



## WE NEED YOUR THOUGHTS: TAKE THE 2021 BARGAINING SURVEY NOW

MCO and the Office of the State Employer are preparing for contract negotiations which will take place this summer and fall. The MCO Executive Board, which also serves as the bargaining team, would like members' input before negotiations begin.

A link to the survey is on our [website](#) and [Facebook group](#). Please note, you cannot save your work and return to the survey later.

The survey will request identifying information from you so your membership status can be verified. However,

your responses will not be associated with your identity.

Since we released the survey March 23, more than 20% of dues-paying members have completed it. If you have taken the survey, thank you! Email any questions to [mail@mco-seiu.org](mailto:mail@mco-seiu.org).

## COVID-19 UPDATES: ARBITRATION COMING UP ON FORCED USE OF LEAVE TIME

**Mandate lists at 10 facilities returned to 50% as of March 29.** The facilities are WCC, MRF, TCF, KCF, NCF, JCS, SLF, SRF, STF, and ECF.

At the onset of the pandemic, MDOC administration made the mandate lists extend to 100% of the seniority list. MCO leaders have been asking MDOC administration to return to 50% at facilities where staffing numbers allow and COVID-related absences are low. We are pleased the MDOC administration agreed to evaluate facilities on an individual basis rather than state-wide.

There is still potential for further pandemic issues or rashes of officer shortages that could result in a need to keep a facility at 100% to avoid excessive mandates to our members on the bottom half of the list. Keeping the 50% mandate lists is a top priority, but it can't override the health and safety of our brothers and sisters.

Read more about this change in our [members-only Facebook group](#).

**Restoring sick and annual leave to members who were forced to use it for employer-mandated quarantines is MCO's top priority, and we are scheduled for arbitration on this issue April 14.** We'll keep you posted.

**We'd like to remind members who contract the virus to file for workers' compensation.** 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 days 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.



**It was one year ago this week that CTO Damon Burton passed away.** He was the first MDOC staff member and first MCO member to

die from COVID-19. ARF Officer Randy Rumler and IBC Officer Ramiro Mata also died of COVID-19, along with two other MDOC staff members.

Burton had been with the MDOC

for more than 30 years. He was well-known among Detroit-area members and had a reputation of being professional and friendly.

Rumler started with the MDOC in 1996 and had spent his entire career at Gus Harrison. He was also a U.S. Army veteran.

Mata worked at Bellamy Creek for more than 18 years. He left behind four children and a large extended family.

A year ago, no one could have known that we'd still be dealing with COVID today. Or that more than 30% of MDOC staff would contract the virus and five MDOC staff would die. This virus has had a profound effect on our health, our families, and our communities.

MCO has been a tireless advocate for members throughout this pandemic. A summary of COVID-related actions we took in 2020 is [on our website](#). We have asked members to take action themselves to support leaders' efforts, like by [emailing the governor](#) and their [legislators](#).

Thank you, members, for the sacrifices you are making every day. Leaders and staff understand all that's being asked of you in this critical moment and appreciate your sacrifices.