

MINUTES OF:  
MCO Central Committee  
SEIU Local 526M  
July 14, 2020

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The meeting of the MCO Central committee was called to order at 9:30 a.m. at the Eagle Eye Banquet Center in Bath, Michigan by MCO President Byron Osborn.

Roll call was taken, and the following were present:

**Delegates Present:** **AMF** Ed Clements, Pat Mayo, Brian Mattice, **ARF** Mike Lennox, Eric McDonalds, Daniel Babyak, Scott Waggoner, **CFP** David Marr, Victor CdeBaca, Scott Allen, **DDC** Marcus Collins, Sean Dorsey **DRC** Gary Smith, Darrin King, Beverly Walton, **DRF** Scott Kurtz, Michael Schafer, Michaelee Palmer, **ECF** Mark Dunn, Timothy Sutter, Mike Presley, **FOA** Alejandro Echols, **IBC** Lorraine Emery, Jay Cooley, Ian McVaugh-Bailey, **ICF** LA Eatmon, Jonathan Hicks, Ben Fralick, **JCF** Gordon Bloom, Darla Wieand, Cary Johnson, **JCS** Jason Ilgenfritz, Erin Griffith, James Brazier, **KCF** Brian Cowan, Jacob Green, Nathan Ferraro, **LCF** Curtis Thatcher, Michael Hull, Michael Leo, **LMF** Tim Fleury, Dallas Post, John Corey **LRF** Alex Jimerson, Mathew Bruesch, Tammy Lauber **MBP** Zachary Kihm, Josh LaBelle, Eric Hemmila, **MCF** Johnathon Brandt, Alfred Carrillo, Shannon Thompson, **MRF** Ponda Esu, Robert Artman, Johnny Hill, **MTU** David Pasche, Greg Stoddard, Steve Unger, **NCF** Chris Takala, David Int-Hout, **RGC** Max McVean, Paul Jones, **RMI** Kacy Datema, Jacob Wohlfert, Rockwell, Erik Russell, **SLF** Drew Coston, John Chapelo, Eddie Hendershot, Ray Sholtz, **SMT** Kyle Baum, Kenneth Miller, Brent Kowitz, **SRF** Brandon Page, Daniel Fleming, John Scheffler, **STF** Kevin Shattuck, Creig Kinnunen, Ed Cooley, **TCF** Jay Whitman, Thomas Goodfellow, LaRonda Velaga, **URF** Dave Belanger, Roy Headley, Richard Benson, Byron Osborn, **WCC** James Hardy, Melissa Siler, Will King, **WHV** Michael Daugherty, Donna Dymont, Amber Dotson, Larry Flinchum

**Staff Present:** Andy Potter- Executive Director; Mikayla Blevins- Receptionist; Stephanie Short- Grievance Coordinator; Shawn Davis-Legal; Cindy Kogut- Book Keeper and Human Resources.

**Guests Present:** There were no guests present

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

Motion by Paul Jones, supported by Ed Hendershot to go immediately to the elections.

**Speeches were made in the following order:**

Marcus Collins-  
Rick Benson-  
Dave Pasche-

Tim Fleury-  
Scott Waggoner-  
Mark Dunn-  
Lorraine Emery-

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

Financial Statements and Supplementary Information for Three Months ending March 31st 2020 was presented to Central Committee. Motion by Paul Jones Supported by Ponda Esu to accept as presented. Motion Carried.

**Cary Johnson's Report (Recording Secretary):**

- The minutes for the MCO Central Committee meeting for October 2019 Motion to approve by Dave Belanger, Supported by John Brandt. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for Motion to approve by Lorriane Emery, Supported by Eric McDonald. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for December 2019, Motion to approve by Paul Jones, Supported by Lorriane Emery, Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for January 2020, Motion to approve by Paul Jones, Supported by John Brandt. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for February 2020 Motion by John Brandt to approve, Supported by Shannon Thompson. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for March 2020 Motion to approve by Paul Jones, Supported by Dave Belanger. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for April 2020, Motion by Lorriane Emery to approve, Supported by Paul Jones, Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for May 2020, Motion to approve, Shannon Thompson, Supported by John Brandt. Motion carried.

**Wellness-** Informed central of the appointment to the Governor's Suicide Prevention Commission. The frustrations of meeting electronically.

11:00 – Election Committee Enters:

Byron Osborn- President (Unopposed)

Ray Sholtz- Vice President (Unopposed)

Ed Clements- Treasurer (Unopposed)

Cary Johnson- Recording Secretary (Unopposed)

**Trustees:**

Dave Pasche- 83 Votes

Marcus Collins-83 Votes

Mark Dunn- 80 Votes  
Scott Waggoner- 77 Votes  
Tim Fleury- 58 Votes  
Lorriane Emery- 50 Votes  
Rick Benson- 17 Votes

**Ray Sholtz's Report:**

**Retiree Committee report- Membership Card idea**

**Recruitment Report-**

**\*See Attached Handouts**

**Byron Osborn, President's Report-**

- Update on statewide mandatory overtime lists temporarily at 100%.
- Update on mask requirement in Covid-19 protocols.
- Update on forced use of leave credits for quarantine periods. Grievance is filed.
- Update on Covid-19 designated housing units.
- Update on Detroit Re-Entry Center, closure is looming.
- MDOC will resume authorizing officer transfers.
- Pre-shift meetings will resume on Oct 1.
- Update on pending changes to the Employee Discipline process.
- Update on Hazard pay errors. They will be processed after we receive our last hazard payment.
- Update on 12-hour shifts. The Director has not agreed to keep the prior MCO process for petitions and voting.
- Discussed the need for continued membership solidarity. The current Civil Service Commission is targeting collective bargaining rights of unions. MCO must continue to engage and educate members.

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

**\*See Attached Handouts**

**David Pasche's Report:**

Discussed the Gun Raffle and the Golf Outing.

**Jonovan Luckey's Report (Political Director):**

\* See Attached

**Marcus Collins' Report-**

**Uniform Committee meetings have been held virtually. We will continue**

Motion to adjourn, Dave Belanger, Supported by Kacy Datema. Meeting adjourned.



# MCO Retiree Steering Committee

Michigan Corrections Organization

Vice President

Ray Sholtz



# Committee Positions



## Executive Positions:

- Chair
- Vice Chair
- Secretary

Regional Representatives

Alt. Regional Representatives

# Committee Charter

**Mission Statement: To help MCO carry out initiatives, to give political support, and to reach out to potential members**

<b>Name of Committee</b>	<b>Retiree Steering Committee</b>
<b>Date of last revision</b>	June 10, 2020
<b>Purpose (Summary)</b>	The Retiree Committee assists with the implementation of state-wide events and initiatives as directed by the State Executive Board.
<b>Specific Responsibilities</b>	<ul style="list-style-type: none"> <li>Chairperson: Shall work under the direction of the Union's Central Office and perform whatever duties may be assigned by the Union's Central Office and Executive Board; be responsible for each occupational group within the Committee; call and preside over Committee membership meetings; call meetings of any occupational group within the Committee; be responsible for the formation of all sub committees; be an ex-officio member of all sub committees</li> <li>Vice Chairperson: Shall assist and act under the Committee Chairperson's direction; exercise the duties of the Committee Chairperson in his/her absence.</li> <li>Secretary: Responsible for notifying the Union's Central Office of all Committee appointments and members; keep the minutes of all meetings and proceedings of the Committee, and send out all meeting notices.</li> <li>Regional Representatives: Duties will include coordinating activities and communication with the retiree members in their specific regions.</li> </ul>
<b>Meeting schedule (regular date, time, place)</b>	Meet at the call of the Retiree Steering Committee Chairperson under the direction of the Executive Board.
<b>Composition (number and type –board members, or others?)</b>	3 Executive Committee Members, 4 Regional Representatives and 2 State Executive Board Members to serve on the committee.
<b>Other important details:</b>	<p>Four Regions:</p> <ul style="list-style-type: none"> <li>Upper Peninsula</li> <li>Northern</li> <li>Central</li> <li>Southern</li> </ul> <p>* See Appendix*</p>





# Retiree Steering Committee Picnic



Please join us

September 12, 2020

12 pm- 3 pm



Sharp Park Pavilion, 1401 Elmwood Rd. Lansing, MI 48917

*Hosted by Michigan Corrections Organization*



Hear about all that the Retiree Steering Committee has to offer and sign up to be a member! MCO is working toward getting retirees a stronger voice in their retirement!

## Retiree Kick-Off Event

Our committee has promoted this event by sending the flyer to chapter presidents to share at the facility, shared the event on social media, and word of mouth.

# Member Benefits

- SEIU Click & Save Program – Discounts to hundreds of brand names
- AT&T Signature Program
- SEIU Heating Oil Program
- Costco \$30 Shop Card when you sign up through SEIU
- 30% Off H&R Block online or \$25 off in-person services
- SEIU Personal Loan (\$5,000-\$35,000)
- Detroit Pistons
- Olympic Entertainment Supergroup Program for shows in Detroit
- SEIU Financial Wellness Program
- SEIU Legal Services Program
- TicketsatWork.com for discounts on hotels, travel, etc. & Hotel Storm for a portal of discounted hotels
- SEIU Auto Buying Program
- Enterprise, Avis, Budget, National Car Rental, Alamo Rent-A-Car, Dollar Rent-A-Car, and Hertz
- SEIU Rewards VISA Card, SEIU Platinum Edition VISA Card, SEIU VISA Secured Card, SEIU Pre-paid Card
- Red Roof Inn, Radisson, Kalahari, Soaring Eagle Casino & Waterpark, Great Wolf Lodge, Country Inn & Suites, Best Western Splash Universe, Orlando Vacations

We are currently working on obtaining more discounts & deals for our members





# Executive Director's Report

Andy Potter  
MCO Central Conference  
July 14, 2020



**Whereas;** Correctional Officers are 1<sup>st</sup> Responders who swear an oath to protect our communities while providing care, custody and control of the incarcerated population in our correctional facilities, and

**Whereas;** our correctional facilities contain one of the highest risk populations for infectious diseases in the nation, with over 1.5 million incarcerated in confined spaces; and

**Whereas;** the Coronavirus (COVID-19) has been detected in Correctional Officers, the incarcerated and staff in various facilities across the nation; and

**Whereas;** Correctional Officers face a higher risk of exposure due to their professional responsibilities and required interactions; and

**Whereas;** stopping the spread of COVID-19 in our correctional facilities is of critical importance to fulfilling our oath of duty to safely maintain care, custody and control as such the restrictions we propose are not designed to be used in a punitive manner; and

**Whereas;** Correctional Officers and staff will be commuting to and from correctional facilities and possibly exposing their family members and other civilians to possible contagions contracted in the correctional environment; now, therefore, be it

**Resolved,** that as the leaders and voices of hundreds of thousands of Correctional Officers and staff across the country we urge the Governors, Federal Government, and Department Directors to do the following:

(1) immediately cease the ingress and egress of all non-essential personnel into correctional facilities including transitioning all visitations to tele-visits; and

(2) until further notice cease all outside inmate work details, court trips, non-emergency medical appointments, inter-agency transfers of those incarcerated, including interstate compacts, private-public transfers and the transporting of ICE detainees, unless they have been pre-screened for infectious disease, quarantined for fourteen days and show no signs of infection; and

(3) suspend all programs that involve the admittance of non-security or non-medical personnel into the facility; or any activity requiring the transportation of inmates outside of the institution, unless designated as an emergency and specifically authorized by the Commissioner, Secretary or Director of Corrections; and

(4) limit all in-house programs (NA, AA, Chapel, Library access, etc.) to 8 participants at any time. Social distancing of a minimum of 6 feet will be maintained and enforced; and

Mary Kay Henry  
President  
Service Employees International Union (SEIU)

Byron Osborn  
President  
Michigan Corrections Organization

Michael Powers  
President  
New York State Correctional Officer and Police  
Benevolent Association

Larry Blackwell  
President  
Pennsylvania State Correctional Officers  
Association

Richard Ferruccio  
President  
Rhode Island Brotherhood of Correctional  
Officers

Jimmy Davis  
President  
State Employees Association of North Carolina

Wayne Spence  
President  
New York State Public Employees Federation

Chris Murphy  
President  
National Corrections Employees Union

Will Toolen  
President  
New Jersey Law Enforcement Supervisors  
Association

Bobby Lee Cleveland  
Executive Director  
Oklahoma Corrections Professionals

Rory Gamble  
President  
United Automobile, Aerospace and Agricultural  
Implement Workers of America (UAW)

Cecil Roberts  
President  
United Mine Workers Association (UMWA)

Pat Colligan  
President  
New Jersey State Police Benevolent  
Association

Tammie Owens  
President  
Prince George's Correctional Officers  
Association

Randy McLellan  
President  
Alaska Correctional Officers Association

Chris Banton  
President  
Anne Arundel County Detention Officers and  
Personnel

Dan Weber  
President  
Association of Oregon Corrections Employees

Ed Sullivan  
President  
New Jersey Superior Officers Association

Peter MacKinnon  
President  
SEIU Local 509

Rich Gulla  
President  
SEIU Local 1984

## Total Confirmed Prisoner and Staff COVID-19 Cases to Date As of 7/13/20

Staff infected – 384 [+1]

Staff deaths – 3 (2 CO, 1 Admin) [0]

Prisoners tested – 37,583 [+12]

Prisoners positive – 3,800 [0]

Prisoners in Step Down Unit – 79 [0]

Prisoners recovered – 3,011 [0]

Prisoner deaths – 68 [0]

Percentage of confirmed cases to die (not the same as mortality rate) – 1.7%

Total Tested	Total Positive	Total Negative	Total in Step Down	Total Recovered
37,583	3,800	33,783	79	3,011
Location	Prisoners Tested	Prisoners Confirmed	Prisoners Negative	Prisoner Deaths
Alger Correctional Facility	874	0	874	
Baraga Correctional Facility	817	0	817	
Bellamy Creek Correctional Facility	1,758	1	1,757	
Carson City Correctional Facility	2,365	0	2,365	
Central Michigan Correctional Facility	2,399	6	2,393	
Charles E. Egeler Reception and Guidance Center	1,435	84	1,351	6
Chippewa Correctional Facility	2,334	0	2,334	
Cooper Street Correctional Facility	1,512	0	1,512	
Detroit Reentry Center	77	23	54	2
Duane Waters Health Center	172	48	124	2
Earnest C. Brooks Correctional Facility	1,205	0	1,205	
G. Robert Cotton Correctional Facility	1,902	738	1,164	4
Gus Harrison Correctional Facility	1,995	730	1,265	4
Ionia Correctional Facility	646	2	644	
Kinross Correctional Facility	1,530	1	1,529	
Lakeland Correctional Facility	1,430	793	637	23
Macomb Correctional Facility	1,355	240	1,115	5
Marquette Branch Prison	897	0	897	
Michigan Reformatory	1,161	1	1,160	
Muskegon Correctional Facility	1,276	0	1,276	
Newberry Correctional Facility	1,081	1	1,080	
Oaks Correctional Facility	1,039	9	1,030	
Pemall Correctional Facility	1,575	505	1,070	10
Richard A. Handlon Correctional Facility	1,184	0	1,184	
Saginaw Correctional Facility	1,431	3	1,428	
St. Louis Correctional Facility	1,138	0	1,138	
Thumb Correctional Facility	988	307	681	7
Women's Huron Valley Correctional Facility	1,652	288	1,364	4
Woodland Center Correctional Facility	355	20	335	1
<b>Total</b>	<b>37583</b>	<b>3800</b>	<b>33783</b>	<b>68</b>



# Continuing to Protect our Legacy

MCO Central Conference

Andy Potter, Executive Director

July 14, 2020



# Michigan Civil Service Commission

The Commission is empowered by the Michigan Constitution of 1963 (Article 11, Section 5), to:

- classify all positions in the classified service according to their respective duties and responsibilities,
- fix rates of compensation for all classes of positions,
- approve or disapprove disbursements for all personal services,
- determine by competitive examination and performance exclusively on the basis of merit, efficiency and fitness the qualifications of all candidates for positions in the classified service,
- make rules and regulations covering all personnel transactions, and
- regulate all conditions of employment in the classified service.

The commission is charged with translating this mandate into action to help the state meet the challenges of the workplace of tomorrow.

## Michigan Civil Service Commission Attacks Timeline

### 2012 Right-to-Work

- Authored by Jase Bolger.
- Ideology / Strategy put in motion to weaken/crush Unions.
- It didn't work.
- MCO continued to fight back and membership stood at 97%.

### 2015 MCO Restructured

- Stayed Strong.
- Continued to work for members.
- Prepared for future attacks.

### 2017 Civil Service Rules and Reg Changes

- Administrative leave was stripped from contract having a direct effect on the way MCO conducts Union business. Went into effect in 2019.

### 2019 2nd Round Civil Service Rules and Reg Changes

- MCO prepared leaders at institutions.
- Stood strong at 94% membership.
- Effects – stripped us of B.U. rights (Shift, vacation, seniority, vacation).
- Laid down a strategy because we were prepared from 2017.
- Whatever they took we were going to use our leverage to replace it with departmental policies to get them close to what we lost.

### 2020 3rd Round Civil Service Rules and Reg Changes

- The attacks continue.

## Budget Situation Summaries

### Current Fiscal Year Budget (FY'20) Budget Situation

The state legislature and Governor Whimer agreed to shift around nearly enough federal money to fill the \$2.2 billion hole in the Fiscal Year (FY) 2020 budget without funding cuts to schools, universities, and local governments. They also passed and signed into law SB 690 which will appropriate 880.1 million in supplemental dollars

The plan calls for the state government to find \$490 million in cuts in the current budget through state hiring and spending freezes, layoffs and other changes in state government. Where those cuts are coming from was not announced today because that has not been completely ironed out yet.

Through the plan, \$350 million is being used out of the state's \$1 billion rainy day fund. The rest of the hole is being filled using federal CARES Act money to replace the state revenue that isn't coming in because the economy was shut down to slow the spread of the coronavirus.

With the agreement, the state is claiming \$3 billion in Coronavirus Relief Funds (CRF), which have been used to address the costs incurred from facing COVID-19. The deal only addresses the current budget year, which ends Sept. 30. In short, the agreement to solve the combined General Fund and School Aid shortfall includes the following:

\$350 million from the Rainy Day Fund

\$490 million Savings achieved through the state hiring and discretionary spending freezes, layoffs, and other identified savings in state government

\$475 million Public safety costs now eligible for federal coronavirus relief funds (CRF)

\$256 million State Aid reductions to schools

\$200 million State Aid reductions to universities and community colleges

\$97 million State Aid reductions local governments

\$340 million Continuation of the enhanced federal Medicaid matching funds, reducing GF appropriated for COVID response costs now eligible for federal CRF funds, and other savings



# Michigan Corrections Organization

## Service Employees International Union Local 526M

421 W. Kalamazoo Street, Lansing, MI 48933  
Phone (517) 485-3310 Fax (517) 485-3319  
www.mco-seiu.org



### MCO Legal Department

*Jeff Foldie, Legal Director ~ Shawn Davis, Legal Associate  
Stephanie Short, Grievance Coordinator*

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June 29, 2020

Michigan Civil Service Commission  
C/O Mr. John Gnodtke, Esq.  
400 South Pine Street  
Lansing, MI. 48933

**Re: *Public Commentary on Proposed Rule Changes (Dues and Re-authorization)***

Madam Chairwoman and Commissioners,

This is the Michigan Corrections Organization's summary of public commentary for proposed Rule changes concerning 6-7.1 (Payroll deduction) and 6-7.2 (Authorization & Notice).

***Ongoing deduction of fees based on old authorizations is problematic.***

- SPDOC 20-06, author: Jan Winters, State Personnel Manager. June 5, 2020

***"This simply informs them of their rights every year; this is not an anti-union; it is entirely pro-worker."***

- Jase Bolger, Michigan Civil Service Commission. Detroit News, June 6, 2020

"Old authorizations" are not problematic, and the need to create "pro-worker" rules is simply a pre-text to attack collective bargaining rights of classified civil servants. History supports this notion.

Recall that *UAW v. Green* was decided in 2015. During this period, the Commission made amendments to rule 6-7. At that time, the Commission held that **any prior dues authorizations** were treated as valid. Commissioners Barrett and McClelland were on the Commission at that time<sup>1</sup>.

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<sup>1</sup> SEE Minutes to Civil Service Meeting, September 16, 2015 at 2, para. C.

Finally, the state developed a system that allows employees to make dues deduction selections by logging into the system and pushing a button. Employees have been signing in and out of unions on their own volition since RTW has become the law of Michigan. Now, in a thinly veiled attempt to defund unions, and strip collective bargaining power from the working class, Bolger asserts this is “pro-worker.”

In 2017, the MCO and the Employer went to the bargaining table over a single issue: *recruitment and retention of employees*. The prison system was so low on staffing that officers were burning out from mandatory overtime. The Employee Relations Board, acting as the Impasse Panel, recommended to the Commission **to send the parties back to the table** to help resolve the officers’ plight. The Commission flatly rejected this recommendation. Seems like that would have been a perfect time to show just how “pro-worker” Bolger was. Instead, he voted against the recommendation.

In closing, this Commission should rethink its decision to go forward on its proposed amendments. The proposed amendments are inefficient, outside the requirement of any existing body of law, and lacks merit for purposes of justification. There exist no problems with pre-approved dues authorization that could not be worked out between the appointing authorities and the bargaining units.

On behalf of the MCO,

/s/ J. Martin Foldie

J. Martin Foldie, Esq.  
MCO Director of Legal Affairs

# How to Sign Up for Union Membership

Now that you've heard about the benefits, protections and resources MCO brings to its members, there is one last step you must complete to join the Union:

## Speak with a representative at MI HR Self-Service by dialing 877-766-6447

Fast, Secure and Instant. Between the hours of 8:00a.m. and 5:00 p.m., Monday through Friday, state employees can use their social security or employee identification number and be connected with a live Michigan HR specialist. Once on the phone, **tell the representative you wish to Authorize Dues Deduction EC01.**

OR

## Visit the HR Self-Service Online Portal

In the event that speaking with a live representative is not an option, state employees can go online and visit <https://miloginworker.michigan.gov/mcsc/lawson/portal/>

**Please Note:** Mobile device browsers are **unsupported**, but the portal is still accessible by requesting the desktop site on a mobile device/tablet. To do this, visit the above link. You will then receive an error message that states your browser is not supported, navigate to your browser settings (three dots in the right-hand corner in Google Chrome and a square with an upward arrow in the bottom middle of Safari) and select "Request Desktop Site". This will refresh the page as the desktop site and allow you to log in.

Also, any deduction changes, including dues, cannot be made Sunday through Wednesday of the first week of each pay period, but deductions can be changed by calling **877-766-6447** and speaking to a live MI HR Self-Service representative.

## Navigating the HR Self-Service Online Portal

After you login, go to the **search** bar, located in the upper right hand corner, type **DUES**.

Where you see "opt into one of the deduction codes listed below", **select "EC01"**

On the next screen, click **AUTHORIZE**

## Problems Logging In?

**New Employees:** Login information is mailed to the home address on file or can be emailed if you have a valid State of Michigan email address. If you do not receive login information within two weeks of your hire date, email HRMN Central Security at [HRMN-Central-Security@michigan.gov](mailto:HRMN-Central-Security@michigan.gov).

**Temporary Pin:** Employees that have not completed their Security Questionnaire will receive a Temporary Pin. Once your Security Questionnaire is complete, you will receive a new Password.

# The **ADVANTAGE**

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## OF A GREAT UNION

**1**

### **Voting Rights**

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

**2**

### **Bargain Contracts**

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

**3**

### **Legal Representation**

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

**4**

### **Public Advocacy**

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

**5**

### **Crisis Fund**

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

### **Exclusive Discounts**

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

**6**

### **Political Representation**

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

**7**

### **Publications**

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

**8**

### **Run for Union Office**

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

**9**

### **Esprit De Corps**

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

**10**





# UNION

VS

# NON-UNION



YES! With the MCO-SEIU Free College Benefit, you do not have to pay out of pocket for tuition, fees or e-books at Eastern Gateway Community College

**FREE COLLEGE**

**NOPE!**

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

**BARGAIN CONTRACTS**

**NOPE!**

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

**VOTING RIGHTS**

**NONE!**

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

**PUBLIC ADVOCACY**

**NOPE!**

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

**LEGAL REPRESENTATION**

Limited to PA 348 of 2012 (RTW)

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

**PUBLICATIONS**

**NOPE!**

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

**DISCOUNTS**

**NONE!**



MICHIGAN CORRECTIONS  
ORGANIZATION - SEIU LOCAL 526M

# FREE COLLEGE BENEFIT

A GUIDE FOR MCO MEMBERS

## EVERYTHING YOU NEED TO KNOW

### HOW IT WORKS

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

### FREE COLLEGE BENEFIT THROUGH MCO UNION MEMBERSHIP

At the academy or in the institution, officers who choose to become members of the union become eligible for unique educational advantages. The MCO-SEIU Free College Benefit is an investment in you and your future. With the Free College Benefit, members do not have to pay out of pocket for any tuition, fees or e-books at Eastern Gateway Community College—resulting in cost savings of thousands of dollars!

### HOW DO I GET STARTED?



Michigan needs corrections officers! If you are considering a career in the Michigan Department of Corrections, you must first apply for employment through the State of Michigan.

You can do so by visiting [www.michigan.gov/mdocjobs](http://www.michigan.gov/mdocjobs) or contact MDOC Training Division at 517-241-7359 or by email at [MDOCJobs@michigan.gov](mailto:MDOCJobs@michigan.gov)



#MCOADVANTAGE



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



BALANCE

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



FLEXIBILITY

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



CREDIBILITY

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



ASSURANCE

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

**July 2020 - Central Conference**  
Michigan Corrections Organization  
Political Report – Jonovan Luckey

➤ **Legislative - Recap and Update (Previous Legislation)**

➤ **Memorial Highway – HB 5923**

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

**Referred to committee on Transportation and Infrastructure**

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

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

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

**Representative Alexander's plan for a dedication ceremony has been delayed due to COVID-19 Pandemic. It will possibly take place Fall 2020**

➤ **Suicide Prevention Commission – SB 228**

Senate Bill 228 would create a Suicide Prevention Commission to work with state departments and nonprofit organizations on researching causes and underlying factors of suicide and to prepare a report for the legislature with recommendations for reducing risk factors with yearly updates thereafter. The bill would sunset the commission at the end of 2024.

**Introduced on 3/19/2019, referred to Senate Committee on Health Policy and Human Services**

**Passed Senate on 5/7/2019, referred to House Committee on Health Policy**

**Referred to House Committee on Ways and Means on 9/5/2019**

**Passed House on 9/24/2019 with adopted substitutes and given immediate effect, returned to Senate**

**Signed by Governor and assigned PA 177 of '19 on 12/20/19**

**Executive Board Member Cary Johnson has been appointed to the commission**

➤ **Targeting - Separate Crime for Targeting Victim Based on Employment – HB 4337,4338,4339**

House Bills 4337 and 4338 would amend the Michigan Penal Code (MPC) by adding new sections that would create additional felonies for targeting a victim based on his or her actual or perceived employment.

House Bill 4339 would amend the Code of Criminal Procedure by creating sentencing guidelines to accompany the newly proposed felony offenses.

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

**Introduced on 3/12/2019, referred to House Committee on Judiciary**

➤ **Disarming Law Enforcement Officer or Corrections Officer Using Force – HB 4315 and 4316**

House Bill 4315 would amend the Michigan Penal Code to add an enhanced felony penalty to those described above for using force or violence or causing the peace officer or corrections officer to suffer a serious or aggravated injury when taking a firearm. For the enhanced penalty to apply, all of the following circumstances would also have to exist at the time the person takes the firearm: ☐ The individual knows or has reason to believe that the person from whom the firearm is taken is a peace officer or corrections officer. ☐ The officer is performing his or her duties as a peace officer or corrections officer. ☐ The firearm is taken without the consent of the officer. ☐ The officer is authorized by his or her employer to carry the firearm in the line of duty.

Taking a firearm using force or violence or causing a serious or aggravated injury would be a felony punishable by imprisonment for up to 20 years or a fine of up to \$5,000, or both.

A current provision that allows an individual who disarmed a peace officer or corrections officer to be charged with or convicted of any violation of law committed while disarming the officer would also apply to the violation added by the bill.

A current provision that allows a term of imprisonment imposed for a violation to run consecutively to any term of imprisonment imposed for another violation arising from the same transaction would also apply to situations in which a person used force or violence to disarm an officer. In addition, the bill would specify that if the peace officer or corrections officer suffered a serious or aggravated injury as a result of the violation, the term of imprisonment could be served consecutively to and preceding any term of imprisonment imposed for another violation arising from the same transaction.

House Bill 4316 would amend the sentencing guidelines in the Code of Criminal Procedure to specify that disarming a peace officer of a firearm using violence or force or causing a serious or aggravated injury is a Class C felony against a person with a 20-year maximum term of imprisonment.

The bill is tie-barred to HB 4315, which means that it cannot become law unless HB 4315 is also enacted.

**Introduced on 3/12/2019, referred to House Committee on Judiciary**

**Passed House of Representatives on 10/2/19**

**Transmitted to Senate and referred to Senate Committee on Judiciary and Public Safety on 10/8/19**

➤ **State Employee and Public School Retirement Annuity Options – HB 4274 and 4275**

House Bills 4274 and 4275 would respectively amend the Public School Employees Retirement Act and the State Employees' Retirement Act to provide annuity options for employees and retirees in the defined contribution (DC , 401(k)-style) retirement plans provided through either the State Employees Retirement System (SERS) or the Michigan Public School Employees' Retirement System (MPSERS).

House Bill 4274 would revise the requirements related to annuity options that were added to the Public School Employees Retirement Act by 2017 PA 92. The bill would require that the annuity options allow DC participants to purchase an annuity while they are employed. The options would have to allow a DC participant, while employed, the ability to purchase a fixed rate annuity and the ability to purchase a variable annuity with an available guaranteed lifetime income option.

House Bill 4275 would require SERS to offer DC participants access to at least one fixed annuity option and at least one variable annuity option, in addition to currently offered investment options. The options would have to allow a DC participant, while employed, the ability to purchase a fixed rate annuity and the ability to purchase a variable rate annuity with an available guaranteed lifetime income option.

**Introduced on 2/28/2018, referred to House Committee on Financial Services**

**Referred to House Committee on Appropriations on 6/12/19**

**Passed House of Representatives on 2/18/20**

**Transmitted to Senate and referred to Senate Committee on Appropriations on 2/19/20**

## ➤ Legislative – Update on Recent Bills (Current Legislation)

### ➤ **Heroes Act – H.R. 6800 (Federal Legislation)**

The Heroes Act is a comprehensive coronavirus response bill that has been introduced by House Democrats to address some of the challenges that have been created by the COVID-19 pandemic. This bill outline provisions designed to address issues for workers, states and local municipalities, totaling a little more than \$3 trillion . Here is a list of some provisions within the bill that address some of our concerns:

**Premium Pay for Essential Workers** -- Allows employers to apply for grants to implement higher pay for essential workers. They will receive \$13 per hour premium pay on top of regular wages, up to \$10,000 (“highly compensated” essential workers earning above \$200,000, up to \$5,000) for work performed from January 27, 2020 until 60 days after the last day of the COVID–19 Public Health Emergency. “Essential workers” are broadly defined as workers at businesses which state or local officials have determined must stay open to serve the public during the COVID-19 emergency, and any other worker who cannot telework and who the State or local government deems to be essential during the COVID-19 pandemic.

- Corrections officers are outlined specifically as a group to receive this pay on page 1535 of the bill. (I have attached highlighted copies of this portion of the bill, and the law enforcement definition to this e-mail)

**Encourages a coordinated approach to production and distribution of PPE** - Expands the use and oversight of the Defense Production Act to determine needed equipment, increase the production and supply of tests, PPE, ventilators, medicines, and other medical equipment, and decrease the disruption of critical deliveries to state and local governments. The legislation also requires the President to appoint someone to coordinate federal efforts to distribute medical supplies and equipment related to COVID-19, including PPE.

**Testing, tracing and treatment** -- Provides another \$75 billion for coronavirus testing, contact tracing and isolation measures, ensuring every American can access free coronavirus treatment, and supporting hospitals and providers

**Child Care and Family support for essential workers** -- Provides \$12.15B in funding to provide child care or adult care services for essential workers, including health sector workers.

**State and Local support** -- Provides nearly \$1 trillion to state and local governments to support core services like affordable housing and education. This includes \$90 billion allocated to states to support K-12 schools and for public higher education institutions too, among other things, support hourly workers and adjunct and contingent faculty.

**Introduced in U.S. House of Representatives on 5/12/20**

**Passed U.S. House on 5/15/20**

**Read the second time. Placed**

### ➤ **Delaying Budget Bills Deadline – SB 963**

Senate Bill 963 is a bipartisan bill Senate Bill 963 sponsored by Senators Curtis Hertel and Jim Stamas would amend the Management and Budget Act to delay until 2021 the implementation of a provision requiring the legislature to pass and present to the governor general appropriation bills for the upcoming fiscal year by July 1.

The provision was added by 2019 PA 160 and currently provides a July 1, 2020, deadline for passing and presenting budget bills for the 2020-21 fiscal year.

**Introduced on 6/10/20, referred to Senate Committee of the Whole**

**Passed by Senate on 6/16/20, referred to House**

**Passed by House on 6/23/20**

**Signed by Governor on 7/1/20**

➤ **First Responder Tax Holiday – SB 900**

Senate Bill 900 excludes from gross income, for income tax purposes, wages and other income up to \$50,000 of qualified first responders, \$100,000 for joint filings if both people are qualified first responders for the period beginning on February 15, 2020, and ending on June 15, 2020. A *qualified first responder* is any individual (1) who is a physician, nurse, pharmacist, law enforcement officer, corrections officer, firefighter, emergency medical technician, or paramedic who provides services in a county with at least one confirmed case of COVID-19.

The includes language that allows for the extension of the exclusion for an additional three-month period to September 15, 2020, if it is determined that the COVID-19 emergency is likely to be ongoing during the extended period.

**Introduced on 4/30/2020, referred to Senate Committee on Finance**

➤ **Worker’s Compensation Benefits – SB 906**

Senate Bill 906 would amend section 405 of Michigan Compiled Law 418.405 to allow employees who suffered an injury or illness due to the first responders contraction of COVID-19 in the course of employment during an emergency declared by the governor to qualify to receive benefits from the first responders presumed coverage fund.

**Introduced on 4/30/2020, referred to Senate Committee on Government Operations**

➤ **State Employee Whistleblower Protection Bills – SB 686**

Senate Bill 686 would create a new act to prohibit a state department or agency or a member or office of the Senate or House of Representatives from taking disciplinary action against certain state employees for communicating with certain individuals in the legislative branch of state government.

**ARGUMENTS:**

**For:**

The bill would fix a hole in current law by providing protection to civil service workers and nonpartisan legislative staff when bringing a concern to a legislator or engaging in advocacy or offering an opinion on policy or procedures with legislative staff. Employees could still face disciplinary action or be subject to criminal penalties if the communication with legislators or legislative staff included information prohibited under state statute from disclosure to unauthorized persons.

**Against:**

A concern was raised that the bill appears overly broad and vague as to the type of communication it would protect from disciplinary measures. Beyond ensuring that civil service workers and legislative staff are not prevented from exercising a free speech right or talking over concerns with legislative staff, the bill could be seen as giving broad protection even to a worker making a false claim against his or her employer or fellow employees.

**Introduced on 12/10/2019, referred to Senate Committee on Oversight**

**Passed Senate on 2/26/2020, referred to House Committee on Judiciary**

**Referred to House Committee on Oversight on 2/26/20**

**Passed House of Representatives on 6/24/20**

**Vetoed by Governor on 7/8/20**