addition to hazard pay and the restoration of leave credits used due to the virus. Read [the letter and resolution](#). MCO encourages all corrections staff to [sign the resolution here](#).**

President Osborn, MCO Executive Director Andy Potter, and Thumb Officer LaRonda Velaga spoke at a virtual press conference today about the letter and the perilous conditions COs are walking into every day.

- MSI has been producing masks since last weekend for staff and prisoner use. Once everyone receives three masks, MDOC will require masks to be worn. MCO recommends all officers wear a mask. Officers may wear their own masks as well.

- MCO leaders have launched a nation-wide search for protective masks for officers. We recently made a connection with a Michigan company that seems promising. More info will be shared when it’s available.

- MCO leaders are continuing to advocate in the media for officers. Read our comments now:

[Michigan prisons will require inmates, employees to wear masks dur-](#)

[ing virus crisis](#) (Detroit News)

[Michigan speeds parole reviews but few prisoners qualify](#) (Detroit News)

[As a Mom Working In a Prison, I Worry About Bringing Coronavirus Home](#) (The Marshall Project)

[Michigan prisons keep GED classes going despite fears of coronavirus](#) (Bridge MI)

[As coronavirus spreads in Michigan’s prisons, fear brews among families, officers](#) (Detroit Free Press)

- Members, please bring any COVID-19 related concerns to your chapter officials.

- At CFP, chapter officials are in constant communication with the facility administration. At least 15 patients have been confirmed to have the virus.

This situation is rapidly evolving; by the time you read this, there may be new information. Join our members-only [Facebook group](#) for the latest updates

Again, MCO leaders would like to express our gratitude for all frontline staff working during this pandemic. We are sharing your concerns with the governor and other elected leaders, MDOC and MDHHS administration, the media, and the public.

## IN MEMORIAM: DETROIT CTO DAMON BURTON



Corrections Transportation Officer Damon Burton passed away this week due to complications from COVID-19.

CTO Burton worked out of the Detroit Reentry Center. He had

been with the MDOC since 1989. He was well-known around the Detroit area and had a reputation as being professional and friendly.

A memorial service will be streaming at 11 a.m. April 8. [Find out how to](#)

[watch](#).

Please pray for peace for his family and friends. Rest in peace, CTO Burton.



Photo: The House of Johnson Funeral Home



## COVID-19 UPDATES: MCO DEMANDS BARGAINING; HAZARD PAY AND OTHER PROTECTIONS SECURED

Here are updates from this week:

- There have been 142 cases confirmed among MDOC staff and 338 among inmates. At least 11 staff members at the Center for Forensic Psychiatry have been diagnosed along with 17 patients, according to [this article](#).
- MCO is **demanding emergency bargaining** in accordance with Article 12 of our contract. Our areas of concern include protocols for sending staff home or denying them entry; COVID-19 testing; restrictions on hazard pay; comp time and annual leave caps; and more.
- The MCO Legal Department is keeping a record of members who are **sent home for a potential COVID-19 exposure** or for failing the health screening to enter their facility. If either of those situations happened to you, [please fill out this form](#). It is very important that you give detailed answers. MCO staff may reach out to you if we need additional information.
- MCO has partnered with an outside law firm to assist members who have or had a **confirmed case of COVID-19**. Please contact The Law Offices of Charters, Tyler, Zack & Shearer, P. C. at (248) 321-4474. Advise them that you are a state corrections officer and contracted the virus. They will screen your case to determine if you are entitled to benefits. Please fill out our [website form](#), then call the law office.
- MCO has filed an **et al. grievance related to the health screenings** that have been instituted prior to the beginning of shifts. MCO leaders believe these qualify as Pre-Shift meetings per Article

34, which states in part that Pre-Shift can consist of verifying that employees are physically fit for duty.

- MCO has secured **temporary hazard pay** for bargaining unit members in the amount of \$750 per pay period. MCO initiated inquiries on hazard compensation to the Office of State Employer and Governor's office right after the beginning of the declared state of emergency.

Use of leave credits in the pay period will result in proration of the premium payment. In order to earn the full \$750 amount, all scheduled days in the pay period must be worked. Overtime hours do not count toward the premium.

Premium payments will show up on the May 14 check. Staff can earn one payment per check until the hazard pay timeframe ends. That means whenever hazard pay stops, members will still get premium payments on the following two checks.

- In addition to fighting for hazard pay, demanding emergency bargaining, and other efforts at the state level, MCO and its corrections partners are working at the federal level to get protections for all corrections officers.

For example, we have secured important changes in a **federal act that allows the survivors of officers who die from COVID-19 to receive benefits**.

The Public Safety Officers' Benefits (PSOB) Act provides assistance to law enforcement and their families if an officer is disabled or killed in the line of duty. It is part of the US Department of Justice - Bureau of Justice Assistance.

Originally, the act would have required survivors to prove an officer contracted the virus at work in order to

receive benefits. Now, thanks to our advocacy, it will be presumed that the virus was contracted in the line of duty, unless there's evidence that suggests otherwise.

[Read more details](#).

- Please try to stay **six feet from other staff** at work. This will reduce the likelihood of you being put off work to quarantine.

- We've heard some members don't want to return home after their shift and risk possibly spreading the virus. MCO staff have been calling **hotels around the state to get discounts** for these members. A spreadsheet with options around the state is on [our website](#).

- **A Michigan company is producing masks** for COs to use. If members say they are preferable to MSI masks, MCO leaders will order enough for all officers. MCO President Byron Osborn and Vice President Ray Sholtz delivered the first shipment of masks to the hardest hit facilities. Masks were dropped off to chapter officials, and they will distribute. These masks should be hand washed and line dried. Masks will be delivered to more facilities next week.

- Updates concerning COVID-19 (including links to the Legal Department reporting form and hotel discounts) are available on the [MCO website](#) and in our members-only [Facebook group](#).

**Again, we thank all COs for their dedication in this time of crisis. We know many of you are working 16-hour (or longer) days because others are sick or quarantining. MCO leaders and staff appreciate you and are fighting for you. Stay safe.**



## COVID-19 UPDATES: WORKERS' COMP EXPLAINED; SHARE YOUR STORY

- There have been 184 cases confirmed among MDOC staff and 499 among inmates. [See MDOC's latest numbers.](#)

- **We have heard some personnel offices may be telling members they cannot file a workers' compensation claim after testing positive for COVID-19. This is not true. You are entitled to file a claim.**

Personnel offices may have told members that corrections staff are exempt from an [emergency rule](#) that generally allows first responders to get workers' comp benefits if they are diagnosed with the virus. This is false.

**Here's what's actually going on:** corrections staff are excluded from the [Families First Coronavirus Response Act](#), which provides emergency sick leave to workers. This act has nothing to do with workers' comp, but this seems to be the source of the confusion.

If you have tested positive for COVID-19, insist upon filing a worker's comp claim. Stand firm. If your personnel office says no, the MCO Legal Department needs to know. Email details to [legal@mco-seiu.org](mailto:legal@mco-seiu.org). Include details such as who wouldn't allow you to apply for worker's comp; when you were

denied; explanation given; etc.

- We are still **asking members who have tested positive to contact our outside law firm.** Call The Law Offices of Charters, Tyler, Zack & Shearer, P. C. at (248) 321-4474. Advise them that you are a state corrections officer and contracted the virus. They will screen your case to determine if you are entitled to benefits. Please fill out the [MCO Legal Department's reporting form](#), then call the law office.

- This week, **MCO leaders spoke with legislators** about the lack of proper protective equipment (such as N-95 masks), the need to restore leave credits for COs who have been ordered to quarantine, and other issues. [Read the full story online.](#)

- We have heard some MCO members are living in campers or hotels to avoid bringing COVID-19 home to their families. **If you have made alternate living arrangements, or have made the tough decision to distance yourself from your loved ones, MCO wants to hear your story.** Email a few paragraphs and photos to MCO Communications Director Anita Lloyd at [anita@mco-seiu.org](mailto:anita@mco-seiu.org).

**Thank you and stay safe!**

## GOV. APPOINTS CARY JOHNSON TO REPRESENT COs ON SUICIDE PREVENTION COMMISSION

MCO Recording Secretary Cary Johnson has been appointed to the governor's Suicide Prevention Commission.

Johnson, of JCF, will represent corrections officers on the commission. Johnson has led MCO's efforts to raise awareness of PTSD and suicide among corrections staff and find solutions. She is one of several appointees to the commission by Gov. Gretchen Whitmer.

The Suicide Prevention Commission was created as a result of [SB 228](#), passed last December. MCO leaders and staff pushed hard to get the bill passed and for the appointment of a corrections officer.

The commission will work with state departments, agencies, and nonprofit organizations to research the causes and possible underlying factors of suicide in Michigan, the governor's office said.

The suicide rate of both Michigan and the US has surged 30 percent since 2000, according to the bill's analysis. The suicide rate among Michigan corrections officers is higher than that of the U.S. overall.

[Read more on the MCO website.](#)

## COLLEGE DEBT AND ACADEMY REIMBURSEMENT PROGRAMS OPEN FOR APPLICATIONS NOW

Again this year, MCO is offering programs to help members who took out college loans or who paid out of pocket for the academy.

The Academy Assistance Program will disperse 20 awards of \$500 each to current MCO members who paid out of pocket or took on debt to get their corrections training at a community college in 2014 or 2015. Switching to community

colleges for training was a failed experiment, and MDOC returned to the paid academies in 2015.

The Student Debt Assistance Program will award 20 grants of \$500 each to current MCO members who have student loans from earning an undergraduate degree.

The deadline to apply for either program is Sept. 1. Award winners will be

selected by random drawing. Full details on both, including how to apply, are [on our website](#).

MCO also offers free online college and the MCO Scholarship program. Our free online college can help recruits get the credits they need for MDOC employment. Details on these programs is on the [college affordability page](#) on the MCO website.



## COVID-19 UPDATES: GREEN OAKS REOPENS; GRIEVANCES FILED

- There have been 240 cases confirmed among MDOC staff and 917 among inmates. [MDOC posts the latest numbers here.](#)

- The vacant Green Oaks Correctional Facility in Whitmore Lake opened today to house some of the inmates who have COVID-19. ARU members, DRC officers, and volunteers from other work sites are staffing the facility.

- MCO has filed two grievances with the Michigan Civil Service Commission. One challenges the forced use of leave credits for employer-required quarantines. The other concerns members who have been assigned to different work sites without 96 hours notice. According to MCSC rules, these members are entitled to overtime compensation for hours worked outside of their normal schedule in the pay period of the transfer. If you have been affected by either issue, please notify your MCO chapter leaders. Also, if you have been forced to use your leave credits, [let the MCO Legal Department know.](#)

- As previously reported, MCO has filed an et al. grievance related to the health screenings that have been instituted prior to the beginning of shifts. MCO leaders believe these qualify as

Pre-Shift meetings per Article 34.

- We are still asking members who have tested positive to contact our outside law firm. Call The Law Offices of Charters, Tyler, Zack & Shearer, P. C. at (248) 321-4474. Advise them that you are a state corrections officer and contracted the virus. Please fill out the [MCO Legal Department's reporting form](#), then call the law office.

- The [Employee Service Program \(ESP\)](#) and Traumatic Incident Stress Management (TISM) are still available to staff during the pandemic. The [International Critical Incident Stress Foundation](#) has a COVID-19 resource page with lots of information to help first responders deal with this crisis.

- MCO is sharing members' stories, like [this one from a Carson City officer](#) and [this one from a Thumb CO](#), on our social media channels. MCO wants to hear your story. We're trying to get videos of members describing the sacrifices they and their families are making during this pandemic. If you can make a video, please contact MCO Communications Director [Anita Lloyd](#).

**MCO leaders and staff thank all members for their dedication in this challenging time, unlike any other we've faced. We are fighting for you. Stay safe.**

## AROUND THE STATE: OFFICERS ASSAULTED AT MBP, IBC

**A Level V Marquette inmate punched a probationary officer and pushed her around his cell in an attempted sexual assault.**

The CO was letting him back into his cell when he grabbed her shirt and pulled her into the cell. He struck her and pushed her, causing her to hit her head. She screamed for help and officers responded.

The same day, another prisoner in the same unit punched a different CO in the head during a shakedown.

**A Bellamy Creek officer is recovering after being punched in the head by a Level IV inmate.**

A prison counselor sent back the inmate's commissary order because of an unauthorized sender.

The inmate became enraged, returned to his cell, and retrieved a weapon. He was then stopped by responding officers while trying to exit the room. In the ensuing altercation, one officer was punched in the head several times, resulting in a mild concussion. The weapon was retrieved safely by a probationary officer.

The inmate had been sent to detention the week before for other behavior-related issues.

Corrections officers must be constantly vigilant and ready to respond to staff assaults, inmate fights, and other emergencies. Their job requires them to run toward danger, not away from it. We thank the officers who responded to these incidents to keep staff safe.

Please join us in hoping for quick recoveries for these COs.

## IN MEMORIAM: CO MARY ANN HOCKING



Mary Ann Hocking, a long-serving MCO chapter official and Executive Board member, passed away April 16.

Hocking retired in 2008 after 33 years with the MDOC. She was a union leader for about 20 years. She worked at Muskegon Correctional Facility and was

the facility's CO of the year for 2007.

[Information on services may be posted here.](#)

Rest in peace, Officer Hocking.



Photo: Phoenix Crematory Service



## Celebrating your dedication and sacrifices during Correctional Officers Week

The first week of May has traditionally been Correctional Officers Week, here in Michigan and around the U.S. During this week, we pause to thank corrections officers for their dedication and service.

Because we are under a state of emergency this year, all proclamations are on hold. But we aren't letting that stop us from recognizing and celebrating corrections staff.

To that end, a few Michigan legis-

lators recorded videos showing their appreciation and telling citizens about your vital role in public safety. [Watch](#)

[them on our YouTube channel.](#)

Gov. Gretchen Whitmer also showed her appreciation this week with a shout out to corrections officers

in her press conference Monday.

"Our corrections officers have some of the toughest jobs in the state. They

deserve our year-round appreciation," Whitmer said.

To say these are difficult times would be an understatement. MCO leaders and staff understand all that's being asked of corrections officers in this critical moment. You're putting your personal health on the line, distancing yourselves from family, and working a massive amount of overtime. MCO leaders and staff can't thank you enough for meeting the challenges of this time with professionalism.

Stay safe and well.



## COVID-19: WATCH OUT FOR THIS PROBLEM WHEN YOU GET YOUR FIRST HAZARD PAYMENT

• The initial hazard payment is on the May 14 paycheck. This payment is from the April 5- April 18 pay period only. The hazard pay for the April 19-May 2 pay period will be on the May 28 paycheck.

**A flaw has been discovered in the payroll system which may have affected some members' initial hazard payment.** Here is what to watch for: If you worked all of your regularly scheduled days in the April 5- April 18 pay period and also worked voluntary overtime on the shift **prior** to your assigned shift, the payroll computer program will automatically designate any time worked past eight consecutive hours as overtime. For example, if someone on day shift worked a double by coming in for night shift and worked from 10 p.m. until 2 p.m. the next day, those day shift hours are registered as overtime, not as regular time, which means they may not receive hazard pay for that day.

MCO leaders brought this problem to the MDOC and they have identified a fix. They will run a report on all hours

worked in a pay period going back to April 5. The report will filter out any leave time used, so it will only show regular time and overtime. This will enable them to make sure that everyone who worked all their regular days doesn't get penalized on hazard pay on a day that they worked more than eight hours. If you worked all your days in a pay period and had overtime, but got shorted on hazard pay, you will still receive the hazard pay for the day or days that you were shorted. The Department is currently working out how corrective payments will be sent.

**Since these payments are coming on a four-week delay, it's important that everyone keep track of voluntary overtime prior to your own shift and any leave used in the pay period.**

Also, as of now the hazard payment will continue through the expiration of the Governor's Executive Order 2020-77, which currently runs until May 28.

• MCO has compiled a list of rapid COVID-19 testing sites around the state. For each site, there's info about the lo-

gistics of testing at that location. The list is on [MCO's COVID-19 info page.](#)

• There have been 303 cases confirmed among MDOC staff and 2,090 among inmates. [MDOC posts the latest numbers \(broken down by facility\) here.](#)

The Michigan National Guard tested all inmates at UP facilities this week. Most results of those tests are pending. All prisoners at Lakeland and Cotton have also been tested over the last week.

ARU Investigator Tom Johnson is recovering from COVID-19. Johnson was in the Intensive Care Unit at McLaren Hospital for several weeks but has improved this week and is expected to make a full recovery.

ARU investigators have been re-assigned to correctional facilities to cover for COs who are sick or on quarantine. Like COs, they are risking their health to keep the people of Michigan safe. **MCO leaders and staff thank ARU investigators, CTOs, FSAs, and all members for the extraordinary sacrifices they are making during this pandemic.**





## COVID-19: FOUR IMPORTANT BILLS INCLUDE COs THANKS TO OUR ADVOCACY

• MCO is backing several bills introduced in the Michigan legislature and the U.S. Congress to support workers on the front lines during COVID-19. And, we are in discussions with legislators on the language of these bills to make sure corrections officers are specifically included.

**The Helping Emergency Responders Overcome Emergency Situations Act of 2020 (or the HEROES Act of 2020, [H.R. 6433](#))** would give a tax holiday to first responders, including COs, who work in counties with at least one case of COVID-19. Income of up to \$50,000 would be exempt from federal income tax for the period of Feb. 15, 2020 to June 15, 2020. If the legislation is enacted, first responders will be able to deduct income earned during that time when filing their taxes.

**The state has two versions of the Helping Emergency Responders Overcome Emergency Situations Act, [S.B. 900](#), and [H.B. 5749](#),** that would exempt these workers from state income tax for the same period. It includes a provision that would allow couples who file jointly to exempt income up to \$100,000 if both people are qualified first responders.

**The Health and Economic Recovery Omnibus Emergency Solutions Act (which is also being called the HEROES Act, [H.R. 6800](#))** is a broad recovery package. It would provide almost \$1 trillion to state and local governments grappling with revenue shortfalls. This boost would enable governments to balance their budgets and keep people like health care workers and law enforcement on the job. If passed, certain essential workers, including corrections officers, would qualify for hazard pay. The bill would also ramp up production of PPE, ventilators, tests, and other medical equipment and streamline their delivery to states.

Congress passed H.R. 6800 last week. The other bills are currently in committee. They will need to be voted out of committee, passed in the House and Senate, and then signed by the President (for federal bills) or the governor (for state bills) before becoming law.

MCO has been advocating for these bills at the state and national level. Executive Director Andy Potter and Political Director Jonovan Luckey have been in constant contact with legislators to make sure corrections officers

are included in any legislation that deals with front line workers or first responders. They are urging lawmakers to provide relief for those who are risking their health every day for the public good. Front line staff have stepped up to meet this moment of crisis; now our elected officials should step up for us.

We will keep you posted on the progress of these bills.

• There are more than 80 workers' comp cases being processed now. Remember, if you contracted COVID-19, please fill out the MCO Legal Department's form and contact our outside law firm for assistance. Details on both are at [mco-seiu.org/COVID-19](http://mco-seiu.org/COVID-19).

• Hazard pay appeared on the May 14 paycheck for the first time. Last week, we reported on a problem with the state's payroll system that may have shorted some COs on their payment. [Read about the issue on our website.](#) If your hazard payment amount is not correct, please let your personnel office and MCO chapter officials know.

• There have been 331 cases confirmed among MDOC staff and 2,243 among inmates. [MDOC posts the latest numbers \(broken down by facility\) here.](#)

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

## WEAPONS, FIGHTS KEEP BARAGA OFFICERS BUSY

Baraga officers found two weapons May 8 in a Level V segregation unit.

An officer overheard inmates talking about weapons that one of them gave three other prisoners. Staff searched the three inmates and found two of them had pieces of sharpened metal. The weapons appear to have been

made from light fixtures in segregation cells.

COs also broke up two yard fights May 9. Both were gang-related and involved Level V inmates. The facility was placed on a modified lock down. No serious injuries were reported.

Great work, AMF officers!

MICHIGAN CORRECTIONS  
ORGANIZATION  
SEIU LOCAL 526M  
421 W. KALAMAZOO  
LANSING, MI 48933  
517.485.3310  
WWW.MCO-SEIU.ORG  
MAIL@MCO-SEIU.ORG



## AROUND THE STATE: RMI AND ARF OFFICERS RESPOND TO DANGEROUS SITUATIONS ON THE YARD

**Almost three dozen prisoners were involved in two simultaneous fights on different yards May 17 at Michigan Reformatory.**

The Level IV inmates didn't comply with repeated orders to stop fighting. One inmate was kicked and punched as he lied on the ground. After all other options were exhausted, staff fired warning shots, which ended the violence. A prisoner was struck in the arm. Several weapons were later recovered.

No other serious injuries were reported.

**More than 100 Gus Harrison inmates gathered on the yard to protest a lack of communication regarding COVID-19 test results and why prisoners were being moved to different units.** Officers were also out of the loop, COs said.

The prisoners had been moved

to units for those who are positive, but no one had specifically told them their individual results. Some inmates realized they were positive when they saw a yard schedule detailing when positive and negative inmates could go out, COs said.

The inmates gathered on the south yard Tuesday and refused to return to their units. They eventually complied after speaking with staff. The Emergency Response Team, off-duty ARF staff, and local law enforcement were activated but called off once the situation was under control. Health care staff later shared results with inmates.

Instigators of the protest were sent to segregation.

**Great work to the staff who responded to these dangerous situations this week. Stay safe.**

## COVID-19 UPDATES AND REMINDERS

- Members who have tested positive are still advised to contact MCO's outside law firm. Please contact The Law Offices of Charters, Tyler, Zack & Shearer, P. C. at (248) 321-4474. Tell them that you are a state corrections officer and contracted the virus. They will screen your case to determine if you are entitled to benefits. Please fill out the MCO Legal Department's [reporting form](#), then call the law office.

- There have been 341 cases confirmed among MDOC staff and 3,263 among inmates. [MDOC posts the latest numbers \(broken down by facility\) here.](#)

Statewide testing of prisoners is finished. Results for outstanding tests should be ready next week.

See all of MCO's virus info at [mco-seiu.org/COVID-19](http://mco-seiu.org/COVID-19).

Thank you, members, for your continued dedication during this pandemic. Stay well.

## SCHOLARSHIP APPLICATION DEADLINE AND ONLINE CLASS START DATE IS JUNE 1

Don't forget, the postmark deadline for MCO Scholarship applications is June 1. [Print an application from our website.](#)

MCO offers scholarships for members' children who will enter or return to college this fall. Twenty scholarships of \$750 each will be awarded. Previous MCO scholarship winners are not eligible.

The MCO Scholarship is just one

way the union helps members and their families afford college. If you are a new CO who still needs college credits for employment, or if you want to start working toward a college degree, check out our free online college. Act fast – summer classes start June 1.

There's also the Academy Debt and Student Debt Assistance programs. The Academy Assistance Program will disperse 20 awards of \$500 each to

current MCO members who paid out of pocket or took on debt to get their corrections training at a community college in 2014 or 2015. The Student Debt Assistance Program will award 20 grants of \$500 each to current MCO members who have student loans from earning an undergraduate degree. The deadline for these programs is Sept. 1.

Details on all programs are at [mco-seiu.org/college-affordability](http://mco-seiu.org/college-affordability).



## COVID-19 REMINDERS AND UPDATED NUMBERS

- Members who have tested positive are still advised to contact MCO's outside law firm. Details are on MCO's [COVID-19 info page](#).
  - MCO's COVID-19 page also has info on forced use of leave credits, rapid testing sites, hotel discounts, and our legislative advocacy related to the pandemic.
  - There have been 365 cases confirmed among MDOC staff and 3,314 among inmates. About 7,300 tests are still pending. [MDOC posts the latest numbers \(broken down by facility\) here](#).
- Thank you, members, for your dedication during this time. Stay well.

## BE ON THE LOOKOUT FOR UNEMPLOYMENT FRAUD

MCO has become aware that State officials in the Michigan Unemployment Insurance Agency (UIA) are warning Michiganders that scammers are actively filing imposter unemployment claims, utilizing stolen or false information, in order to deceive the State and Federal Government and receive unemployment benefits fraudulently.

According to a UIA press release and media reports, no personal data from claimants has been stolen from UIA's system directly and the Michigan State Police Cyber Command Division, Department of Technology Management and Budget and UIA are all coordinating their efforts to stem this threat with the United States Secret Service.

In addition to Michigan, it is believed that Washington, North Carolina, Massachusetts, Rhode Island, Oklahoma, Wyoming and Florida have all been targets of similar UIA scam attacks. This news is particularly troubling as unemployment claims continue to skyrocket in Michigan and will lead to in-

terruptions and delays in the UIA filing, verification and payment disbursement process, which is already under severe stress and backlog.

To prevent future incidents and protect yourself, we ask that all MCO members remain vigilant throughout the Coronavirus pandemic and if you believe you are a victim of an imposter claim, please [notify UIA immediately online](#) through the Report Identity Theft link. Members are also encouraged to review [this document](#) created by UIA to protect against identity theft.

As more information becomes available, MCO will continue to send out communications. To ensure you receive these updates, if you haven't already done so, we encourage members to [provide us with their personal or home email address](#) as you may not always have access to work email and not all information can be shared utilizing work accounts.

*(Thank you, SEIU Local 517m, for this story.)*

## Join us at the Crisis Fund Golf Outing Sept. 11

Again this year, MCO is proud to host a golf outing to support the MCO Crisis Fund.

Even if you don't golf, you can help. Sponsorships are available starting at \$25.

The fund assists dues-paying members grappling with a disaster, such as an on-the-job injury, sudden illness, or other devastating event. To those who support the fund, thank you!

### **MCO Crisis Fund Golf Outing**

**WHEN:** Friday, Sept. 11. 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:** \$70 for 18 holes with lunch.

**SIGN UP:** [Go to our website](#) for a 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. If you have questions, please call MCO at (517)485-3310.



### **Reminder:**

MCO Scholarship applications must be postmarked by Monday, June 1. [Details are on our website.](#)



## MCO CENTRAL COMMITTEE WILL ELECT NEW BOARD MEMBERS JULY 14

The MCO Central Committee will elect a new Executive Board at its July 14 meeting.

Duties of Board members can be found in Articles 10 and 13 of the MCO [Constitution and Bylaws](#).

The Central Committee is made up of the chapter president, vice president, and chief steward from each chapter. Information on Central Committee is in Article 12 of the MCO Constitution and Bylaws.

Below are the nominees. Listed after each name is the nominee's currently held office(s). Results of the election will be announced July 14. To hear the results first, join our [MCO Facebook group](#).

### PRESIDENT

- **Byron Osborn** – current MCO President & URF 2nd Vice President

### VICE PRESIDENT

- **Ray Sholtz** – current MCO Vice President & SLF Recording Secretary

### TREASURER

- **Ed Clements** – current MCO Treasurer & AMF Vice President

### RECORDING SECRETARY

- **Cary Johnson** – current MCO Recording Secretary & JCF Chief Steward

### MEMBER AT LARGE (5 positions to be filled)

- **Marcus Collins** – current MCO Executive Board Member at Large & DDC President
- **Scott Waggoner** – current MCO Executive Board Member at Large

& ARF 2nd Vice President

- **Mark Dunn** – current MCO Executive Board Member at Large & ECF President
- **Dave Pasche** – current MCO Executive Board Member at Large & MTU President
- **Rick Benson** – URF Chief Steward
- **Tim Fleury** – LMF President
- **Lorraine Emery** – IBC President

## COVID-19: HAZARD PAYMENTS TO CONTINUE THROUGH JUNE 27; EXECUTIVE ORDER CLARIFIES WORKERS' COMP

• MCO and the state have agreed to an extension of the hazard pay premium to continue it through June 27. If another extension isn't agreed to, this would mean that the final hazard payment would be received on the July 23 paycheck due to the two pay period delay on these payments.

As reported earlier, MCO and the state are currently working on identifying and resolving hazard pay errors made on the last couple of checks.

The 100% mandate list and mask requirement is not part of the hazard pay agreement. Those are MDOC policies set by Director Heidi Washington, and she has not yet indicated when they may expire.

- Members who have received

assistance from MCO's outside attorney need to call the law office to check on the status of their cases.

Contact The Law Offices of Charters, Tyler, Zack & Shearer, P. C. at (248) 321-4474. Advise them that you are a state corrections officer and calling to check on your case.

- Remember, if you contract COVID-19 or are forced to use your leave credits to quarantine, please fill out [this form](#).

- Most prison staff won't have to prove where they contracted COVID-19 to be eligible for workers' compensation, according to an [executive order](#) the governor issued this week.

This was already the case for COs because they are first responders.

The governor's order clarified that COs are included and expanded that protection to include all staff who work inside the secure area.

- There have been 374 COVID-19 cases confirmed among MDOC staff and 3,983 among inmates. [MDOC posts the latest numbers \(broken down by facility\) here.](#)

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

MICHIGAN CORRECTIONS  
ORGANIZATION  
SEIU LOCAL 526M  
421 W. KALAMAZOO  
LANSING, MI 48933  
517.485.3310  
WWW.MCO-SEIU.ORG  
MAIL@MCO-SEIU.ORG



## 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.

MICHIGAN CORRECTIONS  
ORGANIZATION  
SEIU LOCAL 526M  
421 W. KALAMAZOO  
LANSING, MI 48933  
517.485.3310  
WWW.MCO-SEIU.ORG  
MAIL@MCO-SEIU.ORG



## MICHIGAN CIVIL SERVICE COMMISSION DECIDES ON ANNUAL DUES REAUTHORIZATION NEXT WEEK

Remember, the Michigan Civil Service Commission will vote Monday on a rule change that, if passed, will require all MCO members to reauthorize their dues deduction every year. Read [last week's KYI](#) for more details.

[A livestream of the MCSC meeting will be on YouTube.](#) A link to the stream will also be shared in MCO's social media accounts. The meeting will start at 10 a.m.

**MCO members sent more than 500 emails to the Commission urging them to vote no. Thank you, members, for raising your voice against this attack on our union.**

Watch your home email, MCO's social media accounts, and our website for more info next week. Go to [mco-seiu.org/connect](http://mco-seiu.org/connect) to subscribe to our emails or update your contact info now.

## COVID-19: REMINDERS ON HAZARD PAY, LEGAL DEPT. FORM, AND MORE

- Continue to check your paycheck for errors in hazard pay amounts. Keep in mind that the hazard payments are two pay periods behind.

If you find an error, please let your HR office and your MCO chapter officials know.

Hazard pay ended June 27.

- If the employer has forced you to use banked leave time for quarantine or illness, please [fill out this form](#) for the MCO Legal Department.

- We are still asking members who have tested positive to contact our outside law firm.

Please contact The Law Offices of Charters, Tyler, Zack & Shearer, P. C. at (248) 321-4474. Advise them that you are a state

corrections officer and contracted the virus. They will screen your case to determine if you are entitled to benefits. [Please fill out The MCO Legal Department's reporting form](#), then call the law office.

- Stay up to date on all of MCO's announcements on COVID-19. Visit [mco-seiu.org/covid-19](http://mco-seiu.org/covid-19) and our members-only [Facebook group](#).

- There have been 383 COVID-19 cases confirmed among MDOC staff and 3,800 among inmates. [MDOC posts the latest numbers \(broken down by facility\) here.](#)

Thank you, members, for your dedication during the COVID-19 pandemic.

## IN MEMORIAM: OFFICER RANDY RUMLER



Photo: Anderson Funeral Services

Gus Harrison Corrections Officer Randy Rumler passed away July 3 from COVID-19.

CO Rumler started with the MDOC in 1996 and worked his entire career at ARF. He was also a U.S. Army veteran. He leaves behind a wife, two siblings, four children, a grandson, and many other family members and friends. [More details about him are in this obituary.](#)

Visitation will be 3 p.m. to 6 p.m. July 12 at the Anderson-Marry Funeral Home in Adrian. His obituary states that, due to the pandemic, there will be limitations on the length of time guests may visit with the family, and everyone is strongly encouraged to wear a mask.

Rumler is the second MCO member to die from the virus.



In total, three MDOC employees have died from COVID-19.

Rest in peace, Officer Rumler.

MICHIGAN CORRECTIONS ORGANIZATION  
SEIU LOCAL 526M  
421 W. KALAMAZOO  
LANSING, MI 48933  
517.485.3310  
WWW.MCO-SEIU.ORG  
MAIL@MCO-SEIU.ORG



# BULLETIN

JULY 13, 2020

---

## **MCSC ADOPTS RULE CHANGE TO REQUIRE ANNUAL DUES REAUTHORIZATION**

**In yet another attempt to defund unions, the Michigan Civil Service Commission voted today to require state employees to reauthorize their union dues deduction every year.**

Commissioners Jase Bolger, James Barrett, and Jeff Steffel voted in favor of the change. Commissioner Janet McClelland voted against. McClelland said she voted no because state employees are already able to start or stop their dues deduction at any time.

Several state employee union leaders testified against annual dues reauthorization. Office of State Employer Director Liza Estlund Olson gave comments on behalf of Gov. Gretchen Whitmer and called the change “a slap in the face” of workers who have been risking their lives during the pandemic.

Today’s rule change is yet another power grab by people who want to destroy our union and silence our collective voice so we can’t fight for safety and fairness on the job. We must stand up to these attacks and again prove we are a united front, like we did with Right to Work and the Civil Service rule changes that took effect in 2019.

**To be clear, this rule change means that, even if you’ve been a dues-paying member of MCO for years, you must reauthorize dues deductions every year going forward. But as of today, there is no way in the HRMN system to reauthorize. MCO will share info in the coming weeks about how you can reauthorize, once the state puts a mechanism for reauthorization into place. To that end, it’s vitally important that we have an up-to-date home email address (not .gov) and cell phone number for all members. Update your info now at <https://www.mco-seiu.org/UpdateMCO>.**

MCO members have faced many challenges throughout our union’s 52-year history, and we’ve overcome them. In this moment, we stand shoulder to shoulder and continue to fight for our rights together.



# BULLETIN

JULY 14, 2020

## MCO CENTRAL DELEGATES ELECT NEW EXECUTIVE BOARD

Please join us in congratulating the newly elected MCO State Executive Board! Central committee delegates selected Board members at their meeting today near Lansing.

Here are the results:

- **President – Byron Osborn, URF (unopposed)**
- **Vice President – Ray Sholtz, SLF (unopposed)**
- **Treasurer – Ed Clements, AMF (unopposed)**
- **Recording Secretary – Cary Johnson, JCF (unopposed)**

For trustees, top vote getters who secured a seat on the Board are listed below in bold.

- **Trustee – Dave Pasche, MTU (83 votes)**
- **Trustee – Marcus Collins, DDC (83 votes)**
- **Trustee – Mark Dunn, ECF (80 votes)**
- **Trustee – Scott Waggoner, ARF (77 votes)**
- **Trustee – Tim Fleury, LMF (58 votes)**
- **Trustee – Lorraine Emery, IBC (50 votes)**
- **Trustee – Rick Benson, URF (17 votes)**

Duties of Board members can be found in Articles 10 and 13 of the [MCO Constitution and Bylaws](#).

The Central Committee is made up of the chapter president, vice president and other leader delegates from each chapter. Information on Central Committee is in Article 12 of the MCO Constitution and Bylaws.





## CLEARING UP BUDGET CONFUSION: FEDERAL FUNDING EXPECTED TO FILL GAPS

On Wednesday, the House and Senate Appropriations committees signed off on a new executive order, which outlined budget cuts designed to address the 2020 fiscal year shortfall.

Several members have reached out to MCO expressing confusion about the impact this new deal will have on the corrections budget based on the media coverage they have seen. We hope this article clears a few things up.

[Executive Order 2020-155](#) will reduce general fund dollars in the budget for the MDOC. However, the state will be using Coronavirus Relief

Fund dollars to cover payroll and other operational costs. These decisions are part of a bipartisan effort to responsibly address the current budget crisis. The moves were designed to maximize general fund dollars and use the limited discretion given to the state to utilize federal funds to cover the economic shortfalls created by the COVID-19 pandemic.

The state senate and house passed [SB 373](#) and [HB 5265](#), which were the additional components of this budget deal.

The legislature will now turn their

focus to the FY 2020-2021 budget, where the state faces a roughly \$3 billion deficit.

Michigan, along with every state, is facing an economic crisis, and it's crucial that Congress passes legislation providing federal relief for states to address their budget shortfalls. Congress has yet to pass legislation to provide states with additional assistance. If this does not happen, we can expect devastating cuts in the future. MCO will continue to engage the governor and legislators about the budget.

## COVID-19: UPDATES ON HAZARD PAYMENT ERRORS, TRANSFER FREEZES, AND MORE

- The final hazard payments were on yesterday's paychecks.

Beginning next week, the Department will now go back and correct errors in payments that occurred due to timekeeping and payroll program issues. MDOC will send out a Department-wide email that will direct employees to report errors and shortages for correction. The makeup payments will come as a gross pay adjustment on your check once approved.

When checking for errors, please note that if you used any type of leave, including comp time, you do not get hazard pay for the days on leave. Also, hazard payments were two pay periods behind, so make sure you're looking at the right pay period and paycheck.

There were two primary errors to watch for: hazard pay for working on Memorial Day and hazard pay when working voluntary overtime prior to your assigned shift.

Hazard pay ended June 27 because federal funding for it expired. Unless additional federal funding is approved, return of hazard pay is unlikely.

- MDOC administration has lifted the COVID-19 transfer freeze and routine transfers may resume. The WHV transfer freeze for women is still tied up in federal court.

- As previously reported, MCO has filed a grievance related to the use of leave credits for virus-related absences. MCO maintains our position that absences forced by the MDOC should

have been covered by administrative leave.

If the employer has forced you to use leave time for quarantine or illness, please [fill out this form](#) for the MCO Legal Department.

- Stay up to date on all of MCO's announcements on COVID-19. Visit [mco-seiu.org/covid-19](http://mco-seiu.org/covid-19) and our members-only [Facebook group](#).

- There have been 404 COVID-19 cases confirmed among MDOC staff and 3,874 among inmates. [MDOC posts the latest numbers \(broken down by facility\) here.](#)

Thank you, members, for your dedication during the COVID-19 pandemic.

## BARGAINED PRE-SHIFT MEETINGS TO RETURN IN OCTOBER; PLANNING UNDER WAY NOW

Pre-shift meetings will return in October. [MCO bargained their return.](#) MDOC has notified wardens to find an appropriate meeting place at the facility and think through other considerations, such as gate traffic and social

distancing, if needed.

MCO leaders have had discussion with the Department about the content and purpose of the meetings. Our position is the meetings should be primarily for sharing important info

about what's going on at the facility, but also an opportunity to focus on wellness.

MCO will share additional information as we get closer to October.



## IMPORTANT NOTICE: BENEFITS OPEN ENROLLMENT WILL HAPPEN IN TWO PHASES THIS YEAR; FIRST PHASE STARTS AUG. 3

This year, Insurance Open Enrollment (IOE) will become Benefits Open Enrollment (BOE) as a few major changes will occur. First, benefits will transition to a calendar-based plan year. We will also move to one combined annual open enrollment starting next year for both IOE and Flexible Spending Account Open Enrollment (FSA OE).

To allow this move to calendar-based plan years and one consolidated annual enrollment period for all benefits, there will be **two enrollment periods in 2020**. They will be called **BOE Part 1 and BOE Part 2**.

**BOE Part 1 runs from Aug. 3, 2020 through Aug. 18, 2020.** Like IOE in the past, employees may change or enroll in the usual benefits – health, dental, vision, disability, and life insurance – and add or remove dependents. To shift to calendar-based plan years in 2021 for all benefits, the coverage period for **BOE Part 1 elections will last only three months from October 4, 2020 through December 31, 2020.**

**BOE Part 2 will take place from Nov. 2, 2020 through Nov. 24, 2020.** Benefit elections during **BOE Part 2 will have coverage effective from January 1, 2021 through December 31, 2021.**

BOE Part 2 will include both insurance and FSA enrollment, beginning a single, comprehensive open enrollment for state insurance and FSA benefits. This will occur each fall moving forward, with benefit elections effective the following January 1.

During BOE Part 2, a new health insurance option will be introduced: a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). A Limited Purpose Health Care FSA will also be introduced that will only cover dental and vision expenses and is compatible with the new HDHP with HSA plan. More information on these new options will be shared before their first of-

fering during BOE Part 2.

Beyond the big-picture changes to enrollment, there are also plan design changes during BOE Part 1 for vision, dental, and health benefits.

Effective Oct. 4, 2020 polycarbonate lenses will be a covered in-network benefit under the State Vision Plan and computer and safety glasses benefit. Also, an employee-only \$1,000 Lasik reimbursement benefit will be added to the State Vision Plan. This is a lifetime maximum benefit and applies only to employees; dependents who are not also benefit-eligible state employees are not covered.

Beginning Oct. 1, 2020 through Dec. 31, 2020, the State Dental Plan's annual benefit maximum will be \$1,000. Over a standard 12-month plan year, the maximum is normally \$1,500, as it will be in 2021. In 2022, the annual maximum will increase to \$2,000.

Lastly, for BOE Part 1 coverage starting Oct. 4, 2020, HMO enrollees will pay the same deductibles over the following 15-month period that they normally would during a 12-month plan year. No HMO deductibles will be charged during the Part 1 plan year. Deductibles will reset as normal at the start of the BOE Part 2 plan year on Jan. 1, 2021.

Much more information will be shared throughout the year to explain these changes. Employees will find all the usual open enrollment information they have come to expect and details and resources on the changes occurring in 2020 and beyond at [www.mi.gov/BOE](http://www.mi.gov/BOE).

Beginning Aug. 3, visit [www.mi.gov/selfserv](http://www.mi.gov/selfserv) to enroll online through HR Self-Service or call the MI HR Service Center at 877-766-6447, Monday through Friday, from 8:00 a.m. to 5:00 p.m., to walk through the enrollment process with a MI HR Representative. - **Article provided by OSE**



## TUESDAY IS ELECTION DAY!

Tuesday, Aug. 4 is primary election day for state and local races. Before you go, visit [michigan.gov/vote](http://michigan.gov/vote) to learn how to register to vote, confirm your polling place, view a sample ballot, and more.

It's too late to get an absentee ballot by mail for the primary election, but you can still go to your local election clerk to vote in-person absentee. More info is at [michigan.gov/vote](http://michigan.gov/vote). MCO has always encouraged members to vote absentee because of mandates.

Please note, MCO does not endorse a candidate for U.S. president.

## COVID-19 UPDATES

- MDOC will send out a Department-wide email that will direct employees to report hazard pay errors. Watch for the email. [More on this was in last week's KYI.](#)

- Stay up to date on all of MCO's announcements on COVID-19. Visit [mco-seiu.org/covid-19](http://mco-seiu.org/covid-19) and our members-only [Facebook group](#).

- There have been 411 COVID-19 cases confirmed among MDOC staff and 3,887 among inmates. [MDOC posts the latest numbers \(broken down by facility\) here.](#)

Thank you, members, for your dedication during the COVID-19 pandemic.



## HAVE YOU REAUTHORIZED YOUR UNION DUES YET?

[As previously reported](#), the Civil Service Commission now requires all members to reauthorize dues deductions annually. So if you haven't already, please log in to the [HRMN online portal](#) as soon as possible to reauthorize your union dues and maintain your union. [Here's a flyer that explains the steps to reauthorize](#). The portal will remain open through Saturday, Aug. 22nd.

The survival of MCO depends on everyone standing together and getting

this done. MCO proudly has the highest percentage of dues paying members of any state employee union at 95%. We must maintain that solidarity and commitment to using all of our voices together to continue to be able to bargain and advocate for our membership.

Stand with MCO and continue to support our membership – reauthorize your dues now. More information about reauthorization, including a how-to video, is at [mco-seiu.org/reauthorize](http://mco-seiu.org/reauthorize).

## AROUND THE STATE: URF OFFICERS STOP ESCAPE; COVID MOVES RATTLE MUSKEGON PRISONERS

**Chippewa officers quickly thwarted an escape attempt last week.**

On the evening of Aug. 3, a few inmates in Lime unit tried to distract officers so three others could escape. The three prisoners walked out of the unit and ran to the inner perimeter fence. They threw a sheet over the razor wire and attempted to pull it down.

The Electronic Monitoring officer immediately called the zone break, checked the zone's camera and saw the inmates on the fence. Officers immediately responded to the zone, restrained the prisoners and took them to segregation. The whole incident happened in just a few minutes, a CO said.

This story illustrates why officers must always be vigilant. Nice work, URF staff!

**MCF is dealing with a COVID outbreak, and prisoners refused to return to their cells July 30 in protest of the administration's orders related to moving inmates to different units.**

A staff squad restored order.

Officers did a great job dealing with this dangerous situation. Muskegon was severely understaffed before COVID-19 broke out at the facility.

Almost 400 MCF inmates have tested positive for COVID-19.

Newberry Correctional Facility is also dealing with a COVID outbreak. Thirty-two inmates have been confirmed as positive. [MDOC posts the latest numbers \(broken down by facility\) here.](#)

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

## Calling all MCO retirees and soon-to-be retirees!

Join us for a special picnic Sept. 12 in Lansing to kick off our Retiree Steering Committee. Everyone who retired as an MCO member, and current members looking forward to retiring soon, are invited. You'll learn about MCO's new Retiree Steering Committee and find out how you can become a committee member.

Over the years, we have heard from many retirees who want to advocate for corrections officers and stay engaged with MCO. MCO leaders started thinking about ways to connect these retirees to each other and to the union so they can make a positive difference in members' lives.

Vice President Ray Sholtz reached out to other local unions to research ways they give their retirees a voice and a vehicle for staying involved. MCO also issued a survey last year to our retirees. (Didn't get a survey? [Update your](#)

[contact info here.](#))

Sholtz led a small group of leaders and retirees to finish the mission and determine the overall purpose of the retiree committee. Retiree committee members will get MCO's discounts and perks, while helping work on our initiatives, like PTSD awareness and resources, political advocacy, military member support, and MCO member outreach.

[Learn more at the picnic.](#)

Details are below.

This story was edited for space. [Read the full story on our website.](#)



### **Retiree Committee Kickoff Picnic**

**WHEN:** 12 p.m. - 3 p.m. Saturday, Sept. 12.

**WHERE:** Sharp Park Pavilion, 1401 Elmwood Rd., Lansing, MI 48917

[View the flyer.](#)

## Sponsor or play in the 2020 Crisis Fund Golf Outing!

Don't forget, the 24th annual Crisis Fund Golf Outing is Friday, Sept. 11 Sign up now while there's still time!

The event will be at Ledge Meadows Golf Course in Grand Ledge. Spots for four-person teams are available.

We are also looking for sponsors.

Sponsorships start at just \$25. The deadline to sponsor a tee or cart sign is Sept. 3. [Registration and sponsorship info is on our website.](#)

To reserve your spot, send in your registration with payment as soon as possible. See you there!



# BULLETIN

AUG. 25, 2020

---

## **Informational Picket in Muskegon on Friday, Aug. 28 will shine spotlight on unsafe staffing levels**

The Muskegon Correctional Facility and the Brooks Correctional Facility in Muskegon are prime examples of state prisons in Michigan that have unsafe Corrections Officer staffing levels. For a period of years, these and many other state prisons in Michigan have been mismanaged by the Michigan Department of Corrections. This has resulted in dangerous working conditions for current Corrections Officers that the Michigan Department of Corrections has kept quiet.

The Michigan Corrections Organization represents all state Corrections Officers in Michigan and will be educating the public and legislators on current working conditions inside of the Muskegon facilities as a kickoff to addressing similar conditions at all of the state prisons in Michigan.

The unsafe staffing levels and dangerous conditions inside Michigan prisons must be addressed immediately. Concerned citizens and family members are encouraged to join current Corrections Officers in this informational picket.

**JOIN US!**

**What: Informational Picket**

**When: 12 p.m. to 4 p.m. Friday, Aug. 28**

**Where: Across from the entrance to Muskegon Correctional Facility  
2400 S. Sheridan Dr. Muskegon, MI**



## MCO PUTS DIRECTOR WASHINGTON ON NOTICE: NO CONFIDENCE IN MDOC LEADERSHIP

Michigan Department of Corrections Director Heidi Washington is failing corrections officers. That was the theme of an open letter MCO President Byron Osborn sent to the director this morning. [Read the letter on our website.](#)

Facilities have been understaffed for years and years. COs are routinely left out of committees and workgroups that will have a direct impact on their jobs. Most recently, MDOC is making officers use

their earned leave credits for department-forced quarantine if they came in contact with someone at work who has COVID-19. None of this is right. MCO has tried to collaborate with MDOC administration for years, only to have our efforts rebuffed or ignored. We believe it's time for a change in leadership.

From the letter:

“Since you have been unable, and in some cases unwilling to effectively ad-

dress these issues, the Michigan Corrections Organization will be submitting a Vote of No Confidence to the Michigan Legislature and Governor's office regarding your continued appointment as Director of the Michigan Department of Corrections.”

MCO won't let up on our advocacy for members during these difficult times. Visit [mco-seiu.org/failing](http://mco-seiu.org/failing) to read the letter. Any updates will be posted there.

## GUS HARRISON OFFICER STABBED IN NECK, EAR AFTER FINDING CONTRABAND

A Level II Gus Harrison inmate stabbed an officer an hour after the CO found spud juice in his cell.

The officer was stabbed in his right ear and neck. One puncture missed his jugular vein and carotid artery by a frac-

tion of an inch. The CO's eardrum may be ruptured as well.

The officer confiscated 24 bottles of spud juice and other possible contraband Tuesday from the inmate's cell. An hour later, the officer was making rounds when

the prisoner stabbed him with a clear plastic shank. The officer was able to gain control of the prisoner himself until responding staff arrived.

Please join us in hoping for a quick recovery for this officer. Stay safe.

## APPLY BY SEPT. 1 FOR ACADEMY, DEBT RELIEF PROGRAMS FROM MCO

Applications for MCO's Academy [Assistance Program and Student Debt Assistance Program](#) must be postmarked by Sept. 1.

The Academy Assistance Program is for current members who paid out of pocket for the MDOC training academy in 2014 or 2015. The Student Debt Assistance Program is for MCO members carrying debt from college. Each program will award 20 grants of \$500 each.

We know we face many challenges at this time, including COVID-19 and at-

tacks from the Civil Service Commission. We are continuing to defend members' interests on all fronts. We can fight for our rights and, at the same time, think about innovative ways we can improve the lives of members and their families. We can and should provide programs that have a positive impact on members and their families.

[Read more or get an application for either program on our website.](#)

Good luck!

## Informational Picket tomorrow in Muskegon!

[Did you see our bulletin Tuesday?](#) MCO is holding an informational picket from 12 p.m. to 4 p.m. Friday, Aug. 28 across the street from Muskegon and Brooks correctional facilities.

The unsafe staffing levels and dangerous conditions inside Michigan prisons must be addressed immediately. Concerned citizens and family members are encouraged to join COs in this informational picket.



## PORTAL OPEN NOW — PLEASE REAUTHORIZE YOUR DUES!

If you haven't already, please [log in to the HRMN online portal](#) as soon as possible to reauthorize your union dues and maintain your union. The portal will remain open through Saturday, Sept. 4.

Starting today, there's also a mobile version of the site so you can sign in and reauthorize from your phone.

The deadline for everyone to reauthorize their dues is Oct. 3. But **please don't wait until the last minute – reauthorization is too important. We don't want to risk anyone putting this off and then forgetting the deadline later.**

More information about reauthorization, including how-to guides, is at [mco-seiu.org/reauthorize](http://mco-seiu.org/reauthorize).



# BULLETIN

SEPT. 1, 2020

## Push back against MDOC's understaffing *Informational pickets scheduled for Detroit, Jackson, Marquette*

For several years, Michigan prisons have been mismanaged by the Department of Corrections administration, resulting in dangerous working conditions for Corrections Officers that the MDOC is unwilling or unable to correct.

Michigan Corrections Organization is working to educate the public and legislators on the working conditions inside state prisons. As part of this campaign, we are hosting a series of informational pickets near prisons around Michigan. Detroit, Jackson, and Marquette are next.

The unsafe staffing levels and dangerous conditions inside Michigan prisons must be addressed immediately. Concerned citizens and family members are encouraged to join current Corrections Officers in these informational pickets.

### **Detroit** **Informational Picket**

**WHEN:** Wednesday, Sept. 2  
1 p.m. - 3:30 p.m.

**WHERE:** outside Detroit Detention Center, 17601 Mound Rd., Detroit, MI 48212

### **Jackson** **Informational Picket**

**WHEN:** Thursday, Sept. 3  
1 p.m. - 3:30 p.m.

**WHERE:** the intersection of Parnall Road and Cooper Street, Jackson, MI 49201

### **Marquette** **Informational Picket**

**WHEN:** Tuesday, Sept. 8  
1 p.m. - 3:30 p.m.

**WHERE:** outside Marquette Branch Prison, 1960 US-41, Marquette, MI 49855



# BULLETIN

SEPT. 4, 2020

## Informational Picket Sept. 10 in Ionia

*Join us to push back against MDOC's persistent understaffing*

For several years, Michigan prisons have been mismanaged by the Department of Corrections administration, resulting in dangerous working conditions for Corrections Officers that the MDOC is unwilling or unable to correct.

Michigan Corrections Organization is working to educate the public and legislators on the working conditions inside state prisons. As part of this campaign, we are hosting a series of informational pickets near prisons around Michigan. Next up is Ionia.

The unsafe staffing levels and dangerous conditions inside Michigan prisons must be addressed immediately. Concerned citizens and family members are encouraged to join current Corrections Officers at this informational picket.

### JOIN US!

**What: Informational Picket**

**When: 1 p.m. to 3:30 p.m. Thursday, Sept. 10**

**Where: Near the entrance to Handlon Correctional Facility (MTU)  
1728 Bluewater Hwy, Ionia, MI 48846**



## CHIPPEWA INMATES RIOT AFTER PRISONER FIGHT

Chippewa prisoners completely destroyed a Level II unit in a riot Sunday night and early Monday.

A fight had broken out among three prisoners, and after one of them refused to stop fighting, he was Tased. After being Tased, he apparently passed out. Health Service staff were summoned to the unit. He was loaded on to a stretcher and taken out of the unit for medical evaluation. He was later medically cleared and sent back to the facility.

Shortly after he was taken out of the unit along with the other two fighters, a large number of prisoners came into the unit lobby and began verbally threatening the officers and threatening to take the unit over. Some of them apparently believed that the prisoner who had been Tased had either died or was seriously injured.

The officers activated the unit lock-

down switch, which was only partially effective since a large number were already out of their cells and in the dayrooms and hallways. The officers retreated out of the unit to safety. Shift command notified the warden, and the Emergency Response Team was activated.

The prisoners proceeded to destroy the inside of the unit, breaking windows and damaging doors, ripping control panels off the wall, smashing cameras and computers, and tossing the laundry machines into the lobby. They left the unit and flipped over a mini ambulance parked outside.

Nine officers with Tasers and a couple of sergeants set up a perimeter around the housing unit to keep the prisoners inside until ERT arrived. ERT went in and regained control of the unit with little incident.

Rioting prisoners were identified on

the video that was available and dozens were sent to other maximum-security prisons. Other prisoners were temporarily held in the gym and are also being rode out to other prisons.

The officers in the unit at the time took what action they could by hitting the lockdown button and then wisely retreated for their own safety. The unit is now offline due to the extensive damage. Thankfully, officers kept their cool and made the right decision to retreat.

Below are a few news articles about the riot that include quotes from MCO President Byron Osborn. Stay safe.

- [Prison housing unit ‘completely destroyed’ in what union president calls a riot](#)
- [Chippewa prison unit ‘not livable’ after inmate fight, takeover](#)
- [Tasing of inmate sparks five-hour inmate takeover at UP prison](#)

## AROUND THE STATE: ST. LOUIS, MARQUETTE OFFICERS ASSAULTED

**An acting sergeant was stabbed and at least six weapons were recovered in fights Saturday at MBP.**

He was stabbed unintentionally when he intervened in a yard fight between Level V inmates, officers said. A prison-made shank was recovered.

Less than an hour later, there was another fight on the yard between eight inmates. An officer had to fire a warning

shot, and staff found five weapons. Officers believe one of the weapons was used in the earlier fight as well.

The acting sergeant suffered a puncture wound and needed two staples, officers said.

**A St. Louis inmate punched an officer and attacked another CO when they intervened in a prisoner-on-prisoner assault Aug. 25.**

As they were pulling off the aggressor, he charged at one of the officers and tried to lift him over a railing. He shoved the officer. While this was happening, another prisoner ran up and started punching the other responding CO.

Both of the officers suffered concussions.

## STATE EMPLOYEE UNIONS FILE LAWSUIT OVER ANNUAL REAUTHORIZATION

MCO and other state employee unions have filed a federal lawsuit challenging the Civil Service Commission’s new rule requiring annual dues reauthorization.

Here’s an excerpt from a statement the unions issued that explains our case:

“The Commission’s new rule requiring annual reauthorization of dues deduction conflicts with our collective bargaining agreements, which the Commission previ-

ously approved, and therefore violates the Contracts Clause of the U.S. Constitution. The Commission’s action also interferes with our members’ freedoms of speech and association under the First and Fourteenth Amendments to the Federal Constitution. These constitutional violations are particularly galling at a time when these hardworking public workers are coping with providing service to all Michiganders

during the COVID-19 crisis.”

**Even though this matter is in court, all members should reauthorize by Oct. 3. Reauthorize now from a [computer](#) or [phone](#).** Remember, the HRMN online portal is closed Sunday through Wednesday of the first week of each pay period. That means it will close this coming Sunday. More info is at [mco-seiu.org/reauthorize](http://mco-seiu.org/reauthorize).





# BULLETIN

SEPT. 24, 2020

## MCO leaders giving out closure information Friday and Saturday

MCO leaders will be at DRC this Friday and Saturday to give out information on the closure and answer questions. All DRC and DDC members are encouraged to stop by.

### JOIN US

#### WHEN:

Friday, Sept. 25 from Noon to 4 p.m. ; 9 p.m. to 11 p.m.

Saturday, Sept. 26 from Noon to 4 p.m.

#### WHERE:

DRC Parking Lot



## NEW LOU ON PARENTAL LEAVE IS A WIN FOR FAMILIES

MCO and the state have signed a Letter of Understanding that allows new parents up to 12 weeks of paid parental leave, without having to use their sick or annual leave. The LOU also covers some adoptions. The LOU doesn't apply to anyone on mater-

nity or paternity leave before Oct. 1.

This is a great win for parents. MCO leaders were pleased to work with the Office of the State Employer to take this step for members and their families.

The LOU takes effect today.

[Read it](#) on our website.

## BARGAINED PAYMENTS COMING TO CHECKS SOON

Attendance and physical fitness incentives, dry cleaning allowances, and longevity payments will appear on paychecks in October. See scheduled payment dates at right.

Additionally, the 2% wage increase take effect today.

**These payments and increases aren't just given to us – MCO bargains them. Bargaining isn't free. It takes time and money to gather data on retention rates, wages of corrections staff in other states, and other evidence we need to prepare for negotiations. This is one reason why it's so vital that all members reauthorize their dues by Oct. 3.**

**Details on how are in the story at right.**

For more details on these payments, see Articles 22, 27, and 37 of [the contract](#).

Payment	Amount	Date
Uniform allowance	\$575	Oct. 15
Sick/physical fitness incentive	varies by amount of sick time used	Nov. 12
Longevity	varies by years of service	Oct. 29

## REAUTHORIZE BY OCT. 3!

**Oct. 3 is the last day to reauthorize your union dues before they automatically stop.**

The HRMN portal is open for you to log in and reauthorize. If you aren't sure how, go to [mco-seiu.org/reauthorize](http://mco-seiu.org/reauthorize) for step-by-step instructions.

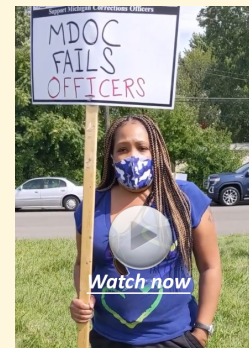
Or, you can call the HR Service Center at 877-766-6447 and ask to reauthorize. Their hours are Monday through Friday 8 a.m. to 5 p.m.

You can always reach out to MCO if you are having trouble. Call Member Engagement Associate Jim McHenry at (517)485-3310 ext. 155.

The annual reauthorization requirement is an obvious attempt by the Civil Service Commission to defund unions so we cannot stand up for fairness and safety at work.

Don't let that happen — reauthorize by Oct. 3.

**[Watch a video of Detroit members saying why they reauthorized.](#)**



## MEMORIAL HIGHWAY HONORS FALLEN JACKSON CORRECTIONS OFFICERS



Part of Interstate 94 that runs through Jackson is now the Corrections Officers Jack Budd and Josephine McCallum Memorial Highway.

The memorial highway designation was made during a ceremony Sept. 21. Budd, McCallum, and Deputy Gatekeeper George Haight were recognized. A sign on the

heavily-traveled interstate announces the new name.

Budd and McCallum were murdered in 1987 at what was then called the State Prison of Southern Michigan. Haight was poisoned by an inmate at the Michigan State Prison in Jackson in 1893.

MCO partnered with Rep. Julie Alexander in 2018 to pass a bill renaming part of the interstate. The designation is another way we can ensure our fallen officers are not forgotten. [Read about all of our fallen officers.](#)



## PRIME ANNUAL LEAVE DESIGNATION ELIMINATED THANKS TO MCO'S ADVOCACY

### Changes are coming for 2021 annual leave scheduling.

The prime/non-prime designations of vacation weeks has been eliminated. Members will again be allowed to select any open weeks on their turn to pick.

A fourth pass of the book will be added for those members who accrue more than 20 days per the leave formula, with a max of five additional days in

this pass.

The number of days you get to select is determined by your annual leave accrual rate. To determine the number of days you get to select, take your accrual rate and multiply it by 26. Then add 12 to that number. Then divide that number by eight. That's how many days you get.

MDOC administration changed annual leave scheduling two years ago,

after the Civil Service Commission took away from unions the right to bargain scheduling.

Due to our advocacy, the MCO Executive Board was able to secure these changes. This is another example of the value of having representation to pursue issues and advocate for our interests. Without representation, imposed changes to our processes would go unchallenged.

## 2020-2021 CORRECTIONS BUDGET INCLUDES FUNDING FOR 700 NEW OFFICERS

Last week, the governor signed off on a FY 2020-2021 corrections budget that totals approximately \$2.06 billion.

This includes \$13.9 million for training new custody staff. This budget contains boilerplate language directing the MDOC to recruit and train an additional 700 corrections officers.

Unfortunately, one of the outcomes of the budget will be the closure of the Detroit Reentry Center, reflecting a net \$12.3 million in savings.

Other key items within the budget:

• **Wage Increase** – The budget includes appropriations to cover the salary and wage increases (2% on Oct. 1, 2020 and 1% on April 4, 2021) that MCO negotiated.

• **Pre-shift** – The budget includes \$5.6 million for pre-shift meetings.

• **Employee Wellness Enhancements** – There is \$500,000 allocated for employee wellness resources and support services.

• **Training Facility** – The budget includes money to refurbish the Green

Oaks facility and finish converting it into a training academy.

• **PTSD Outreach and Employee Wellness** – Boilerplate language has been revised providing \$50,000 to be used for PTSD outreach and wellness programming. The MDOC is required to work with MCO and department employees to determine strategies and implementation.

This story was edited for space. [Read the full version on our website.](#)

## AROUND THE STATE: OFFICERS ASSAULTED AT DETROIT DETENTION CENTER, THUMB

### A detainee at the Detroit Detention Center punched an officer Sept. 27 while he was booking him into the facility.

DDC officers take mug shots and fingerprints of detainees. As an officer was processing a detainee, the man ran

at the officer and started swinging. Officers quickly cuffed him.

**A Thumb officer was kicked in the head as he tried to handcuff a prisoner.** The incident happened Sept. 1. A prisoner was acting erratic and

an ECD was deployed. As a CO tried to cuff him, he apparently regained control of his body and kicked the officer in the head. The CO was taken to a hospital by ambulance. Staff later determined the prisoner was under the influence of drugs.

## APPLICATIONS BEING ACCEPTED NOW FOR THE CLOSER TO HOME TRANSFER LIST

Closer to Home Transfer applications are being accepted now through Oct. 31.

To be eligible to apply for a Closer to Home Transfer, employees must:

- Have status.

• Have not voluntarily transferred during the 12-month period prior to the application date.

• Have no record of disciplinary action or unsatisfactory service rating during the two years preceding the date

of the filling of position.

If you qualify, [go to our website for more information and to learn how to apply.](#) If you have questions, contact [Stephanie Short](#) at (517)485-3310 ext. 115.



# BULLETIN

OCT. 21, 2020

## **DRC Closure Meeting this Thursday**

Members at DRC and DDC are encouraged to join MCO leaders to discuss the closure. We will answer questions and give everyone a packet explaining your options and the closure process. These meetings are come-and-go; you don't need to stay for the entire time.

DRC members who are temporarily reassigned to JCF, MRF, ARF, and WHV will receive the closure info packet via email from MCO. MCO officials will also contact these members to answer any questions.

## **DRC Closure Meeting**

### **WHEN:**

Thursday, Oct. 22: Noon to 4 p.m. ; 8 p.m. to 11 p.m.

### **WHERE:**

Motor City Bar and Grill  
21231 Mound Road  
Warren, MI 48091

## COVID-19: MCO'S ADVOCACY CONTINUES AS CASES SURGE

• As cases of COVID-19 increase at facilities around the state, remember the MCO Legal Department is keeping track of members who are **forced to use their own leave time (or go into lost time) due to close contact with an infected person or a positive COVID test.** If this applies to you, [please fill out this form.](#) It is very important that you give detailed answers. MCO staff may reach out to you if we need additional information.

• MCO has partnered with an outside law firm to assist members who have or had a **confirmed case of COVID-19.** Please contact The Law Offices of Charters, Tyler, Zack & Shearer, P. C. at (248) 321-4474. Advise them that you are a state corrections officer and contracted the virus. They will screen your case to determine if you are entitled to benefits. Please fill out our [website form](#), then call the law office.

• MCO still has an active grievance challenging the MDOC's forced use of leave time for Department-

mandated quarantines. We are also preparing a lawsuit on this issue.

• MDOC is now allowing staff who have had close contact to continue working if they agree to wear a surgical mask provided by the MDOC, being screened for symptoms twice per shift, and a daily COVID test.

• MCO is continuing to advocate for corrections officers in the media. Here's a recent article with quotes from President Byron Osborn:

[COVID-19 cases among Marquette prison staff double in one day](#) (Detroit Free Press)

• There have been 891 COVID-19 cases confirmed among MDOC staff and 7,104 among inmates. [MDOC posts the latest numbers \(broken down by facility\) here.](#)

**Again, we thank all COs for their dedication in this continuing crisis. MCO leaders and staff appreciate you and are fighting for you. Stay safe.**

## MCO Crisis Fund raffle tickets on sale now

Interested in buying tickets for this year's Crisis Fund Raffle? MCO chapter leaders have raffle tickets for sale now.

The top prize is \$1,000 cash. Other prizes include hunting rifles and a stay at Kalahari.

[See a full list of prizes.](#)

The drawing will be Dec. 9 at the MCO Central Office in Lansing.

You don't need to be present to win.

Tickets are \$5 each or 3 for \$10. Get your tickets now – see your chapter officials.

The Gun Raffle supports the MCO [Crisis Fund](#), which helps members facing catastrophe. To those who support the fund, we thank you.

## MCO WELCOMES NEW E- BOARD MEMBER

Please join us in welcoming new MCO Executive Board Trustee Georgiann Stan. Georgiann is the vice president at WHV. She has been a corrections officer for 20 years.

Trustee Scott Waggoner recently retired. MCO leaders thank Scott for his service to the union and wish him well in retirement.

## BRIEFLY...

**The deadline to apply for the Closer to Home transfer list is Oct. 31.** This is your only chance to apply for this list for the next year. [Details on how this list works and how to apply are on our website.](#)

**The [Exchange Transfer List](#) will be cleared in early December.** If you requested to be placed on the list before July 2020, your name will be removed. If you do not want your name to be removed, please email [Anita Lloyd](#) by Dec. 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.

**MCO membership dues were increased by 46 cents per pay period effective Oct. 4, 2020 as required by the [MCO Constitution and Bylaws.](#)**

The biweekly dues went from \$23.11 to \$23.57, resulting in a total yearly increase of \$11.96.



## IT'S NOT TOO LATE TO ACTIVATE! RESTART YOUR DUES NOW IF THEY'VE LAPSED

Did you miss the October reauthorization deadline? Your dues have stopped, but you can restart them at any time.

The Oct. 3 reauthorization deadline was to make sure your dues continued without interruption. If you did not reauthorize by Oct. 3, your dues have stopped, and you are no longer a member in good standing. But you can

restart your dues at any time.

Log in to the [HR Self-Service Online Portal](#) to restart your dues now (select deduction code EC01). Please note, the online portal is closed Sunday through Wednesday of the first week of each pay period. Or you can contact the MI HR Service Center and ask them to start dues deduction EC01. The MI HR Service Center can

be reached at 1-877-766-6447 Monday through Friday from 8:00 a.m. to 5:00 p.m., excluding state holidays.

If you did reauthorize before Oct. 3, thank you! You are now able to reauthorize for the 2021-2022 fiscal year.

More info on reauthorizing or starting your dues is at [mco-seiu.org/reauthorize](https://mco-seiu.org/reauthorize).

## FORENSIC CENTER STAFF HAVE DANGEROUS JOBS, TOO, AND FACE ASSAULTS

There have been a few assaults on Forensic Center staff by patients over the last few months.

In one incident Nov. 7, staff were assaulted while trying to break up an argument that started over a video game. One of them was bitten. Another was scratched and a third was

spit on.

In a different incident Oct. 20, a Forensic Security Assistant (FSA) was punched in the eye and suffered a concussion. Four FSAs, a doctor, and a Forensic Security Supervisor were with a patient near a wing command center in an intake unit. The patient

was upset about a change in his medication. He was facing another staff member, then turned and punched the FSA.

These stories illustrate that, like COs, FSAs have dangerous jobs. Thank you to all FSAs for their dedication.

## BENEFITS OPEN ENROLLMENT FOR CALENDAR YEAR 2021 GOING ON NOW

Benefits Open Enrollment (BOE) Part 2 is taking place now through November 24, 2020. Benefit elections made during BOE Part 2 will have a coverage period effective from Jan. 1, 2021 through Dec. 31, 2021.

Important reminders for BOE Part 2: Effective Jan. 1, 2021, all benefit plans are moving to a single, consolidated, calendar-based plan year. Additionally, Flexible Spending Account (FSA) Open Enrollment will now be combined with enrollment in state insurance benefits. This has created one comprehensive open enrollment for state insurance and FSA benefits in the fall each year moving forward, with all benefit elections effective the following Jan. 1. If you wish to enroll in either a Health Care or Dependent

Care FSA for the 2021 plan year, you must enroll during BOE Part 2; FSA enrollments do not roll over from year to year.

During BOE Part 2, a new health insurance option will be offered: The State High Deductible Health Plan (HDHP) with Health Savings Account (HSA). An HDHP is a type of health insurance plan with lower biweekly premiums and a higher deductible. Automatically included with the State HDHP is an HSA with an annual employer contribution in the amount of \$750 for an individual employee or \$1,500 for employees who enroll with one or more dependents, effective Jan. 1. An HSA is a tax-advantaged account for individuals covered under an HDHP to save on eligible health, pre-

scription, dental, and vision-related expenses not covered by insurance (e.g., deductibles, copays, and coinsurance). [See a list of eligible HSA expenses.](#)

The Employee Benefits Division's website, [www.mi.gov/BOE](http://www.mi.gov/BOE), provides all the usual open enrollment information you have come to expect, as well as all of the information on the changes happening in 2020 and beyond!

Visit [www.mi.gov/selfserv](http://www.mi.gov/selfserv) to enroll online through HR Self-Service or call the MI HR Service Center at 877-766-6447, Monday through Friday, from 8:00 a.m. to 5:00 p.m., to walk through the enrollment process with a MI HR Representative.

This story was edited for space. [Read the full version on our website.](#)

- Article provided by OSE

## Retirees, help us advocate for corrections staff — join the Retiree Steering Committee

If you're a retiree looking for a way to stay connected to MCO, join our new [Retiree Steering Committee](#).

Retiree committee members will get MCO's discounts and perks, while helping work on our initiatives, like PTSD awareness and resources, political advocacy, military member support, and MCO member outreach.

Over the years, we have heard from many retirees who want to advocate for corrections officers and stay engaged with MCO.

MCO leaders started thinking about ways to connect these retirees to each other and to the union so they can make a positive difference in members' lives.

Vice President Ray Sholtz led a small group of leaders and retirees to finish the mission and determine

the direction of the committee.

"For many years, I have heard from countless officers who have retired, saying, 'you don't just stop being an officer when you retire. You still care what happens to your fellow officers who are still in there every day,'" Sholtz said. "Retirees really do care about those still working in the joints. So we are giving them an opportunity to stay involved in our union family and giving them a voice. Not just to speak for retirees, but to speak for officers as well."

Do you want to join the Retiree Steering Committee? [Fill out this form to get started.](#)



## COVID-19 UPDATES FROM MCO

MCO leaders are constantly hearing from members who have been forced to use their sick and annual leave for employer-mandated quarantines.

**Restoring forced leave time to members is our top priority right now.** We have an active grievance on this issue. We'll keep members updated as the grievance progresses.

If you have been forced to use your own leave time or go into lost time due to close contact or a positive COVID test, [please fill out this form](#) for the MCO Legal Department. MCO staff may reach out to you if we need additional information.

If you test positive, you are eligible to file for workers' compensation benefits.

Here is how it works. If you are off 7 days or less, you are not eligible to receive disability benefits. If you are off more than 7 days but less than 14, you are eligible for benefits only for any of the days past 7. For example, if you are off 10 days, you are eligible for benefits for the 8th, 9th and 10th day only. If you are off 14 days or more, then you are covered all the way back to day 1 and are eligible for restoration of 2/3 of your pay and leave.

Please contact The Law Offices of Charters, Tyler, Zack & Shearer, P. C. at (248) 321-4474 for assistance in filing for workers' comp.

**Thank you, members, for your dedication during this crisis. Stay safe.**

## THANK YOU, CHARTERS LAW FIRM!

At the onset of the pandemic, MCO partnered with the law firm Charters, Tyler, Zack & Shearer, P.C. to assist members in navigating the workers' comp process and, if necessary, open legal cases on their behalf.

Since then, Attorney John Charters has given free advice to about 250 MCO members and opened cases for others who had more complex situations. He provided invaluable expertise to these members and enabled them to take advantage of benefits they're entitled to.

Charters gave this advice free of charge. We hope that if you need an attorney in the future, you will remember Charters' dedication to corrections officers and consider his law firm.

If you are a member who had a good experience with John Charters, please give the law firm a review on [Google](#) or [Lawyers.com](#).

Give MCO members what they really want — swag from our online store!

Are you looking to buy a gift for an MCO member? Why not get them something from our online store?

Check it out at mcowebstore.com. MCO's online store has branded t-shirts, polo shirts, hats, mugs and more. We also have special items that celebrate women in corrections and veterans. All merchandise is made in the U.S. and will be

shipped to your door.

Don't wait – order now to make sure your gift arrives before Christmas.

If there's something you'd like to see added to the store, email Cindy Kogut or leave a message when you check out.



BRIEFLY...

Final reminder: the Exchange Transfer List will be cleared this week. If you requested to be placed on the list before July 2020, your name will be removed. If you do not want your name to be removed, please email Anita Lloyd.

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.

The 2020 holiday packet, which includes next year's pocket calendar, was mailed to members this week.

The packet also has a wall calendar and letter from MCO President Byron Osborn.

Holiday packets are only sent to dues-paying members. Look for yours in the mail over the next few weeks.

Happy holidays!

COVID-19 UPDATES FROM MCO

Our top priority right now is restoring annual and sick leave to members forced to use it for Department-mandated quarantines. But we know members' COVID concerns don't end there. We have heard of violations of mandate protocol, lack of PPE, closed assignments, and more.

If these issues are happening at your facility, please fill out this form. Provide all information that you may have. Your name and information will remain confidential. This information will help leaders and staff continue to raise concerns with legislators and the public.

If you have been forced to use your own leave time or go into lost time due to close contact or a positive COVID test, please fill out this form on our website for the MCO Legal Department. MCO staff may reach out to you if

we need additional information.

If you test positive, you are eligible to file for workers' compensation benefits. The Nov. 20 KYI explained how this works. Please contact The Law Offices of Charters, Tyler, Zack & Shearer, P. C. at (248) 321-4474 for assistance in filing for workers' comp.

There have been 2,055 COVID-19 cases confirmed among MDOC staff and 14,054 among inmates. MDOC posts the latest numbers (broken down by facility) here.

MCO leaders and staff understand the immense pressures and sacrifices being asked of COs, FSAs, and ARU investigators at this time. We are continuing to advocate for you with MDOC and MDHHS administration, the governor's office, legislators, and the media. Stay safe and well.

MICHIGAN CORRECTIONS ORGANIZATION SEIU LOCAL 526M 421 W. KALAMAZOO LANSING, MI 48933 517.485.3310 WWW.MCO-SEIU.ORG MAIL@MCO-SEIU.ORG





## STOP THE SPREAD WITH MCO MASKS

MCO is proud to provide members with new breathable, reversible masks.

MCO leaders wanted to give members another alternative to the state-provided masks. These masks are printed with the MCO logo and are approved for wearing at work.

Chapter presidents received the masks over the last few weeks and will distribute two to each member. Stay safe and well.



## LET US KNOW THE IMPACT OF COVID AT YOUR FACILITY

- COVID-19 is raging in several prisons, adding a tremendous amount of stress for frontline staff.

Some members have reported through [this form](#) on our website that there have been COVID-related inmate protests. We also know that the 32-hour rule and other protocols are being violated frequently.

We need to know what's going on at your facility. Please [fill out this form](#) and be very detailed. We need

to know names, times, and locations. Your name and information will remain confidential. This information will help leaders and staff continue to raise concerns with legislators and the public.

- There have been 2,609 cases of COVID-19 among MDOC staff and 19,621 among inmates. [MDOC posts the latest numbers \(broken down by facility\) here.](#)

## Happy Holidays from MCO!

MCO leaders and staff would like to wish all members and their families a safe and peaceful holiday season.

Special thanks to retiree Pam Drew for the memorial blankets laid at the Fallen Officers Memorial at



the MCO office in Lansing.

If you have not received your holiday packet from MCO (with pocket calendar), please [contact us](#) and we will get you one.

## TAKE MDOC'S SURVEY ON COVID SHOT

MDOC is asking employees to complete a survey on their interest in taking the COVID-19 vaccine when it becomes available to them.

[Take the survey here.](#)

MDOC is advocating for staff to get vaccinated, but an email sent to staff Tuesday stated, **“there is not a requirement or mandate that employees or prisoners take the vaccine.”**

Please take the survey by 5 p.m. today, Dec. 17.

## CONGRATULATIONS TO 2020 CRISIS FUND RAFFLE WINNERS!

Thank you to everyone who supported the MCO Crisis Fund by buying tickets for the 2020 raffle. The drawing was last week at the MCO central office. [A list of winners is on our website.](#)

The MCO Crisis Fund supports members facing a catastrophe. To those who support the fund, thank you.

MICHIGAN CORRECTIONS  
ORGANIZATION  
SEIU LOCAL 526M  
421 W. KALAMAZOO  
LANSING, MI 48933  
517.485.3310  
WWW.MCO-SEIU.ORG  
MAIL@MCO-SEIU.ORG



## SRF, AMF OFFICERS RESPOND TO ASSAULTS AND FIGHTS

**An inmate's neck was broken and other inmates were injured in a disturbance at Saginaw Dec. 21.**

About 30 prisoners in the 600 unit's D wing refused orders to return to their cells. Another prisoner, who was going into his cell, was punched while standing in the doorway, causing him to fall and break his neck.

Other prisoner-on-prisoner assaults were reported, and more staff immediately came in to stop the fighting. After talking to staff for a few hours, the prisoners went back to their cells. No staff members were injured.

Because the disturbance happened on a COVID-positive wing, the instigators have not been transferred to another prison. Eight of them are in segregation for now.

The prisoners who started the turmoil had several complaints related to recreation schedules, food,

and possibly other issues, officers said.

**Level V Baraga inmates staged a fight to distract officers from another larger fight.**

Both fights happened Dec. 15 on the Unit 6 yard. The decoy fight involved two inmates. As officers were escorting them off the yard, the second fight started. Additional staff responded to the second fight. Unit 6 was locked down.

A few days later, there was another four-prisoner fight in the same unit. One of the inmates in this fight had been released from segregation less than two hours earlier.

Officers say both fights were gang-related. No staff injuries were reported.

**Great work to the officers and other staff who responded to these dangerous situations. Stay safe and well.**

## UNION ADVOCATE APPOINTED TO MCSC

Gov. Gretchen Whitmer has appointed a retired union staffer to the Michigan Civil Service Commission.

Nick Ciaramitaro is the former director of legislation and policy at AFSCME Council 25. He is also a former state representative. His term starts Jan. 1.

According to [this article](#), Ciaramitaro wants to expand bargaining rights for state employees.

We hope this is the first step in restoring fairness and mutual respect between state employees and the MCSC. But members should understand that the other three Commissioners, all of whom have cast anti-worker votes in the past, still hold a majority.

Ciaramitaro is Gov. Whitmer's first appointment to the MCSC. She will make her next appointment in Dec. 2022. Commissioners serve staggered terms of eight years each.

## WOMEN IN CORRECTIONS CAREERS INVITED TO TAKE SURVEY

In corrections departments across the United States, women are rarely consulted or asked about the unique challenges they face on the job and what can be done to create a corrections system that recognizes and adapts to the needs of all staff.

To begin this conversation, One Voice United is fielding a gender specific study to explore issues impacting female staff and better

understand the concerns and challenges women face while doing one of America's toughest jobs.

[Take the survey now.](#)

The survey takes about 15 minutes to complete and the information collected will help guide the One Voice United – Women in Corrections Forum. [Read more about One Voice United.](#)

*- Story courtesy of One Voice United*

**Today we sent a special message to members summarizing what MCO has done to advocate for frontline staff in this challenging year. We will continue these efforts in the new year.** If you didn't get the email, you can read it in our members-only [Facebook group](#). To make sure you don't miss any future communications, [sign up to get MCO email](#) at your home (not work) email address.