

MINUTES OF:
MCO Central Committee
SEIU Local 526M
October 20, 2021

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, Doug Gilbertson, Pat Mayo, Brian Mattice, **ARF** Mike Lennox, Eric McDonald, Dustin Leary, **CFP** Wendy Roberts, Dorothy Jones, Marilyn Sanders, **DDC** Marcus Collins, Sean Dorsey, **DRF** Garrett Heightchew, Erik Schafer, Cole Antcliff, **ECF** Mark Dunn, Eugene Miston, Tommy Morrow, **FOA** Alejandro Echols, **IBC** Lorraine Emery, Jay Cooley, Ian McVaughn, **ICF** Chadd Dill, Matthew Wellman, Ben Fralick, **JCF** Gordon Bloom, Ronda Dittenber, Cary Johnson, **JCS** James Brazier, Tiffanie Williams, **KCF** Nathan Ferraro, Josh Labelle, Mandy Zavala, **LCF** Michael Hull, Austin Lawless, Jon Hoath, **LMF** Tim Fleury, Kevin Graves, Michael Eubanks, **LRF** Jameson Clark, Wesley Wade, Joseph Schmidt, **MBP** Ken Holman, Steve Leboeuf, **MCF** Johnathon Brandt, Christopher Moe, Shannon Thompson, **MRF** Johnny Hill, Robert Artman, Marlon Thomas, **MTU** David Pasche, Greg Stoddard, Steve Unger, **NCF** Chris Takala, Josh Ward, David Int-Hout, **RGC** Erik Shafer, Paul Maduka, Paul Jones, **RMI** Tyler Everts, Jeffrey Guy, **SLF** Ray Sholtz, Eddie Hendershot, Joshua King, Logan Covington, **SMT** Lori Conant, Douglas Udey, **SRF** Brandon Page, Jesse Swartz, Ernest Huizar, **STF** Dustin Dively, Nathan Reniewicz, Ed Cooley, **TCF** Sean Bonesteel, Jay Whitman, Thomas Goodfellow, **URF** Byron Osborn, Richard Benson, Chris Chancey, Roy Headley, **WCC** Ryan Green, Timothy Heffernan, **WHV** Georgi Stan, Eboni Chavers, Amber Dotson

Staff Present: Stephanie Short- Grievance Coordinator; Jeff Foldie- Legal Director; Shawn Davis-Legal; Cindy Kogut- Book Keeper and Human Resources; Lori Iding- Administrative Assistant to the COS; Adam Earley- Member Specialist.

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.

Ed Clements' Report (Treasurer):

Financial Statements and Supplementary Information was presented to Central Committee. Motion by Lorraine Emery. Supported by Paul Jones, to accept as presented. Motion Carried.

Cary Johnson's Report (Recording Secretary):

- The minutes for the MCO Central Committee meeting for July 14th, 2020. Motion to approve by Paul Jones, Supported by John Hoath. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for August 17th, 2020, Motion to approve by Rick Benson, Supported by Paul Jones. Motion carried.

- The minutes for the State Executive Board and Board Appeals meeting for September 29th, 2020, Motion to approve by Lorraine Emery, Supported by John Brandt, Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for October 15th, 2020, Motion to approve by John Brandt, Supported by Lorraine Emery. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for November 12th, 2020, Motion by Michael Eubanks to approve, Supported by Ed Cooley. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for December 9th, 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 January 13th, 2021, Motion by Lorraine Emery to approve, Supported by Paul Jones, Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for February 10th, 2021, Motion to approve, Michael Eubanks, Supported by John Brandt. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for March 15th, 2021, Motion to approve, Lori Conant, Supported by John Brandt. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for April 15th, 2021, Motion to approve, Paul Jones, Supported by Lorraine Emery. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for May 18th, 2021, Motion to approve, John Brandt, Supported by Deb Sanders. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for June 23rd, 2021, Motion to approve, Paul Jones, Supported by Shannon Thompson. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for July 22nd, 2021, Motion to approve, Michael Eubanks, Supported by John Brandt. Motion carried.
- The minutes for the State Executive Board and Board Appeals meeting for August 11th, 2021, Motion to approve, Shannon Thompson, Supported by Paul Jones. Motion carried.

Cary Johnson's Report:

Wellness- Informed central of the frustrations of the MDOC's idea of proactive wellness for Officers moving forward.

WIC- Solicited new delegates to join Women in Corrections.

Ray Sholtz's Report:

***See Attached**

Byron Osborn, President's Report-

- Update on Reauthorizations.
- Discussed mandatory overtime issues around the state.
- Reported on Non-Custody Employees working custody assignments in lieu of mandatory overtime.
- Update on forced use of leave credits for quarantine periods.
- Reported on the recent 12 Hour Shift votes at TCF and WCC. Clarified how 12-hour shift votes come about and how the Department authorizes them.
- Reported on the tentative agreement and how the impasse panel works.

LUNCH

David Pasche's Report:

Gun Raffle-

Winners are: Dave Pasche presented. Cindy Kogut drew names.

| | | |
|------------------|-------------------|------------------------------------|
| 1 st | SLF D. White | \$1,000.00 |
| 2 nd | URF Stinalley | Centerpoint Crossbow |
| 3 rd | IBC Jacob | AR/ Smith and Wesson |
| 4 th | LMF Mackie | Ruger Bolt Action |
| 5 th | ICF Graticher | Savage 110 Hunter |
| 6 th | MTU Greg Stoddard | Henry Golden Boy |
| 7 th | MBP Bruce | Ruger Ameri-Ranch |
| 8 th | (?)Lonnie Potts | 10/22 (LR) |
| 9 th | DRF Paul Wright | GForce Arms Semi-Auto |
| 10 th | KCF Marc Fountain | Two Nights at the Great Wolf Lodge |

Ray Sholtz presented the proposed bylaw changes.

Lorraine Emery at the mic opposes the bylaw change due to the age of the IBC members. Motioned 90 Days- Amended to include the academy. 90/90 Supported by Lori Conant. The motion failed to gain 2/3 support. Failed (44 yes, 35 no)

Dustin Leary ARF. Suggested 30-day grace period for reauthorization of dues. Cited possible errors in the reauthorization process.

Motion by Bob Artman, Supported by Mike Hull- 90 grace period for the new hires and retain 180 days for everyone else. Vote- 64 yes votes, motion carried by greater than 2/3

Proposed bylaws change for chapter elections being moved to November- Motion by Michael Eubanks ECF to adopt the proposed change. Supported by Ben Fralick ICF. Vote- 77 yes votes, motion carried by greater than 2/3.

Marcus Collins' Report-

Uniform Committee – Reported on the MDOC's approval of polos.

Mark Dunn's Report-

Retirement Committee update.

Motion to adjourn by Lorraine Emery at 4:00 pm, Supported by Eric McDonald. Meeting adjourned.

MCO CENTRAL CONFERENCE

October 20, 2021

Vice President / Chief of Staff Report

Recruitment

- Structure.
 - Regional recruitment teams led by staff / leader.
 - Training (to be held near the facility chosen as the pilot).
 - Recruit volunteers (team members).
 - Volunteer forms handed out at registration and will be emailed to chapter presidents. Please post and distribute at facility (example on slide 4).
- Year-long pilot program.
 - Year-long pilot but the goal is once we are established, we would expand to transition into another invested area.
 - Projected start time is January 2022.

Recruitment Volunteer Interest Form

MCO is creating a pilot program to help recruit new Corrections Officers across the state. We are hoping for 2 pilot facilities. These forms are the basis for MCO to determine which facilities will be selected. The facilities with the most volunteers will be chosen. We hope to start this pilot program in January. This is a year-long pilot, but the goal is once we are established, we would expand to transition into another region.

Name: John Doe

Address: 421 W. Kalamazoo St. City: Lansing Zip: 48933

Cell #: 517-485-3310 Can we text you? Yes / No (circle one)

Personal Email Address: Johndoe@gmail.com

Facility: JCF Shift: 6am – 2pm RDO's: Monday and Tuesday

If you are military, what branch? United States Army

If you are or have been in the National Guard or Reserves, would you be willing to recruit there? Yes / No (circle one)

If yes, please identify your unit location. 182nd Field Artillery Battalion – Lansing

| | | | | | | |
|---------------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Please indicate days available: | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
| | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Times available: | From: <u>8am</u> | To: <u>1pm</u> | From: <u>6pm</u> | To: <u>8pm</u> | | |

Assuming they are local, would you be willing to recruit at the high school or college you attended? Yes / No (circle one)

If yes, please identify your high school and / or college.

Waverly High School - Lansing Lansing Community College

Signature: _____ Date: 9/29/21

Please return to your chapter leader or send to Lori Iding either by mail (421 W. Kalamazoo St., Lansing, MI 48933, by fax (517-485-3319) or by email (lori@mco-seiu.org).



Recruitment Event Form

Event Name: BWL Chili Cook-off

Location: Lugnut's Stadium, 505 E. Michigan Ave., Lansing, 48912

Date: October 15, 2021 Time: 5pm – 9:30pm

Approximate number expected to attend the event: 1,000 people

What resources will you need? Tent, table, banner, some sort of giveaway, flyers and 5 people to man the event.

Do you have any personal connections to this event to get us in the door? If so, what are the connections? My wife works in the ticket office.

Your name: John Doe

Cell #: 517-485-3310 Can we text you? Yes / No (circle one)

Personal Email Address: Johndoe@gmail.com

Facility: JCF Shift: 6am – 2pm RDO's: Monday and Tuesday

Signature: _____ Date: 10/1/21

Please return to Adam Earley either by mail (421 W. Kalamazoo St., Lansing, MI 48933), by fax (517-485-3319) or by email (adam@mco-seiu.org).

Recruitment (cont.)

- Staff and the board are invested in this program. Show us that you are interested, and we will help you.
- All recruitment suggestions and questions go to Lori Iding.
Lori@mco-seiu.org, 517-485-3310, ext. 142.

Reauthorization of Union Dues

World We Live in Now

- Everyone must reauthorize every year or your dues will stop.
- Importance of reauthorizing.

Reauthorization of Union Dues

Structure

- Lead RA team (Ray Sholtz, Lori Iding, Shawn Davis, Adam Earley).
 - Built a process to get MCO membership to reauthorize by the October deadline.
 - Developed a toolkit for the facility teams to use.
 - Put together regional RA teams to assist their facility teams.
 - Oversees and assists RA teams when needed.

Reauthorization of Union Dues

Structure (Cont.)

- 7 regional RA teams of 2, consisting of 1 board member and 1 staff member.

Region 1

Tim Fleury, Jeff Foldie

MBP, LMF, NCF, URF,
KCF

Region 2

Ed Clements, Shawn
Davis

AMF, SLF, STF, SRF

Region 3

Mark Dunn, Mikaela
Bliven

ECF, MCF, LRF, DRF

Region 4

Dave Pasche, Anita
Lloyd

MTU, IBC, RMI, ICF

Region 5

Cary Johnson, Adam
Earley

JCF, RGC, JCS, SMT,
FOA

Region 6

Marcus Collins,
Stephanie Short

DDC, MRF, WCC, TCF

Region 7

Georgi Stan, Cindy
Kogut

WHV, CFP, ARF, LCF

WHY BELONG TO THE UNION

Bargaining Info:

MCO bargained wages and health care in the fall 2019 that called for 6% in wage increases over two years, plus health care enhancements and the return of pre-shift in which started in October 2020. Read more at <https://www.mco-seiu.org/2019/10/11/bulletin-mco-reaches-bargaining-agreement-that-includes-raises-pre-shift-and-healthcare-enhancements/>.

Longevity:

- Longevity remains in the contract and starts paying as of 5 years of service completed.
- 5-8 years \$260.
- 9-12 years \$300.
- 13-16 years \$370.
- 17-12 years \$480.
- 21-24 years \$610.
- 25-28 years \$790.
- 29 years and over \$1,040.

Clothing allowance:

- Officers under the current contract receive this benefit each October and pays \$575. This payment is adjusted if the member is hired within the fiscal year.

WHY BELONG TO THE UNION (Cont.)

Holidays:

- 12 paid Holidays, including Veterans Day, MLK Day and President's Day.

Attendance Incentive Pay:

- Up to \$400 per year

Physical Incentive Pay:

- Up to \$300 per year

Excellent Health care benefits:

- Health, Dental and Optical Insurance

Shift Differential:

- 5% above straight time hourly rates for 2nd and 3rd shifts

Birthday Leave:

- MCO member will receive 8 hours leave and must use it during the pay period where their birthday falls. The member must complete one fiscal year of service to be eligible

DOMs: After the Civil Service rules changes in 2019, MCO was successful in securing DOMs in the following areas: annual leave, overtime, assignments and transfers.

WHY BELONG TO THE UNION (Cont.)

List of political wins

Gun bills – HB 4159 and SB 516

- Allows for qualified current and retired corrections officers to carry in weapons free zones.

Drone bills – HB 5494, 5495, 5496, and SB 917 & 922

- The drone packages that passed prohibit the use of a drone to interfere with the operations of a facility or with the official duties of corrections officers. These bills also created real penalties and legal consequences for the use of drones.

Officers Jack Budd and Josephine McCallum Memorial Highway – HB 5923

- Designated a portion of I-94, in Jackson county as “Corrections Officers Jack Budd and Josephine McCallum Memorial Highway”.

Deputy Gatekeeper George Haight Memorial Highway – HB 4832

- Designated a portion of I-94, in Jackson county as “Deputy Gatekeeper George Haight Memorial Highway”.

Officers Dignity Initiative

- This initiative brought awareness and improvements to the handling of dress outs and sexual deviant behavior by inmates toward staff

Survivors Benefit

- Provides up to \$25,000 and 60 months of health benefits to the surviving spouses and dependents of officers killed in the line of duty.

Suicide Prevention Commission – SB 228

- Created a Suicide Prevention Commission to work with state departments and nonprofit organizations on researching the causes and underlying factors of suicide and to prepare and annually update a report for the legislature with recommendations for reducing risk factors. MCO State Executive Board Member, Cary Johnson has been appointed to this State Commission.