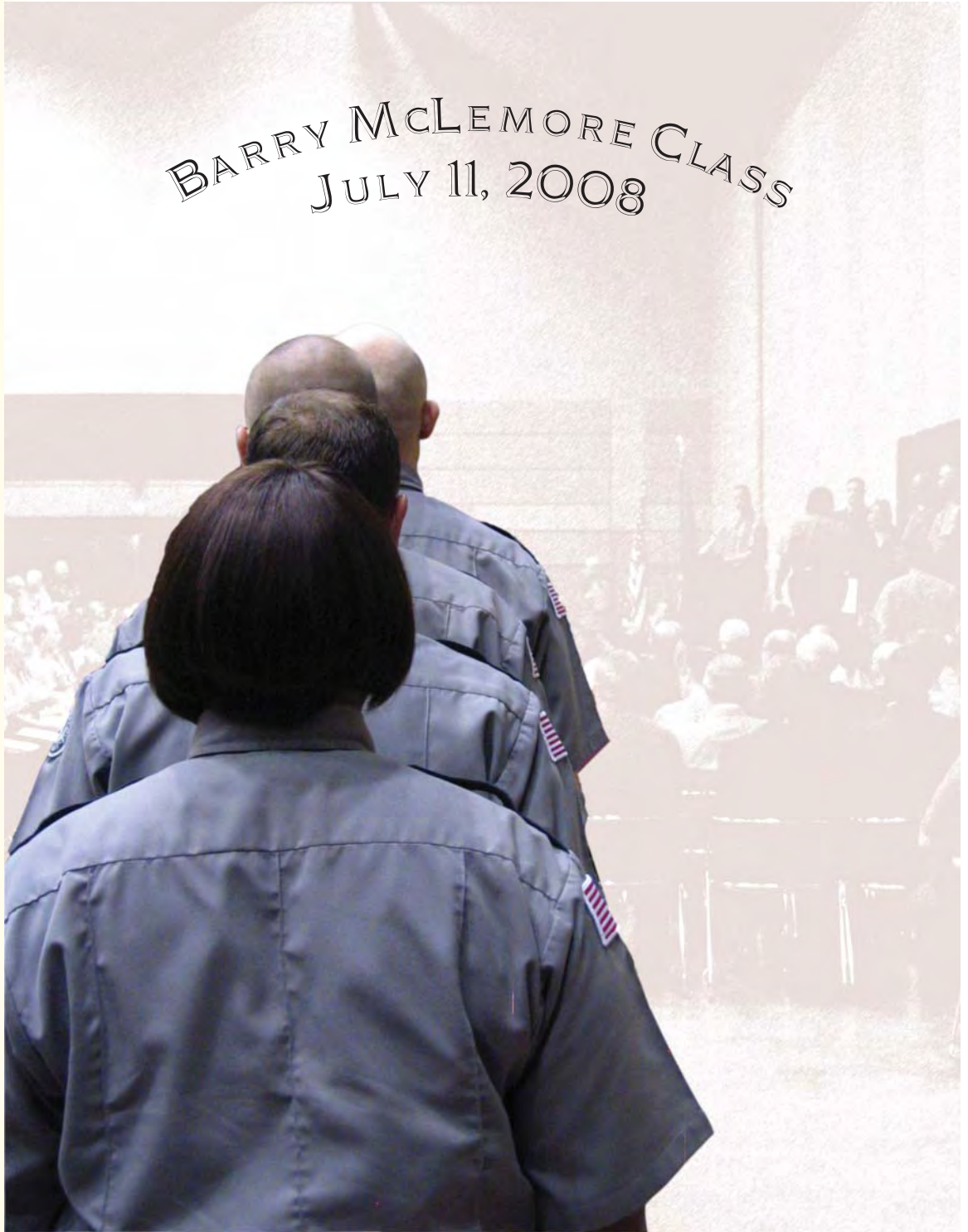




MCO REPORT

BARRY McLEMORE CLASS
JULY 11, 2008



LOCAL 526M



SEIU

Stronger Together

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PRESIDENTIAL PONDERINGS...

Corrections Officers everywhere won recently when justice was served on an inmate who made false allegations against an officer. An inmate at Camp Lehman made an unsubstantiated accusation against an officer at the Camp, who after investigation by the MSP, was exonerated. The MSP detective then asked for a warrant from the Prosecutor's office to charge the inmate with the felony of "making a false accusation of a felony." On July 25, 2008, with MCO Vice President Andy Potter and Camp President Rod Denley in attendance, the inmate received 23 months to 4 years, to be served consecutive to his current stint. Kudo's go out to the officer - Lisa Hanna (pictured below)



Tom Kudo



for holding her ground in this very trying situation. MCO would also like to publicly thank Crawford County Prosecutor John Huss (middle), Assistant Prosecutor Dave Sabin (white shirt) and MSP Detective Tim Lenhard (blue shirt). They all saw this through and made sure justice was served. In a time when COs face a troubled public image and a general lack of support these efforts to clear an officer and successfully prosecute the offender mean a lot in more ways than one.

Another courtroom win occurred in recent weeks when five more inmates who participated in the OCF Riot were charged with "willfully assisting in a

UNION NEWS

riot" and "assaulting prison employees." They will return to court on September 25th for a pretrial hearing. Two other inmates were convicted for their roles several months ago.

The officers at Carson City recently foiled an escape attempt thanks to their diligent work. They deserve some recognition for doing such a great job in the days of growing prisoner populations and dwindling ranks...causing us all to do more with less.

I encourage you to continue contacting your Legislators and Senators in Support of HB 5914 and SB 1222. These bills would provide an enhanced Retirement Contribution for covered employees hired in after 1997 by increasing the automatic contribution from the state from 4 to 6% and the match from 3 to 4%. In addition, please contact Martin Griffin (D-Jackson) who has specifically indicated that he opposes them. He can be reached at (517) 373-1795.

I have been back out on the road, visiting Saginaw Correctional (2nd shift), West Shoreline (1st & 2nd shift), HVM (2nd and 3rd shift), Brooks (1st shift), and attended COPS Day at the Ionia County Free Fair where I spoke with many officers and their families.

We are only minutes away from the MCO Crisis Fund Golf Outing, the single largest fund-raiser of the year. The Crisis Fund, whose monies come solely from donations, fund-raisers, 50/50 raffles and more, gives away more than \$20,000 each year to officers and their families in need. Right now, it is the Fund that is in need. There's still time to sponsor a hole or tee, so contact us today to show your support.

IN MEMORIAM

Retired Officer LaMart Hart, 58, passed away on June 26, 2008.

Officer Hart worked at the Huron Valley Correctional Facility for 8 years, before an inmate attack and residual injuries forced his retirement.



Officer Sherlene Riggs, 51, of the Huron Valley Womens Correctional Facility passed away June 13, 2008.

Officer Riggs served just over 20 years for the MDOC.

Officer James Franklin Taylor, Jr., 65, of the Cotton Correctional Facility, retired effective July 1, 2008, and died on July 4, 2008.

Officer Taylor served 23 years for the MDOC, and leaves behind a wife, four children and six grandchildren.

NATIONWIDE

On June 13th, **Officer Jose Rivera**, 22, an officer at the U.S. Penitentiary Atwater, was assaulted by two inmates with "homemade weapons" in a housing unit and stabbed to death.

Officer Donna Fitzgerald, 50, a 15 year veteran of the Tomoka Correctional Institution in Florida, was raped and killed.







Officials at the prison said that on June 25th, Fitzgerald entered a warehouse area after lights-out lockdown and found the inmate hiding and was attacked.



UNION NEWS

RMGN! BASICS...

The Reform Michigan Government Now! Initiative which may appear on the November ballot would take many steps to correct Michigan's government. Here's a few reasons why we think this proposal should be supported. In part it would...

-  -roll back the 38% increase lawmakers gave themselves in 2002
-  -make Legislators, judges, the Governor, Lieutenant Governor, Attorney General and Secretary of State have the same benefits after leaving office as retired state employees
-  -require annual public disclosure of income and assets for the same
-  -reduce the salaries of the Governor, Lieutenant Governor, Attorney General and Secretary of State by 25%, and judicial salaries by 15%
-  -allow no-reason absentee voting and require paper trails for all voting systems
-  -and much more. More details will be forthcoming as we near the November elections. *Stay tuned...*

MCO JOB OPENINGS

The MCO State Executive Board has authorized the hiring of two new staff. These jobs are part of a broader plan by MCO to build a stronger union.

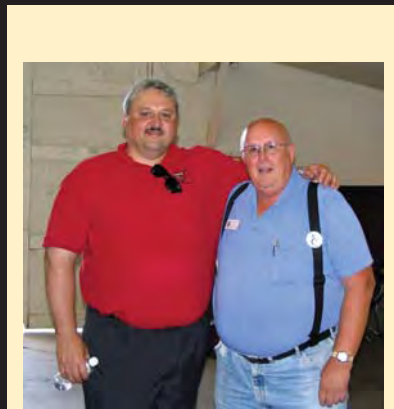
While the Job Description is still under construction, a few details are known. They will be salaried positions, paying approximately \$45,000/year, and among other things will require some irregular hours including weekends.

This will not be a typical MCO Labor Representative position...instead focusing on doing more with officers at the local level...building a more involved, educated, and participatory membership. The full job description and application process/deadlines will be posted in the KYI in the next couple of weeks. Stay tuned...

C.O.P.S. DAY AT THE IONIA FREE FAIR



MCO Member Lisa Tylutki (with unofficial MCO mascots Izzy & Tanner) took a vacation day to help out. We caught up with her chatting with MDOC staff at the COPS table.



MCO President Tom Tylutki with former MCO Treasurer Dave Cook

MCO Vice President Andy Potter with Bellamy Creek Shift Steward Lori Schliter and her husband, Officer Alan Augustine.

NOTE: Recreation Director Troy Ward from MR was tragically killed in a hit and run accident on July 31st. Troy was very active in the COPS Day Program and his dedication will be greatly missed.





ARBITRATION REPORT

By: John Bowers, Labor Rep.

In a recent Arbitration, the dispute centered on the interpretation of language that has been a part of the MCO Collective Bargaining Agreement since its inception. This language is contained in the “Make Whole” remedy in Article 10, Section C, and the annual leave accrual language in Article 28, Section D of the contract.

The language in Article 10, Section C, states, “If no disciplinary action is taken, the employee shall be made whole.” The language in Article 28, Section D, states in part “no annual leave shall be authorized, credited or accumulated in excess of the schedule below, except that an employee who is suspended or dismissed in accordance with this agreement and who is subsequently returned to employment with back benefits through grievance settlement or by an Arbitrator under Article 9, shall be permitted annual leave accumulation in excess of the schedule below”.

In this instance, two officers were accused, on separate occasions, of inappropriate contact with female inmates and placed on a paid suspension. The investigations did not substantiate any rule violations and both officers were returned to work with no disciplinary action being taken.

During the suspension pending investigation, however, both officers surpassed their annual leave cap. The disagreement between MCO and the Michigan Department of Corrections was whether the “make whole” remedy in Article 10, Section C of the contract was violated when the grievants were not allowed to accumulate annual leave in excess of the schedule established in Article 28, Section D.

MCO Executive Director Mel Grieshaber testified regarding his knowledge of the Collective Bargaining Agreement and his 25 + years at the bargaining table either as assistant negotiator or chief negotiator. He explained the intent of the language in Article 28, Section D, and Article 10,

Section C, and what was expected of the employer when a member is placed on paid suspension. MCO’s first contract dated February 1, 1981, contains language that states “no annual leave shall be authorized, credited or accumulated in excess of thirty days (240 hours), except that an employee who is suspended or dismissed in accordance with this agreement and who is subsequently returned to employment with back benefits by an Arbitrator under Article 9, shall be permitted annual leave accumulation in excess of 240 hours”.

In addition, Civil Service Rules and Regulations were used to shape the language of our initial contracts. As it relates to this issue, Regulation 5.09 states that “an employee is not allowed annual leave accumulation in excess of the maximum accumulation listed in column 3 of the annual leave table, except under the following conditions”...one of those conditions being “an employee is suspended or dismissed and is subsequently returned to employment with full service benefits.”

Over the years, new language was added as new scenarios presented themselves – arbitration decisions, P.A. 293 cases where the employee could not return to work after being injured, or grievance settlements. The Union believed that since the Department suspends officers with pay for a variety of work rule violations, the officer should not be harmed nor lose any benefits in any manner. Thus, the matter of making whole an employee after a paid suspension in regard to annual leave hours accrued during the suspension was the first arbitration of its kind at MCO.

The Employer, relying on the narrow interpretation of Article 28, Section D, argued that since the individuals did not return to work through a grievance settlement or by way of an Arbitrator, as the language in Article 28, Section D, states, they should not be permitted annual leave accumulation in excess of the cap. The Employer also argued that the officers on paid suspension could have used their annual leave, thereby avoiding the prob-

(con't on pg. 6)

OPEN ENROLLMENT BRINGS CHOICES

It’s that time of year again - open enrollment is Aug. 11 – 29 - which gives all benefits-eligible employees the opportunity to review health benefits and make new or different choices for the coming year. It’s also a chance to think about your stage of life and how the offerings might be relevant. Are you relatively healthy, or are you under the care of several specialists? Do you prefer one doctor to take care of all of your health care needs, or do you want to be able to see any doctor, whether they’re in- or out-of-network?

Here are a few other considerations when choosing a health care plan:

PROVIDER NETWORKS

Is your current provider in the network? Are you willing to travel to the other side of town for care, or do you want a doctor that’s near work or home? Do you want a doctor that’s affiliated with a specific hospital? Is the hospital in the network?

BENEFIT COVERAGE

Does the plan cover what you need (e.g., infertility, acupuncture, behavioral health)? Are there any benefit limitations on the services you’ll need?

IN- AND OUT-OF-NETWORK COVERAGE

Do you want flexibility to go outside the network? PPO plans offer employees the ability to seek care both in- and out-of-network. Seeking service out-of-network does come with a higher price tag, as you may have to meet a higher deductible and a co-insurance for out-of-network services.

Most HMOs require you to receive services in-network only. Most plans don’t cover services rendered by out-of-network providers.

MONTHLY PREMIUM SHARE

How much will a particular plan cost per month?

COVERAGE WHILE TRAVELING

When you travel within the United States or internationally, how will the plan cover emergencies, urgent care, or follow-up care?

(con't on pg. 6)

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



**McLEMORE CLASS
GRADUATES**

The ranks of those who wear the black and grey grew by 168 on July 11th when the Barry McLemore Class graduated at the Lansing City Center.

With the graduation of this class, our ranks have increased by over 500 new officers this year, and the MDOC budget calls for the hiring of another 700 in the next fiscal year.

The class namesake, Barry McLemore, joined

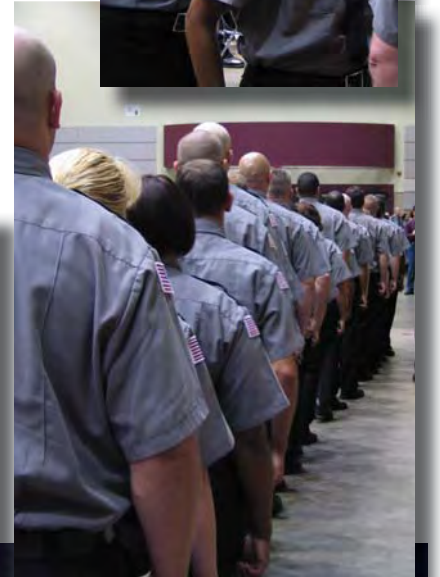
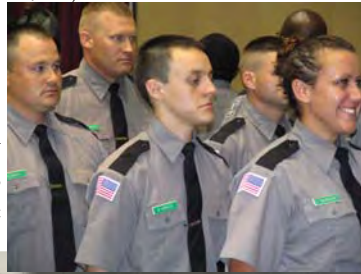


JACK L. BUDD AWARDEES
THOMAS SCHULTZ - WINNER
JOSEPH OBI - NOMINEE
JANAE MILLER - NOMINEE
WILLIE WILCHER - NOMINEE



the MDOC as an officer at the Muskegon Temporary Facility in 1987 after retiring from the Marine Corps. He served in various positions throughout the years including HR Specialist, Personnel Officer, Deputy Warden at Newberry and Alger, Warden at the State Prison of Southern Michigan and the Thumb Correctional Facility. He then served as Deputy Director of Administration & Programs, and Deputy Director of the Commission on Risk Assessment before retiring from the MDOC on July 1, 2007.

JOSEPHINE B. McCALLUM AWARDEES
DEMETRIUS SHEPHERD - WINNER
ROBERT ARTMAN II - NOMINEE
KENT VINSON - NOMINEE
JODIE HEARD - NOMINEE



Officers from the Barry McLemore class attended an OJT Reception at MCO Central on July 1st. While there, many used MCO's website to take action and write their Legislators about HB 5914 and SB 1222 that would provide an Enhanced Retirement for those officers under the defined contribution plan.



ARBITRATION REPORT (con't from pg. 4)

lem of going over the annual leave cap. As ridiculous as this sounds, the Arbitrator agreed with the Employer.

He states in his decision; "In the instant matter, the Grievants, were both suspended and placed on paid administrative leave for investigations regarding allegations of misconduct. The investigation did not result in any disciplinary action and both were returned to work and made whole under the provisions of Article 10. The problem arises since both Grievants, while on suspension, acquired annual leave which if credited would exceed the annual cap imposed by the collective bargaining agreement. Since neither Grievant was returned to work through a grievance settlement or by an arbitrator's decision, the employer relies on the provisions of Article 28 to deny the accumulation of excess annual leave. The Union contends that to deny the Grievants the right to accumulate the annual leave (excess leave) is to deny them the benefits of the "make whole" provisions of Article 10. Further, the Union argues there would be no logical reason to arbitrate a paid suspension that did not result in disciplinary action and the employee was returned to work with full pay and benefits restored. Therefore, since no grievance settlement or arbitrator's decision would result from such a suspension, whenever an employee reached his/her annual leave cap during the period of suspension, the employee would be denied a benefit if not allowed to accumulate the excess leave".

He goes on to say: "The Employer contends the contract provisions of Article 28 are unambiguous and should be interpreted as such. The Employer points out that Policy Directive 02.02.101 (Exhibit 8) specifically states, "Exclusively represented employees shall be governed by their collective bargaining unit agreement where in conflict with this policy." More importantly, Article 22, Section F - Effect of Civil Service Commission Rules and Compensation Plan, specifically states: If the subject of any such Rule or provision of the Compensation Plan, regarding a proper subject of bargaining is addressed in this Agreement, the provisions of this Agreement shall govern.

The Employer contends the Grievants could have used annual leave during the suspension period to avoid loss of their annual leave credits. The employer presented evidence that indicated similarly situated employees used leave for various reasons. See Exhibit II. The testimony

indicated there is no requirement for an employee to use annual leave at a particular time, however, there is (sic) any prohibition against using annual leave during a time of suspension. A party cannot acquire through the grievance process that which it could not achieve through collective bargaining. Jonathon Patterson testified the Union on September 11, 2007, and October 18, 2008, raised the subject of members being paid for leave accrued while on suspension. It was his opinion the Union was exploring a proposal rather than clarifying the parties' positions relative to the pending grievance matter. See Patterson notes being Exhibit 9."

The arbitrator was inferring the Union was attempting to receive a contractual benefit at arbitration that we could not get at bargaining. He states; "It is the Union's burden of proof that a contract violation has occurred. Both parties agree the Grievants reached their annual leave accumulation cap during the suspension period, and as a result of the application of Article 28 were denied the excess thereby losing leave credits. I am in sympathy with the Grievants as to the loss of leave credits, however, the loss was not inevitable. They could have used leave during the time of suspension and, therefore, avoid the loss of excess leave. Being on paid leave requires the employees to be available for the Employer during the employee's normal work hours. Use of leave during the suspension period would make sense, for example, if the suspended employee had scheduled a vacation or other event that would have otherwise required use of annual leave. The "make whole" provisions of Article 10 were fulfilled by the Employer. The Grievants were returned to work with full pay and benefits. To make whole is to place the Grievants in a position they would have been absent the suspension. Had the suspensions not occurred, the Grievants would not have been allowed to accumulate leave in excess of the annual leave cap. To allow the excess accumulation would be to bestow a benefit upon the Grievants not provided employees not placed on suspension".

While the Union believes the decision was a bad one, we must deal with it now.

OPEN ENROLLMENT (con't from pg. 4)

Will students away from home be covered?

PRESCRIPTION DRUG

Are your prescription drugs currently listed on the prescription plan formulary? Does the plan cover non-preferred brand name drugs? If not, you may pay more for the drug, or the drug may not be covered. Does the plan require prior authorizations for the drug(s) you're currently taking?

Meetings have been set up around the state to help everyone make the right choices. For more detailed information about the changes that are in effect this year, and for meeting dates and locations, please visit mco's website at

www.mco-seiu.org

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

MCO Member _____

Relationship to Deceased _____

Chapter, Chapter President _____

Deceased's Name _____

Deceased's Date of Death _____

Religious Preference _____

PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Michael Charbonneau, E-9	Pine River	Saginaw	(989) 681-6668
Jeanine Magee, E-10	Lakeland	Ryan/Mound/Macomb	(517) 278-6942
Andres Trejo, E-9	Lakeland	Gus Harrison/Adrian/Parr Highway	(517) 278-6942
Mary Simms, E-9	Macomb	Thumb	(586) 749-4900
Kendra Patillo, E-10	Huron Valley Womens	Ryan	(734) 572-8786
Pamela Ballard, E-10	Camp Lehman	Pugsley	(989) 348-8101
Ted Wittler, E-9	Hiawatha	Marquette	(906) 495-5661
Keith Duke, E-9	Huron Valley Mens	Mound/Ryan	(734) 572-9892
Kirk Downs, E-9	Pugsley	SAI	(231) 263-5253
John Lewis, E-9	Parr Highway	Huron Valley Mens	(517) 263-3500
Chris Robinson, E-9	Huron Valley Mens	Cotton/Cooper St./Egeler/Parnall	(734) 572-9892
Kevin Grimsley, E-9	Standish Max	Lakeland/Florence Crane	(989) 846-7000
Jason VanderVlucht, E-9	Cooper St.	West Shoreline/Muskegon	(517) 780-6175
Arthur Hart, E-9	Huron Valley Mens	Thumb	(734) 572-9892
Christopher Robinson, E-9	Huron Valley Mens	Jackson Area	(734) 572-9892
Gentry Pitts, E-9	Gus Harrison	Ryan/Mound/Macomb	(517) 265-3900
Jason Ferguson, E-9	Lakeland	Cotton/Cooper Street/Parnall/Egeler	(517) 278-6942
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Alnisha Jackson, E-9	Pine River	Saginaw	(989) 681-6668
Jemar Rozier, E-9	Deerfield	TCF/SRF/STF/SPR	(616) 527-6320
Useff Perkins, E-9	Deerfield	TCF/SRF/STF/SPR/SLF	(616) 527-6320
Melvin Shelton, E-10	Mound	Saginaw	(313) 368-8300
Mark Debo, E-9	Pine River	Saginaw	(989) 681-6668
Jonathan Brown, E9	Macomb	Saginaw/Standish	(586) 749-4900
Amber Bates, E-9	Scott	Thumb/Macomb/Camp White Lake	(734) 459-7400
Todd Jennings, E-9	Alger	Marquette	(906) 387-5000
Megan Aguilar, E-9	Lakeland	Cotton/Cooper Street/Parnall/RGC	(517) 278-6942
Phillip Hakenjos, E-10	Michigan Reformatory	Deerfield	(616) 527-2500
James Berry, E-10	Lakeland	Cooper St./Cotton	(517) 278-6942
Charles Kelly, E-9	Mid-Michigan	Thumb	(989) 681-4361
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV	(231) 773-1122
Joel McLeod, E-9	Parr Highway	Standish Max	(517) 263-3500
Jonathan Josling, E-9	Parnall	Thumb	(517) 780-6000
Andrew Treiber, E-9	Pugsley	Baldwin TRV	(231) 263-5253
Robert Drake, E-9	Bellamy Creek	St. Louis/Mid-Michigan/Pine River	(616) 527-2510
Jack Gordon, E-9	Macomb	Mound/Ryan	(586) 749-4900
Jesse Patterson Jr., E-9	Macomb	Mound/Ryan	(586) 749-4900
Rob Brezzell, E-9	I-Max	Mound/Ryan/Macomb/HVM/Thumb	(616) 527-6331
Matt Vouaux, E-9	Camp Lehman	Saginaw/Standish	(906) 495-5661
Michael Friend, E-10	Huron Valley Mens	Ryan	(734) 572-9892
Harold Marsh, E-10	Cotton	Bellamy Creek	(517) 780-5000
Shane Rennells, E-9	Parr Highway	Cotton/Copper St./Parnall/Egeler	(517) 263-3500
Cortney Stempak, E-9	Mid Michigan	Saginaw/Standish	(989) 681-4361
Stacy Mckinney, E-9	Huron Valley Mens	Mound/Ryan	(734) 572-9892
Vanessa Johnson, E-9	Scott	Mound/Ryan	(734) 459-7400
Andrew Treiber, E-9	Pugsley	Baldwin TRV	(231) 263-5253
Kathleen Mathis, E-9	Scott	Camp White Lake/Thumb	(734) 459-7400
Michael Doss, E-9	Gus Harrison	Any Jackson Facility	(517) 265-3900
Jennifer Sierminski, E-9	Parr Highway	Any Jackson Facility	(517) 263-3500
Tammara Corley, E-9	Tuscola Re-Entry	Saginaw	(517) 241-7660
Randy Wheelock, E-10	St. Louis	Pugsley	(989) 681-6444
Lashawna Duncan, E-9	Scott	Mound/Ryan/Macomb/Thumb	(734) 459-7400
Chris Bearup, E-9	Mid-Michigan	Saginaw	(989) 681-4361
Lashawna Duncan, E-9	Scott	Ryan/Mound/Thumb	(734) 459-7400
Angela Dukes, E-9	Huron Valley Womens	Ryan/Mound	(734) 572-8786
Dale Dille, E-9	Kinross	St. Louis/Pine River/Mid-Michigan	(906) 495-2282
Katrice Humphrey, E-8	Huron Valley Womens	Saginaw/St. Louis/Thumb/Tuscola Re-entry	(734) 572-8786
Brendan Fink, E-10	Oaks	Pugsley	(231) 723-8272
John Miller, E-9	Oaks	Carson City	(231) 723-8272
Patricia Hewitt, E-10	Camp White Lake	Cooper Street/Parnall/RGC/Deerfield	(248) 625-6688
Charlie Harris, E-8	Carson City	Thumb/Saginaw	(989) 584-3941
Sharon Myles, E-10	Mid-Michigan	Saginaw	(989) 681-4361
Bobby J. Crandell Jr.,	Alger Max	Marquette	(906) 387-5000
Jason Grundy, E-9	Huron Valley Mens	Thumb	(734) 572-9892

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

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When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

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Stephanie Short, *Receptionist/Secretary*

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley



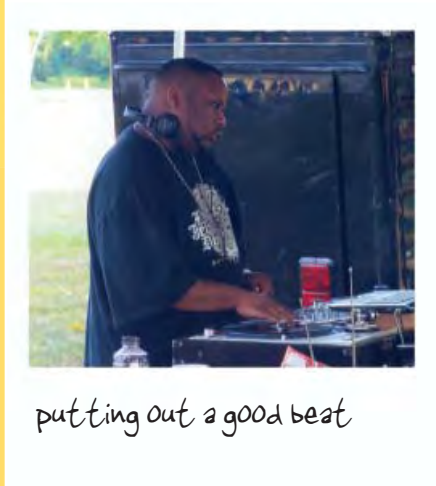
MCO REPORT



lined up for face painting and balloons



Stennis George takes a break from cooking fish...



putting out a good beat

2008 SCF/MCO Children's Picnic August 16, 2008



President Tom Tylutki cooking some of the best ribs in town



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PRESIDENTIAL PONDERINGS...



Tom Fuchs

I must start with the fact that I am proud of the members who have taken the initiative to respond to our action e-mail regarding staffing cuts at prisons around the state. Taking just two minutes of your time to click through and send an e-mail to your legislators works! I was at a function last week when the Director herself received a phone call from a legislator inquiring about the numerous e-mails he was receiving from officers in his district. Keep the heat turned up as we battle to try to maintain safe prisons. ***The cutting of 2 positions from each facility does not have to be custody positions!***

MCO was successful in negotiating a Letter of Understanding which allows corrections officers from HVM, WHV, Camp Valley, Parr Hwy., Gus Harrison, Ryan, Mound and the Scott facilities to be hired at the Forensic Center...not only for the current 21 vacancies, but for any filled until the final closures of HVM and Scott.

Around 15 officers were recently returned to the Jackson region and at one time the return list was exhausted. Recently, however, MCO was notified that 1 officer is currently on the list. The return list will be exhausted on November 18, 2008, for those officers who stayed in the region until JMF closed its operation.

On September 8, 2008, approximately 150 officers were added to the rank and file. The first 100 are attending the academy in Lansing while 50 started in Kinross for the needs in the northern

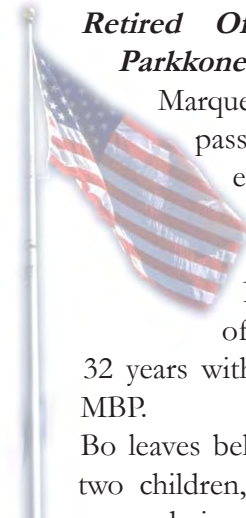
UNION NEWS

region. Kudos to the Scott Correctional facility employees and everyone else who helped plan and make happen the 9th Annual SCF/MCO Children's Family Day Picnic. These individuals donated many hours of their own time putting this spectacular event on. This year was by far the best turnout as hundreds of officers, family, and friends showed up to enjoy the festivities. From games such as sack races, egg toss, volleyball, horseshoes, the Video Bus, Clowns, a D.J. and dancing, to the great food... hot dogs, hamburgers, chicken, ribs, numerous side dishes and Officer George Stennis's Fish Fry a good time was had by all. In addition, the kids were sent off with many school supplies for the upcoming year compliments of MCO and the SCF Employee club. What a great event showcasing the positive image of COs and Corrections Employees here in Michigan.

I also wish to thank Vice President Andy Potter for organizing a successful MCO Crisis Fund Golf Outing. Thank you to the MCO employees and many volunteers who made this event happen... officer Ken Dettloff for taking photos, retired officer Denny Craycraft and retired MCO employee Jim Flanders to name just a few.

Since our last talk I've toured Baraga (2nd shift), Ojibway (2nd shift), Camp Kitwen (1st shift), Marquette (2nd shift), Alger Max (3rd shift), Camp Cusino (2nd shift), Newberry (1st shift), Kinross (2nd shift), URF (1st & 2nd shift), Straits (1st & 2nd shift), Hiawatha (2nd shift) and attended Labor Management at the Forensic Center.

IN MEMORIAM



Retired Officer Rod "Bo" Parkkonen, 57, formerly of the Marquette Branch Prison, passed away unexpectedly on September 5, 2008, at his home in Traverse City. Bo retired in March of 2006 after serving 32 years with the MDOC, all at MBP. Bo leaves behind his wife Emily, two children, Heather and Rodney, and six step-children Robert, Jennifer, Andrew, Elizabeth, Martin and Molly.

Thanks to the many volunteers who worked tirelessly to put together a fantastic SCF/MCO Children's Picnic. Stennis George cooked some great fish, Tom Tylutki labored over a hot grill all day, and many, many others. Also a special thanks to ADW Howard for taking such great photos of the event and capturing the fun that was had by all.



9th Annual Children's Picnic





KURT JONES CLASS GRADUATES

September 5, 2008, brought the graduation of the Kurt Jones class and the addition of 153 new officers to our ranks.

Class namesake, Kurt Jones (pictured below), began his career as a CO at the Michigan Reformatory in 1977. Jones gradually worked his way up, serving as ARUM and RUM at Kinross, Warden's Administrative Assistant and Assistant Deputy Warden at Western Wayne, and opened the Mid-Michigan Correctional Facility as an Assistant Deputy Warden. In 1996 he was promoted to Warden of Carson City and Boyer Road where he remained until his retirement in 2006.

During his tenure it was first suspected that something fishy was going on with the Officer of the Year selection since so many officers out of his facilities were being chosen as the Michigan Corrections Officer of the Year. But time told the story... that it was simply a byproduct of the effect his leadership and inspiration had upon those he led.

Fourth Platoon raked in the awards, with Patrick Myers receiving the Academic Excellence Award, Jamie Sikon the Josephine B. McCallum Award, and Brittany Enszer the Jack L. Budd Award. Finalists for the McCallum Award included Anita Alexander of the 1st Platoon, Matthew Hall of the 2nd Platoon, and Robert Lockwood of the 3rd Platoon. Jack L. Budd finalists were James Kenney II of the 1st Platoon, Kevin Zwiker of the 2nd Platoon, and Minnie Aubrey of the 3rd Platoon.



PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS



ACADEMY HAS LARGE SHOES TO FILL

A new class of 105 recruits gathered in Lansing on September 8th, as members of the Richard Goward Class.

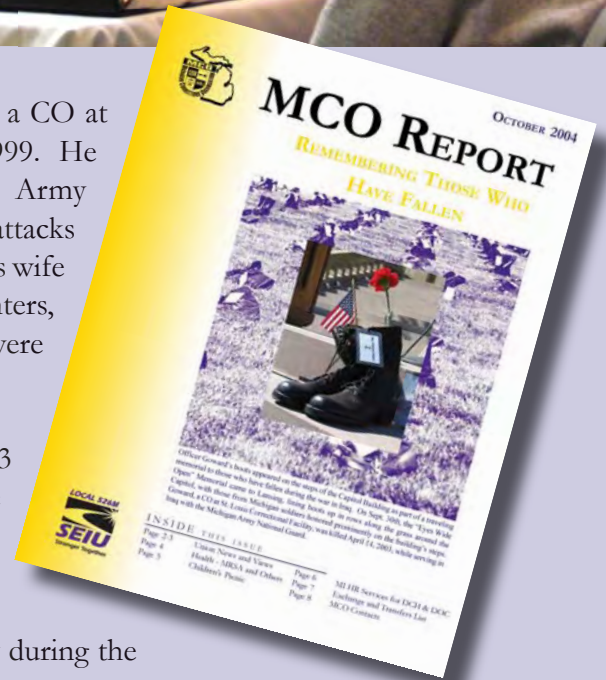
Richard Goward, 32, was a corrections officer at the St. Louis Correctional Facility who was tragically killed in Iraq on April 14, 2003, when his vehicle entered a dust cloud and rear-ended another truck. Goward was assigned to the 1460th Transportation Company of the Michigan Army National Guard, which is responsible for hauling heavy equipment, vehicles, and ammunition to staging areas where military action is imminent.



Goward had served in the army from 1990-1996, and had been a CO at St. Louis since May of 1999. He enlisted in the Michigan Army National Guard after the attacks of 9/11. He left behind his wife Karen, and two daughters, Nicole and Tessa, who were 8 and 5 at the time.



A special ceremony was held at the St. Louis Facility in June of 2003 and a Goward Memorial Golf Outing has been held each summer since to help out his family. In late 2004, the traveling memorial "Eyes Wide Open" came to the Capitol steps in Lansing where Goward's boots were prominently displayed. Boots were spread out across the Capitol lawn, each identified with the name of those who have died in the line of duty during the conflict in Iraq.



NEW UNIFORM UPDATE



A July 25, 2008, roll-out. meeting of the Uniform Committee resulted in the following information regarding the new uniform and their scheduled

The back-ordered shirt material came in late July, and the new pants are already being made. It is expected that the new items will be on the shelves by November for those sizes where current stock has been depleted. They will also begin constructing the approved hats and vests shortly. Those officers currently

going through the academy will receive the old uniform unless they wear a size where the old stock no longer exists.

In addition, MSI is sending out individuals to four locations around the state where they will train a couple of people per facility on how to properly size and order the new uniforms. Wardens will choose the individuals from their facilities to be trained.



Special Report: SAI BOOT CAMP... A PROGRAM WHOSE FATE IS IN QUESTION



Since its beginning in 1988, the Special Alternative Incarceration (SAI) Boot Camp has changed and adapted to the times. At first it was only offered as an alternative to prison for male probationers convicted of certain crimes and chosen by the courts. It then expanded to include both male and female prisoners and probationers in 1992. Now, in the face of tough budget balancing and growing costs within the Department of Corrections, it's sink or swim time for SAI.

In May, HB 4184 was passed that expanded the program to allow second time offenders (provided they met certain physical and mental health requirements and are not charged with certain crimes) the ability to participate in the SAI Program. In addition, the Michigan Prisoner Re-entry Program (MPRI), which is being used elsewhere in the state, is now implemented at SAI to further prepare the prisoners for their reentry into society. With this expansion, however, there is a catch.... that if an independent evaluation in the fall of 2009 shows that the program doesn't significantly reduce recidivism amongst its participants, the entire program ends.

The SAI Boot Camp is a 90-day military-style boot camp operated in Chelsea, Michigan. SAI's goal is to provide its trainees with the opportunity to change their anti-social attitudes and criminal lifestyles. This is done by breaking down "street" attitudes with an intense regimen of military-style exercise, work assignments and more, and then working to build the trainee back up through education and substance abuse treatment.

With the new designation as a MPRI In-Reach Facility, it combines two phases of the MPRI program; getting the prisoner ready for the community by providing him/her with the necessary tools to become successful in the community, and transitioning the offender from prison to the community phase of the MPRI. After the initial 90 days of Phase I at



Trainees at the boot camp use two wood burners to cut through piles of logs. The wood burner (middle) is used to burn a wood burner that heats the water (above).

PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS



the SAI boot-
-man saws to
lumber (top),
ed for win-
and loading
ning furnace
the facility

the camp, the trainees move to Phase II which involves intensive supervision within the community such as found in a half-way house or residential substance abuse treatment program. Phase III is five months of intensive probation. For prisoners, Phase III includes 18 months of parole or for the balance of their minimum sentence, whichever is longer. During the first four months they could be subject to daily supervision, including nights and weekends if needed, are expected to spend 30+ hours a week in school or at work, and are subject to random drug tests. The goal is to keep low-risk probationers away from the prison environment and place them into a more cost-effective and rehabilitative setting.

Those who complete the 90 day program are granted automatic parole. Those prisoners who fail boot camp are returned to prison to serve the balance of their prison sentence. Probationers who fail to complete the Camp are returned to court and charged with violation of probation.

The SAI Program consists of four elements that are necessary to increase the opportunity for success of the offender on parole. The four elements are: Social Emotional Learning, Daily Living Skills, Self-Discipline, and Family/Community Structure. Each offender attends classes depending on their individual strengths and weaknesses within the constraints of a highly structured setting; rising at 6 a.m., working throughout the day, physical exercise, and bed at 10 p.m. which helps to instill self discipline.

Coursework includes GED prep and Adult Basic Education, along with the appropriate classes from the list below:

SOCIAL EMOTIONAL LEARNING

- Cognitive Restructuring
- Anger Management
- Value/Need Clarification
- Classes on Empathy, Feeling Identification, Listening Techniques, and Conflict Resolution

DAILY LIVING SKILLS

- Work Keys
- GED
- Financial Management
- Pre-Release
- Substance Abuse Education
- Public Works/Institutional Work Assignments

FAMILY/COMMUNITY STRUCTURE

- Family Reunification Workshop
- Family Reunification Visits
- Premarital Interpersonal Choices and Knowledge (*PICK a Partner*)
- Smart Steps for Step Families
- Parenting
- Religious Services
- Transition Team Visits
- and In Reach Community Resources and Services

Work assignments can vary, but include conservation work, recycling, parks maintenance and snow removal near senior housing. In addition, trainees cut all the wood by hand and monitor the wood burning furnaces that heat the facility each winter.

The Granholm Administration and several Legislators have worked to expand the SAI program by introducing such legislation each of

con't pg. 8





New trainee arrivals line up for instruction,



attend classes for their GED and social/behavioral training,



perform manual labor to maintain the facility and surrounding communities,



and line up in preparation for afternoon PT.

A trainee who failed out of the program awaits his return to prison.



the last four years, however the bill repeatedly would fail to make it out of the Senate Judiciary Committee. This year it passed, but only with those sunset provisions that if it failed to show "a significant improvement" in recidivism it would close.

An April Senate Fiscal Analysis concluded that the SAI program, with its 90-day time frame, reduces the number of days an offender is incarcerated, thus saving bed space...an issue that continues to plague the MDOC and can affect bunking and classification levels throughout the state. And, with the newly adopted changes of HB 4184 allowing second time officers to qualify, approximately 650 of the current 10,800 B prefix prisoners are eligible for the program. Further estimates showed that an additional 80+ prisoners a year are eligible from here on out under the new guidelines.

All uniformed officers, called corporals at SAI, must complete a three-week drill instructor training program. They are carefully selected and trained since the success of the program lies ultimately on their ability to transform these trainees into productive members of society who have a host of new skills and respect for themselves and authority.





LABOR AND THE CANDIDATES



Barack Obama D-IL

Employee Free Choice Act

-an original co-sponsor and has pledged to sign it into law when elected to make it easier to choose a union without employer and union busting interference.

Labor

-opposes NAFTA that sends American jobs overseas.
-will demand new labor and environmental standards to make sure that trade benefits workers instead of big corporations

Economy

-will cut taxes for 150 million middle class Americans who make less than \$250,000/year.
-will end tax breaks for millionaires and for companies that outsource American jobs.
- will make America more energy independent by focusing on the next generation of biofuels and alternative energies that are based in America.

Right to Work Effort

-opposes this effort that would gut unions as we know them today.

Health Care

-is committed to signing comprehensive health legislation that will make health insurance available and more affordable to every American, regardless of age or pre-existing conditions.



John McCain R-AZ

Employee Free Choice Act

-strongly opposes and in fact voted for a bill that would have challenged the ability of workers to form unions altogether. (*H.R. 800, Vote No. 227, 6/26/07; S. 1788, Vote No. 188, 07/10/06*)

Labor

-voted to allow companies to hire permanent replacements for striking workers.
-believes workers are "crippled" by union contracts that protect their rights. (*address to Oklahoma State Legislature 5.21.07*)

Economy

-supports the Bush tax cuts and wants \$3 trillion in tax breaks for the wealthy and corporations (*Forbes, 6/28/08*), thus forcing \$250B a year in spending cuts to services working families rely on, to pay for it. (*Center for American Progress Action Fund, 4/15/08*)
-would give the largest oil companies \$3.8B in tax breaks. (*Center for American Progress Action Fund, 4/15/08*)

Right to Work Effort

-supports this effort to force unions to represent all workers at a work-site, whether they contribute to the union or not.

Health Care

-supports eliminating tax benefits Employers get for providing Health care
-supports taxing Health care benefits.

In case the constant barrage of news, commercials and debates over the last 21 months haven't tipped you off... it's campaign season. We know that you are getting force fed opinions from every direction on who you should vote for and why, and accordingly how awful the opposing candidate is.

As you know, in 2005 SEIU, MCO's parent union, broke away from the AFL-CIO and formed Change To Win primarily on a decision to pursue politics in a new era with a new focus. While Democrats have traditionally supported labor issues, Change To Win is a firm believer that there are friends on both sides of the aisle and that no party should take the labor vote for granted, nor ignore it as untouchable.

SEIU has taken great lengths this political season to reach out, forming a Republican Member Advisory Committee, upon which our own Vice President Andy Potter sits. Candidates from both parties were aggressively pursued to participate in the SEIU screening process, which involved multiple layers, including participation in the Walk-A-Day program where they spent a day in the life of a SEIU member, candidate screening, questionnaires, and appearances at political conference attended by 2,000 SEIU members from across the nation.

We know that you have a mix of social and political issues that direct how you ultimately vote. As such, it is MCO's goal to come out and support a candidate based on their particular history/support for the labor movement, unions, and corrections policy...and then inform you on where they stand. MCO will never take a position or make an endorsement simply based on their social issues, such as abortion, gun control, and so forth.



THE PERFORMANCE/STRESS MANAGEMENT CONNECTION

by: Employee Services Program

Whether it's at work, at home, on the golf course or running a 5K, we all want to perform well and do our "personal best". However, many people unknowingly sabotage themselves because they don't understand the connection between performance and stress management. While research shows that some stress can be a powerful motivator, unmanaged stress can become distress. Distress, in turn, can negatively impact how you function by adversely affecting your sleep patterns, appetite, ability to concentrate and energy levels thus preventing you from being able to do your best. To attain peak performance it is crucial to productively manage your stress levels.

Your Employee Service Program (ESP) offers an excellent online tool to help you prevent stress from becoming distress. ESP's Systematic Stress Management Program is available 24/7 and can be accessed at your convenience. We invite you to customize your own personal stress management program by logging on to the Employee Service Program web site: www.michigan.gov/esp, clicking on "Online Stress Management Program" and choosing from the program's seven modules:

- Understanding Stress
- Type A and B Behaviors
- Relaxation Training
- Stress Management at Work
- Thinking Differently
- Communication and Stress
- Time Management

For further information regarding the Employee Service Program, or to speak with a counselor about stress management, please call 800-521-1377 or 517-373-8730.

CLOSER TO HOME TRANSFER Window Period

October 1-31st is the open window period for Closer-to-Home Transfers. If you are interested in placing your name on the list, you must submit a letter indicating your name, address, telephone, classification, current facility, and desired facility.

In order to be eligible for a Closer-to-Home Transfer, you must meet the following requirements:

- You cannot have any current discipline.
- You cannot be a probationary employee (unless you will reach status prior to December 31, 2008).
- Your desired facility must be within a 40-mile radius of your home.
- You cannot have transferred voluntarily in the 12 months prior to your application date.

Please mail or fax your letter to: Michigan Corrections Organization

Attn: Chereilyn Dunlap, Labor Relations Representative
 421 W. Kalamazoo St.
 Lansing, MI 48933
 Fax #: (517) 485-3319

MCO will not accept any letters received before October 1 or after October 31, 2008. Please keep in mind that if you have placed your name on the list during prior enrollment windows, you will need to re-apply. The list clears at the end of each year. For more information on the Closer-to-Home procedure and requirements, it is covered under Article 15, Part D, Section A, #5, on page 80 of your contract.

MCO Memorial Bible Program

If you lose a loved one and would like a bible in his or her memory, please fill out the request form and submit it one of the following three ways:

1. Submit it to your chapter president to mail
2. Mail it to Sacha Crowley, c/o MCO, 421 W. Kalamazoo St., Lansing, MI 48933
3. E-mail your request to sacha@mco-seiu.org

MCO MEMORIAL BIBLE REQUEST

MCO Member _____

Relationship to Deceased _____

Chapter, Chapter President _____

Deceased's Name _____

Deceased's Date of Death _____

Religious Preference _____

PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Michael Charbonneau, E-9	Pine River	Saginaw	(989) 681-6668
Jeanine Magee, E-10	Lakeland	Ryan/Mound/Macomb	(517) 278-6942
Andres Trejo, E-9	Lakeland	Gus Harrison/Adrian/Parr Highway	(517) 278-6942
Mary Simms, E-9	Macomb	Thumb	(586) 749-4900
Kendra Patillo, E-10	Huron Valley Womens	Ryan	(734) 572-8786
Pamela Ballard, E-10	Camp Lehman	Pugsley	(989) 348-8101
Ted Wittler, E-9	Hiawatha	Marquette	(906) 495-5661
Keith Duke, E-9	Huron Valley Mens	Mound/Ryan	(734) 572-9892
Kirk Downs, E-9	Pugsley	SAI	(231) 263-5253
John Lewis, E-9	Parr Highway	Huron Valley Mens	(517) 263-3500
Kevin Grimsley, E-9	Standish Max	Lakeland/Florence Crane	(989) 846-7000
Jason VanderVlucht, E-9	Cooper St.	West Shoreline/Muskegon	(517) 278-6175
Arthur Hart, E-9	Huron Valley Mens	Thumb	(734) 572-9892
Gentry Pitts, E-9	Gus Harrison	Ryan/Mound/Macomb	(517) 265-3900
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Alnisha Jackson, E-9	Pine River	Saginaw	(989) 681-6668
Jemar Rozier, E-9	Deerfield	TCF/SRF/STF/SPR	(616) 527-6320
Useff Perkins, E-9	Deerfield	TCF/SRF/STF/SPR/SLF	(616) 527-6320
Melvin Shelton, E-10	Mound	Saginaw	(313) 368-8300
Mark Debo, E-9	Pine River	Saginaw	(989) 681-6668
Jonathan Brown, E9	Macomb	Saginaw/Standish	(586) 749-4900
Amber Bates, E-9	Scott	Thumb/Macomb/Camp White Lake	(734) 459-7400
Todd Jennings, E-9	Alger	Marquette	(906) 387-5000
Phillip Hakenjos, E-10	Michigan Reformatory	Deerfield	(616) 527-2500
James Berry, E-10	Lakeland	Cooper St./Cotton	(517) 278-6942
Charles Kelly, E-9	Mid-Michigan	Thumb	(989) 681-4361
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV	(231) 773-1122
Joel McLeod, E-9	Parr Highway	Standish Max	(517) 263-3500
Jonathan Josling, E-9	Parnall	Thumb	(517) 780-6000
Andrew Treiber, E-9	Pugsley	Baldwin TRV	(231) 263-5253
Robert Drake, E-9	Bellamy Creek	St. Louis/Mid-Michigan/Pine River	(616) 527-2510
Jack Gordon, E-9	Macomb	Mound/Ryan	(586) 749-4900
Jesse Patterson Jr., E-9	Macomb	Mound/Ryan	(586) 749-4900
Rob Brezzell, E-9	I-Max	Mound/Ryan/Macomb/HVM/Thumb	(616) 527-6331
Matt Vouaux, E-9	Camp Lehman	Saginaw/Standish	(989) 348-8101
Michael Friend, E-10	Huron Valley Mens	Ryan	(734) 572-9892
Harold Marsh, E-10	Cotton	Bellamy Creek	(517) 780-5000
Cortney Stempak, E-9	Mid Michigan	Saginaw/Standish	(989) 681-4361
Stacy McKinney, E-9	Huron Valley Mens	Mound/Ryan	(734) 572-9892
Vanessa Johnson, E-9	Scott	(734) 459-7400	
Andrew Treiber, E-9	Pugsley	Baldwin TRV	(231) 263-5253
Kathleen Mathis, E-9	Scott	Camp White Lake/Thumb	(734) 459-7400
Michael Doss, E-9	Gus Harrison	Any Jackson Facility	(517) 265-3900
Tammara Corley, E-9	Tuscola Re-Entry	Saginaw	(517) 241-7660
Randy Wheelock, E-10	St. Louis	Pugsley	(989) 681-6444
Lashawna Duncan, E-9	Scott	Mound/Ryan/Macomb/Thumb	(734) 459-7400
Chris Bearup, E-9	Mid-Michigan	Saginaw	(989) 681-4361
Lashawna Duncan, E-9	Scott	Ryan/Mound/Thumb	(734) 459-7400
Angela Dukes, E-9	Huron Valley Womens	Ryan/Mound	(734) 572-8786
Dale Dille, E-9	Kinross	St. Louis/Pine River/Mid-Michigan	(906) 495-2282
Katrice Humphrey, E-8	Huron Valley Womens	Saginaw/St. Louis/Thumb/Tuscola Re-entry	(734) 572-8786
Brendan Fink, E-10	Oaks	Pugsley	(231) 723-8272
Patricia Hewitt, E-10	Camp White Lake	Cooper Street/Parnall/RGC/Deerfield	(248) 625-6688
Charlie Harris, E-8	Carson City	Thumb/Saginaw	(989) 584-3941
Sharon Myles, E-10	Mid-Michigan	Saginaw	(989) 681-4361
Bobby J. Crandell Jr.,	Alger Max	Marquette	(906) 387-5000
Jason Grundy, E-9	Huron Valley Mens	Thumb	(734) 572-9892
Heather Weslock, E-8	Carson City	St. Louis/Mid-Michigan/Pine River	(989) 584-3941
David Thompson, E-10	St. Louis	Saginaw	(989) 681-6444
Leroy Watson, E-9	Ryan	Mound	(313) 368-3200
Tanual Gaskew, E-8	Huron Valley Womens	Saginaw/Tuscola Re-entry Center	(734) 572-8786
Joseph Stevenson, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Kris Bolan, E-10	SAI Bootcamp	Gus Harrison/Cotton/Egeler	(734) 475-1368

Michigan Corrections Organization
421 W. Kalamazoo Street
Lansing, MI 48933

Address Service Requested

Non-Profit
Organization
U.S. POSTAGE
PAID
Lansing, Michigan
Permit No. 533



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MCO's 24-HOUR ANSWERING SERVICE

When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

MCO CHAPTER PRESIDENTS

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Mark Rowe, *Forensic Center*

Randy Burrow, *Gus Harrison*

Dennis Beecham, *Handlon Michigan Training Unit*

Al Pennell, *Hianatha*

Phillip Fleury, *Huron Valley Mens*

Greg Crouch, *Huron Valley Womens*

Phil Patterson, *Ionia Maximum*

Ricky Ries, *Jackson Cooper Street*

Gary Kott, *Kinross*

Kamal Cariuty, Jr., *Lakeland*

Ponda Esu, *Macomb*

Rocky Isaacson, *Marquette*

Arthur Harter, *Mid-Michigan*

Adam Douglas, *Mound Correctional*

Michael Sweet, *Muskegon*

Louis Linck, *Newberry*

Christopher Schmidt, *Oaks Correctional*

Ronald Niemi, *Ojibway Correctional*

Mary Cooke, *Parnall Correctional*

Randy Burrow, *Parr Highway*

Bernard McClain, Jr., *Pine River*

Richard Bierman, *Pugsley Correctional*

Michael Wohlscheid, *Michigan Reformatory*

Al West, *Ryan Correctional*

Michael Guerin, *Saginaw Correctional*

Jason Lane, *S&I Program*

Brenda Walton, *Scott Facility*

Robert Davis, *Standish Maximum*

Ray Sholtz, *St. Louis*

Jake Campbell, *Straits*

David Vaughn, *Thumb Correctional*

Kim Sheffer, *West Shoreline*

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"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley

NOVEMBER 2008



MCO REPORT



NOVEMBER

4th.

LOCAL 526M



SEIU

Stronger Together

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PRESIDENTIAL Ponderings...



As we move through the last weeks leading up to Election Day, the pressure is on. This issue of the MCO Report is focused on the election and providing you with information you need to make an educated vote on November 4th. MCO sees it as our obligation to inform you of where candidates stand on issues related to your profession as a corrections/forensic officer and towards the labor union movement. We recognize that you will take this information and weigh it against the many other issues important to you when choosing your candidates and vote accordingly. I ask that you take the time to vote, and that you encourage as many of those around you to do so as well.

The issue we have been facing in recent days, as you know, is the use of work crews under the new FY '08-'09 budget. MCO continues to advocate for the many crew leaders shocked after getting the ax once again. While the final numbers aren't in, it appears many of the crews will continue to operate. We will share this information with you as soon as it becomes available.

We have also been informed the MDOC is working on their FY '09-'10 budget and have verified the rumor they are reviewing the consolidation of the prisons that were being looked at this year. MCO opposes this plan which creates large unmanageable prisons... and leads to the problems we faced in the 80's in Jackson. Be assured MCO will take this head on.

UNION NEWS

MCO was successful in convincing the Department to let some officers transfer into Huron Valley Mens due to the officers that left for the Forensic Center and the routine shortfalls due to hospital and 1:1 coverage. We also met informally with the Department to discuss some issues surrounding the closures of HVM, Camp Valley and Scott Correctional Facility. These, without a doubt, will be very unique closures due to the BFOQ assignments, closure time frames and geographical proximity of the facilities.

I encourage once again all members to frequent the MCO website. It continues to provide the most up-to-date information and new resources to help you on the job and off. Our member benefits program has grown greatly offering our members much needed discounts for family entertainment, auto purchases, and more. It also serves to keep our membership - stretched geographically - updated and educated about the current issues and facilitates all MCO members to mobilize and band together.

Since we last talked I've toured Camp Lehman (2nd shift), Muskegon (1st shift and Labor Management), Brooks (2nd shift), Lakeland (1st & 2nd shift), Camp Branch, Florence Crane (1st & 2nd shift), Lawton Center, Saginaw (1st shift), Huron Valley Womens (1st shift) and Forensic Center (2nd shift).

We've received over 250 applications for the new staff position at MCO. We will be reviewing resumes and conducting interviews over the next several weeks with the hopes of bringing them onboard before the start of the new year.



Andy Potter, MCO's Vice President and a member of SEIU's Republican Member Activist Committee - in St. Paul. SEIU was a major sponsor of the Republican National Convention Host Committee this year.

Seniority Based Transfers

Seniority Based Transfers, administered by the DOC, are available to employees who meet the conditions as laid out in Article 15, Part D, Section A, #2, of your contract. The window period to apply is November 1 - November 30th, for a transfer that will occur between January 1st and June 30th.

The list expires after each window period, thus you need to sign up again if you didn't get a transfer last time around.



MEET AND GREET WITH GOWARD CLASS



Members of the Goward Class met at MCO Central on September 18th for an OJT Reception. While there, they had the opportunity to meet State and Local Chapter officials and gain a more thorough understanding of the union. They also took the opportunity to ask questions regarding future DOC budget issues, closures, and the retirement bill.

STANDING TOGETHER WITH WAYNE COUNTY SHERIFF'S DEPUTIES

MCO officials joined over 100 representatives from SEIU Local 502, local labor leaders, community activists and local elected officials to support the Wayne County Sheriff's Deputies in a rally on September 17th. Budget cuts proposed for the Wayne County Sheriff's Department would mean the closure of the Dickerson Facility jail and the cut of nearly 1/3 (327) of their officers from duty.

These cuts would cripple public safety, increase crime, decrease response times and put 15,000 criminals on Wayne County streets over the course of a year due to a lack of jail space.

MCO Executive Director Mel Grieshaber speaks out in support of our SEIU brothers and sisters.





SUPREME COURT



JUDGE DIANE MARIE HATHAWAY

RUNNING FOR MICHIGAN SUPREME COURT JUSTICE

As a daughter of a Detroit Police Officer and former assistant prosecutor, she has worked hard as a Wayne County Circuit Court Judge to keep our communities safe. Her opponent, Justice Cliff Taylor, has consistently supported wealthy corporations, special interests and insurance companies to the detriment of middle-class families. According to a University of Chicago Law School study, Michigan's Supreme Court was ranked worst in the nation. Let's make a change by voting on November 4th for Hathaway for Michigan Supreme Court Justice.

MCO MEMBERS



RAY SHOLTZ (R)

RUNNING FOR MARION TOWNSHIP SUPERVISOR

Ray has been a CO at the St. Louis Correctional Facility since 1997, serves as SLF Chapter President, and is a MCO State Executive Board Member

RON McCOMB (D)

RUNNING FOR 93RD STATE HOUSE DISTRICT

representing Clinton and Gratiot counties.

Ron has been an officer at the Handlon Michigan Training Unit since 1986 and resides in DeWitt. McComb has received many endorsements by area labor unions and individuals.

BILL RICHARDS (D)

RUNNING FOR 100TH STATE HOUSE DISTRICT

representing Newago, Lake and Oceana counties.

Bill is a retired MCO Member who resides in Paris.

PRESIDENT



BARACK OBAMA
JOE BIDEN

Economy

- will cut taxes for 150 million middle class Americans who make less than \$250,000/year.
- will end tax breaks for millionaires and for companies that outsource American jobs.
- will make America more energy independent by focusing on the next generation of biofuels and alternative energies that are based in America.

Right To Work

- opposes this effort that would gut unions as we know them today.

Health Care

- is committed to signing comprehensive health legislation that will make health insurance available and more affordable to every American, regardless of age or pre-existing conditions.



JOHN MCCAIN
SARAH PALIN

Economy

-supports the Bush tax cuts and wants \$3 trillion in tax breaks for the wealthy and corporations (Forbes, 6/28/08), thus forcing \$250B a year in spending cuts to services working families rely on, to pay for it. (Center for American Progress Action Fund, 4/15/08)

-would give the largest oil companies \$3.8B in tax breaks. (Center for American Progress Action Fund, 4/15/08)

Right to Work

-supports this effort to force unions to represent all workers at a worksite, whether they contribute to the union or not.

Health Care

-supports eliminating tax benefits Employers get for providing Health care
-supports taxing Health care benefits.

PROPOSALS

Exact language as it will appear on your November 4th ballot

08-1

A LEGISLATIVE INITIATIVE TO PERMIT THE USE AND CULTIVATION OF MARIJUANA FOR SPECIFIED MEDICAL CONDITIONS.

- Permit physician approved use of marijuana by registered patients with debilitating medical conditions including cancer; glaucoma, HIV, AIDS, hepatitis C, MS and other conditions as may be approved by the Department of Community Health.
- Permit registered individuals to grow limited amounts of marijuana for qualifying patients in an enclosed, locked facility.
- Require DCH to establish an identification card system for patients qualified to use marijuana and individuals qualified to grow marijuana.
- Permit registered and un-registered patients and primary caregivers to assert medical reasons for using marijuana as a defense to any prosecution involving marijuana.

08-2

A PROPOSAL TO AMEND THE STATE CONSTITUTION TO ADDRESS HUMAN EMBRYO AND HUMAN EMBRYONIC STEM CELL RESEARCH IN MICHIGAN

- Expand use of human embryos for any research permitted under federal law subject to the following limits: the embryos--
 - are created for fertility treatment purposes;
 - are not suitable for implantation or are in excess of clinical needs;
 - would be discarded unless used for research;
 - were donated by the person seeking fertility treatment.
- Provide that stem cells cannot be taken from human embryos more than 14 days after cell division begins.
- Prohibit any person from selling or purchasing human embryos for stem cell research.
- Prohibit state and local laws that prevent, restrict, or discourage stem cell research, future therapies and cures.

MCO takes no position and is not making recommendations regarding Props 1 and 2. The information above is provided for your reference only.



NOTABLES

SEIU/MCO recommends support for the following candidates based on a history of strong support for important CO and worker issues.



CONGRESSIONAL RACES OF INTEREST

Bart Stupak (D)

1st District

representing the Upper Peninsula and north-Eastern Lower Michigan



Mark Schauer (D)

7th District

covering Eaton, Jackson, Branch, Hillsdale, Lenawee and most of Calhoun and Washtenaw counties

Senator Schauer with the MCO Executive Board in April 2008 when he introduced legislation on our behalf.

Fred Upton (R)

6th District

representing Van Buren, Kalamazoo, Benton, Cass, St. Joseph and parts of Allegan and Calhoun counties

Gary Peters (D)

9th District

covering the northern suburbs of Detroit in South-East Oakland County.

MCO PAC FUND

Like it or not, money talks. Now is the time to join the MCO PAC or make a contribution. Members can designate their donation to go only to a republican or democrat if they wish, and remember... direct contributions to a candidate can come only from voluntary member contributions to the PAC. To make a one-time contribution, send a check or money order payable to "THE MCO PAC FUND" to MCO. Thanks, and remember...

“public employees need politics to work!”

PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS



EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Michael Charbonneau, E-9	Pine River	Saginaw	(989) 681-6668
Jeanine Magee, E-10	Lakeland	Ryan/Mound/Macomb	(517) 278-6942
Andres Trejo, E-9	Lakeland	Gus Harrison/Adrian/Parr Highway	(517) 278-6942
Mary Simms, E-9	Macomb	Thumb	(586) 749-4900
Kendra Patillo, E-10	Huron Valley Womens	Ryan	(734) 572-8786
Pamela Ballard, E-10	Camp Lehman	Pugsley	(989) 348-8101
Ted Wittler, E-9	Hiawatha	Marquette	(906) 495-5661
Keith Duke, E-9	Huron Valley Mens	Mound/Ryan	(734) 572-9892
Kirk Downs, E-9	Pugsley	SAI	(231) 263-5253
John Lewis, E-9	Parr Highway	Huron Valley Mens	(517) 263-3500
Kevin Grimsley, E-9	Standish Max	Lakeland/Florence Crane	(989) 846-7000
Jason VanderVlucht, E-9	Cooper St.	West Shoreline/Muskegon	(517) 780-6175
Arthur Hart, E-9	Huron Valley Mens	Thumb	(734) 572-9892
Gentry Pitts, E-9	Gus Harrison	Ryan/Mound/Macomb	(517) 265-3900
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Alnisha Jackson, E-9	Pine River	Saginaw	(989) 681-6668
Jemar Rozier, E-9	Deerfield	TCF/SRF/STF/SPR	(616) 527-6320
Useff Perkins, E-9	Deerfield	TCF/SRF/STF/SPR/SLF	(616) 527-6320
Melvin Shelton, E-10	Mound	Saginaw	(313) 368-8300
Mark Debo, E-9	Pine River	Saginaw	(989) 681-6668
Jonathan Brown, E9	Macomb	Saginaw/Standish	(586) 749-4900
Amber Bates, E-9	Scott	Thumb/Macomb/Camp White Lake	(734) 459-7400
Todd Jennings, E-9	Alger	Marquette	(906) 387-5000
Phillip Hakenjos, E-10	Michigan Reformatory	Deerfield	(616) 527-2500
James Berry, E-10	Lakeland	Cooper St./Cotton	(517) 278-6942
Charles Kelly, E-9	Mid-Michigan	Thumb	(989) 681-4361
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV	(231) 773-1122
Joel McLeod, E-9	Parr Highway	Standish Max	(517) 263-3500
Jonathan Josling, E-9	Parnall	Thumb	(517) 780-6000
Andrew Treiber, E-9	Pugsley	Baldwin TRV	(231) 263-5253
Robert Drake, E-9	Bellamy Creek	St. Louis/Mid-Michigan/Pine River	(616) 527-2510
Jack Gordon, E-9	Macomb	Mound/Ryan	(586) 749-4900
Jesse Patterson Jr., E-9	Macomb	Mound/Ryan	(586) 749-4900
Rob Brezzell, E-9	I-Max	Mound/Ryan/Macomb/HVM/Thumb	(616) 527-6331
Matt Vouaux, E-9	Camp Lehman	Saginaw/Standish	(989) 348-8101
Michael Friend, E-10	Huron Valley Mens	Ryan	(734) 572-9892
Harold Marsh, E-10	Cotton	Bellamy Creek	(517) 780-5000
Cortney Stempak, E-9	Mid Michigan	Saginaw/Standish	(989) 681-4361
Stacy Mckinney, E-9	Huron Valley Mens	Mound/Ryan	(734) 572-9892
Vanessa Johnson, E-9	Scott	Mound/Ryan	(734) 459-7400
Andrew Treiber, E-9	Pugsley	Baldwin TRV	(231) 263-5253
Kathleen Mathis, E-9	Scott	Camp White Lake/Thumb	(734) 459-7400
Michael Doss, E-9	Gus Harrison	Any Jackson Facility	(517) 265-3900
Tammara Corley, E-9	Tuscola Re-Entry	Saginaw	(517) 241-7660
Randy Wheelock, E-10	St. Louis	Pugsley	(989) 681-6444
Lashawna Duncan, E-9	Scott	Mound/Ryan/Macomb/Thumb	(734) 459-7400
Chris Bearup, E-9	Mid-Michigan	Saginaw	(989) 681-4361
Lashawna Duncan, E-9	Scott	Ryan/Mound/Thumb	(734) 459-7400
Angela Dukes, E-9	Huron Valley Womens	Ryan/Mound	(734) 572-8786
Dale Dille, E-9	Kinross	St. Louis/Pine River/Mid-Michigan	(906) 495-2282
Katrice Humphrey, E-8	Huron Valley Womens	Saginaw/St. Louis/Thumb/Tuscola Re-entry	(734) 572-8786
Brendan Fink, E-10	Oaks	Pugsley	(231) 723-8272
Patricia Hewitt, E-10	Camp White Lake	Cooper Street/Parnall/RGC/Deerfield	(248) 625-6688
Charlie Harris, E-8	Carson City	Thumb/Saginaw	(989) 584-3941
Sharon Myles, E-10	Mid-Michigan	Saginaw	(989) 681-4361
Bobby J. Crandell Jr.,	Alger Max	Marquette	(906) 387-5000
Jason Grundy, E-9	Huron Valley Mens	Thumb	(734) 572-9892
Heather Weslock, E-8	Carson City	St. Louis/Mid-Michigan/Pine River	(989) 584-3941
David Thompson, E-10	St. Louis	Saginaw	(989) 681-6444
Leroy Watson, E-9	Ryan	Mound	(313) 368-3200
Tanual Gaskew, E-8	Huron Valley Womens	Saginaw/Tuscola Re-entry Center	(734) 572-8786
Joseph Stevenson, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Kris Bolan, E-10	SAI Bootcamp	Gus Harrison/Cotton/Egeler	(734) 475-1368
Melinda March, E-9	Scott	Thumb/Camp White Lake	(734) 459-7400
Stacy Austin, E-8	Camp Valley	Ionia/Jackson area	(734) 572-8700
Ryan Snell, E-9	Cooper Street	Ionia area	(517) 780-6175
Renisha Black, E-8	Camp Valley	Macomb/Mound/Ryan	(734) 572-8700

Michigan Corrections Organization
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When a critical incident occurs at your facility, contact MCO's 24-Hour Answering Service by dialing 1-800-451-4878 or 517-485-3310 ext. 29.

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Keven Myers, *Cotton Facility*

Troy Speckin, *Deerfield*

Jeff Ries, *Egeler*

Brent Kowitz, *Florence Crane*

Mark Rowe, *Forensic Center*

Randy Burrow, *Gus Harrison*

Dennis Beecham, *Handlon Michigan Training Unit*

Al Pennell, *Hianatha*

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Ponda Esu, *Macomb*

Rocky Isaacson, *Marquette*

Arthur Harter, *Mid-Michigan*

Adam Douglas, *Mound Correctional*

Michael Sweet, *Muskegon*

Louis Linck, *Newberry*

Christopher Schmidt, *Oaks Correctional*

Ronald Niemi, *Ojibway Correctional*

Mary Cooke, *Parnall Correctional*

Randy Burrow, *Parr Highway*

Bernard McClain, Jr., *Pine River*

Richard Bierman, *Pugsley Correctional*

Michael Wohlscheid, *Michigan Reformatory*

Al West, *Ryan Correctional*

Michael Guerin, *Saginaw Correctional*

Jason Lane, *SAI Program*

Brenda Walton, *Scott Facility*

Robert Davis, *Standish Maximum*

Ray Sholtz, *St. Louis*

Jake Campbell, *Straits*

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Editor - Sacha Crowley



MCO REPORT

Richard Goward Class Graduation



December 12, 2008



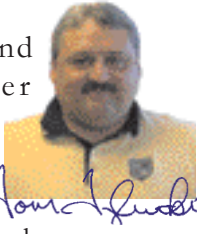
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PRESIDENTIAL PONDERINGS...

UNION NEWS



The MDOC and CO's remain under attack. The Mackinac Center, Senate Leader Mike Bishop and others continue to attack our wages and benefits and dangle privatization in Corrections as an option to fixing the structural deficit here in Michigan.

As many states separate themselves from private prisons due to lawsuits, mismanagement and unaccountability, it doesn't surprise me how uninformed, uneducated and off the mark Mike Bishop continues to be on issues in Corrections.

On December 10th, Governor Granholm issued an Executive Order which included plans to close Deerfield Correctional Facility in Ionia and Camp Branch in Coldwater. MCO will sit down with the Department and negotiate the terms of these closures and will do everything possible to try to minimize the adverse impact on the members in these and surrounding areas.

I once again ask all members and their families to pay attention to the MCO website. MCO is constantly fighting off the many attacks and need much more member participation. Your legislators expect to hear from me, Mel and Andy... **but when they hear from you on issues -- it elevates to another level.**

Since our last talk I've toured Straits (1st & 3rd shift), URF (2nd shift), Camp Otawa (2nd shift), Ojibway (1st shift), Baraga Max (1st shift), Marquette (1st shift), Alger Max (2nd shift), Scott Facility (1st & 2nd shift), HVMLabor Management and 1st shift), Thumb (1st shift), attended Steward Training in Newberry, participated in meeting with all Chapter Presidents in Region I with RPA Sherry, Region 3 with RPA

zation of the camp, and Deerfield and Camp Branch and other area prisons regarding the closure plans.

Also I had

The state also needs to do a comprehensive audit of its work force. While its head count is down from its peak, the state needs to know what its workers are doing and whether it can be done less expensively by contract workers or at all. Health care benefits are still significantly more expensive for state employees than in the private sector.

Detroit News 11.23.08

the honor of attending my 10th Special Olympics Law Enforcement Torch Run Conference. MCO sponsored the Conference and I had the opportunity to meet and discuss our similar issues of concern with Law Enforcement from around Michigan. I also had the pleasure of speaking to the many MCO members who take time out of their busy lives to make a difference in a special Olympians life.

Republican Senate Majority Leader Mike Bishop of Rochester agreed that prison reforms need to be addressed.

Michigan Examiner 11.5.08

see is cutting Corrections (which eat up \$2 billion of our \$9 billion general fund) in exchange for the surcharge. (referencing Rep. Chris Ward, Brighton) Capitol Chronicles 11.28.08

NOVEMBER 24, 2008
Bishop said Monday that cost-cutting should include cutting wages for employees of the corrections department. Detroit Free Press

-- Pursue additional cost saving measures through future contract negotiations and review organizational structure. A review of contracts identified \$9.3 million in potential cost-savings in 2006-07 for items such as bonuses, dry cleaning allowances and high security retention premiums payments to workers in higher security level facilities.

Grand Rapids Press 11.9.08

As of this writing, the Department has postponed the January New Employee School where 150 officers were scheduled (100 in Lansing and 50 in Kinross.)

Curtis and attended the graduation of the Jim MacMeekin Class and the Richard Goward Class.

I have also met with the members at Camp Valley to address the reorgani-

Stay Safe...



IN OUR THOUGHTS...

An RUO of the Huron Valley Mens Facility suffered 2nd degree burns to his face and possibly permanent damage to one eye as a result of an inmate attack on November 28th.

The inmate heated a mixture of Vaseline and water in the microwave and the proceeded to the officers station where he threw it in the officer's face and fled. Officers were quick to respond and secured the inmate, however there is currently an investigation under way and two nurses have been suspended as a result of their failure to report to the incident.

MCO has been in contact with the Detroit Free Press in conjunction with their recent reporting of this issue and are pursuing the removal of microwaves with the Department.

The officer was hospitalized for two days and is now recovering at home. Our thoughts go out to him for a full recovery.

Officer Douglas Green, 46, of the Oaks Correctional Facility was airlifted to the hospital on November 19th in Grand Rapids after his car left the pavement and struck trees in the median of SB US 31. Green lives in Novi and was returning home from work.

IN MEMORIAM

Officer Shane Tropp, 40, of the Pine River Correctional Facility, passed away on Monday, November 17th. Shane suffered a fatal heart attack while being prepared for transfer to a rehabilitation facility where he was to undergo continued treatment for blood clots that formed after two back surgeries he had in October and November.

Officer Tropp hired into the MDOC in 1999 and he was a top 10 Academic Honors recipient. Recently Tropp retired from the Michigan National Guard after twenty years of service to his country.

Shane leaves behind a fiance Cathy and a daughter Brandi.

Retired Officer David Meoak, 57, passed away Friday, November 14, 2008.

Sergeant Steven Sampier II, 30, of SAI was murdered in his home on November 25th, and then his house set on fire to cover up the crime. Steven served with the US Army 82nd Airborne Division and had been a corporal at the SAI Bootcamp since 1999. He was admired and respected by his fellow officers and recently promoted to Sergeant. An investigation continues into this unfortunate event.

A MESSAGE FOR SEIU MEMBERS AND THEIR CHILDREN

SEIU Stronger Together

Fulfill Your College Goals with
an SEIU 2009-2010 Scholarship

SEIU awards 52 scholarships each year.

Find out more about the:

- SEIU Scholarship Program
- SEIU Jesse Jackson Scholarship
- SEIU Moe Foner Scholarship
- SEIU John Geagan Scholarship

Contact SEIU Local **526M**

Apply Now!

All of the above scholarships are open to SEIU members and their children. The John Geagan Scholarship is also open to SEIU local union staff.

Application information is also available at www.seiu.org. and at www.applyists.net
Applications must be postmarked by March 2, 2009

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Central Committee 10.22.08



Central Committee Delegates discussed a variety of issues --ranging from the planned closings and/or reorganizations of the Scott and Huron Valley Mens Correctional Facilities, details of the new contract and its production for the membership, and MCO's plan to hire new staff which will play a critical role in the effort to unify the union and prepare us for the battles ahead.

Talks also centered around the current fiscal year budget status and the projections of a possible shortfall and what that might mean to the MDOC as well as the legislation in the Michigan Senate (SB 1222) and House (HB 5914) which would have increased the defined contribution for covered employees. These bills die at the end of the year, however MCO will work to get them re-introduced in the new term in 2009.

Mel Grieshaber, MCO Executive Director, also delivered a brief synopsis of the upcoming political elections and those candidates who support working family issues as well as highlighting some of our own out of the ranks who were running for positions around the state.

**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
AND FORENSIC SECURITY OFFICERS FOR OVER 30 YEARS**



**CENTRAL COMMITTEE RECOGNIZES SERVICE TO
MCO**

When the MCO Central Committee gathered in Lansing on October 22nd, they passed a resolution formally honoring MCO Labor Relations Representative John Bowers, who will be retiring in January after serving MCO for nearly 20 years.



WHEREAS, John Bowers was a staff person involved with many MCO activities throughout the years including contract administration, projects, as well as responsibility for MCO chapters, and

WHEREAS, John Bowers reliably served members of MCO with distinction, and

WHEREAS, John Bowers, after 19 years of faithful service, has decided to retire to pursue other endeavors, be it

RESOLVED, that the Michigan Corrections Organization expresses its gratitude to John Bowers for his service and by this resolution its appreciation, and be it further

RESOLVED, that the Michigan Corrections Organization go on record in wishing John Bowers its best in his future activities and a long and happy retirement.





The graduation ceremonies opened with a moving invocation given by Lieutenant Warren Rose of the St. Louis Correctional Facility who was a close friend to the class namesake, the late Officer Richard Goward.

Words of respect and dedication permeated the message of speakers -- all testifying to the reputation they were destined to live up to.

Academic Honors went to Matthew Dushane, Edward Freeman, Stephen Scarbrough and Kim Wiefereich of the First Platoon, Derek McElrath and Amelia Newman of the Second Platoon and Kyle Atwood, Melanie Jacobs, Christina Overpeck and Josh Schley of the Third Platoon. Officer Jaron Arnst of the Third Platoon took home top Academic Honors.

Officer Jesse Martinez of the First Platoon was the recipient of the Josephine B. McCallum Award. Finalists were Michael McCollough of the Second Platoon and Alicia Anderson of the Third Platoon.

Officer Roy Morris of the First Platoon received the Jack L. Budd Award, ahead of finalists Antwan Oden from the Second Platoon and Paul Rottach of the Third Platoon.



Ric

CORRECTIONS OFFICER
RICHARD GOWARD
1971-2003





Hard Goward Class Graduation December 12, 2008





Jim MacMeekin Class Kinross October 31, 2008



Red Tag Officer Kott (pictured at the left) follows in her father's footsteps as she joins the black and grey. Gary Kott, a CO at the Kinross Correctional Facility, has served as a MCO Chapter President for many years.

(pictured below)

Officers gather September 18, 2008, for an OJT Reception with officials from MCO to learn about the union and meet the leadership.



**PROUDLY REPRESENTING MICHIGAN'S CORRECTIONS OFFICERS
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**HOLIDAY PACKAGES ON THEIR
WAY!**



The MCO holiday packages with their highly sought after pocket calendars were dropped into the mail on

December 1st.

Due to the mass bulk mailing, and heavy postal load this time of year, please give them *at least* two weeks before contacting MCO for a replacement!



Scholarships
Helping union families realize their dreams

Going back to school? Sending your children to college? Learn more about the scholarship opportunities available to you as a union member. Union Plus supports working families by providing these scholarships to help you focus on your studies instead of your tuition bill.

UNION PLUS SCHOLARSHIP

- Available ranging from \$500 to \$4,000 and available to students attending two-year and four-year colleges, universities, technical or trade schools, and graduate schools.
- Current and retired union members, their spouses and dependent children are eligible.
- Applications are available to: **September**. To apply, visit www.UnionPlus.org/Scholarship and return it by January 20.

UNION LEADERS OF THE FUTURE SCHOLARSHIP

- Providing more women and people of color police union leaders goals and enhance leadership skills.
- Annual awards up to \$2,000 to cover the cost of continuing education or training.
- To be applied toward the completion of an accredited degree, coursework or seminar at an accredited educational institution.
- Applications are available to: **January**. To apply, visit www.UnionPlus.org/Scholarship and return it by May 31.

UNION PLUS NATIONAL LABOR COLLEGE SCHOLARSHIP

- A total of \$25,000 is awarded each year to help union members, attend the world's only university dedicated to labor education.
- Take classes at your own pace and schedule with a unique program tailor-made for future working men and women.
- Please contact Terrie Thomas at the Office of Student Services at the National Labor College at 800-426-4202 or your local union leader for more information.

Union Plus

For details about all the scholarship opportunities available to union members, visit www.UnionPlus.org/Scholarship

**STATEMENT OF ACTIVITIES
(2ND QUARTER 2008)**

Revenues	Amount
Membership Dues	\$1,318,948
Non-Member Fees	29,728
Interest	26,142
Expense Refunds	26
Total Revenues	1,374,844
Expenses	
Administrative Leave	175,965
Advertising, news releases and related expenses	19,633
Arbitration	11,023
Books, dues and subscriptions	830
Computer	10,261
Continuing education	8,123
Contributions	8,602
Depreciation	23,527
Election	574
Insurance	59,600
Leased Equipment	6,136
Legal and Accounting	69,788
MCO Report	11,221
Meetings and Conferences	85,813
Office and Administrative	5,826
Organizational Unity Materials	9,302
Pension Contribution	28,112
Postage	5,528
Repairs and Maintenance	12,282
Salaries	203,600
Scholarship	15,000
SEIU Political Education /Action Account	81,000
Social activities	8,562
Taxes - Payroll	16,758
Taxes - Per Capita	340,884
Telephone	10,284
Utilities	9,220
Total Expenses	1,237,454
Change in Unrestricted Net Assets	\$137,390



STATEMENT OF ACTIVITIES
(3RD QUARTER 2008)

Revenues	Amount
Membership Dues	\$1,120,429
Non-Member Fees	31,536
Interest	22,826
Total Revenues	1,174,791
Expenses	
Administrative Leave	2,916
Advertising, news releases and related expenses	1,604
Arbitration	14,324
Books, dues and subscriptions	822
Collective bargaining	967
Computer	8,025
Continuing education	620
Contributions	350
Depreciation	23,720
Insurance	55,084
Leased Equipment	6,604
Legal and Accounting	40,186
MCO Report	12,748
Meetings and Conferences	57,472
Office and Administrative	5,056
Organizing	2,000
Organizational Unity Materials	3,559
Pension Contribution	35,718
Postage	828
Repairs and Maintenance	21,497
Salaries	207,170
Social activities	18,710
Taxes - Payroll	16,784
Taxes - Per Capita	365,309
Taxes - Property	43,018
Telephone	10,454
Utilities	8,395
Total Expenses	963,940
Change in Unrestricted Net Assets	\$210,851

NOTICE!

The Exchange Transfer List clears each January. Because this is a double issue, it will effectively clear starting with the February issue with the exception of those names who have been added for this issue.

Thus, if your name has been on the list for quite a while and you still wish to transfer, you will need to resubmit your information in order to appear on the February list. The deadline to do so will be January 12th.

EXCHANGE TRANSFERS
(CON'T)

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Thomas Delandon, E-9	Saginaw	Thumb	(989) 695-9880
Charles Kelly, E-9	Saginaw	Thumb	(989) 695-9880
Sha Rhonda Myles, E-8	Scott	Ryan/Mound/Macomb	(734) 459-7400
Jeremy Randall, E-8	Pugsley	Pine River/Mid-Michigan/St. Louis/Standish/Saginaw	(231) 263-5253
Orlinda Mallett-Godwin, E-9	Scott	Ryan	(734) 459-7400
Jessica Brissette, E-8	Huron Valley Womens	Saginaw/Standish	(734) 572-8786
Virgena Hayes, E-8	Carson City	Brooks	(989) 584-3941
Courtney Delong, E-8	Huron Valley Womens	Ionia/Carson City/Boyer Rd./MR/Deerfield	(734) 572-8786
Charisa Williams	Camp White Lake	Mound/Huron Valley Womens	(248) 625-6688
Lyndsey Cavill, E-10	Huron Valley Womens	Adrian/Coldwater areas	(734) 572-8786

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EXCHANGE TRANSFERS

If you are interested in placing your name on the Exchange Transfers list, (Article 15, Part D, Section A-6) please send the following information: your name, your home phone number, classification (E-9, E-10), etc.), current institution, desired institution and your facility's phone number. Please mail to: Sacha Crowley, c/o MCO Report, 421 W. Kalamazoo St., Lansing, MI 48933, or send via e-mail to sacha@mco-seiu.org. Please note all transfer requests must be submitted in writing and must be approved by both institutions' wardens. **Please contact us as well if you need to remove your name from the list.**

NAME	CURRENT FACILITY	DESIRED FACILITY	FACILITY PHONE
Michael Charbonneau, E-9	Pine River	Saginaw	(989) 681-6668
Jeanine Magee, E-10	Lakeland	Ryan/Mound/Macomb	(517) 278-6942
Andres Trejo, E-9	Lakeland	Gus Harrison/Adrian/Parr Highway	(517) 278-6942
Mary Simms, E-9	Macomb	Thumb	(586) 749-4900
Kendra Patillo, E-10	Huron Valley Womens	Ryan	(734) 572-8786
Pamela Ballard, E-10	Camp Lehman	Pugsley	(989) 348-8101
Ted Wittler, E-9	Hiawatha	Marquette	(906) 495-5661
Keith Duke, E-9	Huron Valley Mens	Mound/Ryan	(734) 572-9892
Kirk Downs, E-9	Pugsley	SAI	(231) 263-5253
John Lewis, E-9	Parr Highway	Huron Valley Mens	(517) 263-3500
Kevin Grimsley, E-9	Standish Max	Lakeland/Florence Crane	(989) 846-7000
Jason VanderVlucht, E-9	Cooper St.	West Shoreline/Muskegon	(517) 780-6175
Arthur Hart, E-9	Huron Valley Mens	Thumb	(734) 572-9892
Gentry Pitts, E-9	Gus Harrison	Ryan/Mound/Macomb	(517) 265-3900
Crystal Murry, E-9	Muskegon	Baldwin TRV	(231) 773-3201
Alnisha Jackson, E-9	Pine River	Saginaw	(989) 681-6668
Jemar Rozier, E-9	Deerfield	TCF/SRF/STF/SPR	(616) 527-6320
Useff Perkins, E-9	Deerfield	TCF/SRF/STF/SPR/SLF	(616) 527-6320
Melvin Shelton, E-10	Mound	Saginaw	(313) 368-8300
Mark Debo, E-9	Pine River	Saginaw	(989) 681-6668
Jonathan Brown, E9	Macomb	Saginaw/Standish	(586) 749-4900
Amber Bates, E-9	Scott	Thumb/Macomb/Camp White Lake	(734) 459-7400
Todd Jennings, E-10	Alger	Marquette	(906) 387-5000
Phillip Hakenjos, E-10	Michigan Reformatory	Deerfield	(616) 527-2500
Charles Kelly, E-9	Mid-Michigan	Thumb	(989) 681-4361
Brenda Tuttle, E-9	West Shoreline	Baldwin TRV	(231) 773-1122
Joel McLeod, E-9	Parr Highway	Standish Max	(517) 263-3500
Jonathan Josing, E-9	Parnall	Thumb	(517) 780-6000
Andrew Treiber, E-9	Pugsley	Baldwin TRV	(231) 263-5253
Robert Drake, E-9	Bellamy Creek	St. Louis/Mid-Michigan/Pine River	(616) 527-2510
Jack Gordon, E-9	Macomb	Mound/Ryan	(586) 749-4900
Jesse Patterson Jr., E-9	Macomb	Mound/Ryan	(586) 749-4900
Rob Brezzell, E-9	I-Max	Mound/Ryan/Macomb/HVM/Thumb	(616) 527-6331
Matt Vouaux, E-9	Camp Lehman	Saginaw/Standish	(989) 348-8101
Michael Friend, E-10	Huron Valley Mens	Ryan	(734) 572-9892
Harold Marsh, E-10	Cotton	Bellamy Creek	(517) 780-5000
Cortney Stempak, E-9	Mid Michigan	Saginaw/Standish	(989) 681-4361
Stacy Mckinney, E-9	Huron Valley Mens	Mound/Ryan	(734) 572-9892
Vanessa Johnson, E-9	Scott	Mound/Ryan	(734) 459-7400
Andrew Treiber, E-9	Pugsley	Baldwin TRV	(231) 263-5253
Kathleen Mathis, E-9	Scott	Camp White Lake/Thumb	(734) 459-7400
Michael Doss, E-9	Gus Harrison	Any Jackson Facility	(517) 265-3900
Tammara Corley, E-9	Tuscola Re-Entry	Saginaw	(517) 241-7660
Randy Wheelock, E-10	St. Louis	Pugsley	(989) 681-6444
Lashawna Duncan, E-9	Scott	Mound/Ryan/Macomb/Thumb	(734) 459-7400
Chris Bearup, E-9	Mid-Michigan	Saginaw	(989) 681-4361
Lashawna Duncan, E-9	Scott	Ryan/Mound/Thumb	(734) 459-7400
Angela Dukes, E-9	Huron Valley Womens	Ryan/Mound	(734) 572-8786
Dale Dille, E-9	Kinross	St. Louis/Pine River/Mid-Michigan	(906) 495-2282
Katrice Humphrey, E-8	Huron Valley Womens	Saginaw/St. Louis/Thumb/Tuscola Re-entry	(734) 572-8786
Brendan Fink, E-10	Oaks	Pugsley	(231) 723-8272
Patricia Hewitt, E-10	Camp White Lake	Cooper Street/Parnall/RGC/Deerfield	(248) 625-6688
Charlie Harris, E-8	Carson City	Thumb/Saginaw	(989) 584-3941
Sharon Myles, E-10	Mid-Michigan	Saginaw	(989) 681-4361
Bobby J. Crandell Jr.,	Alger Max	Marquette	(906) 387-5000
Jason Grundy, E-9	Huron Valley Mens	Thumb	(734) 572-9892
Heather Weslock, E-8	Carson City	St. Louis/Mid-Michigan/Pine River	(989) 584-3941
David Thompson, E-10	St. Louis	Saginaw	(989) 681-6444
Leroy Watson, E-9	Ryan	Mound	(313) 368-3200
Tanual Gaskew, E-8	Huron Valley Womens	Saginaw/Tuscola Re-entry Center	(734) 572-8786
Joseph Stevenson, E-9	Thumb	Tuscola Re-entry Center	(810) 667-2045
Kris Bolan, E-10	SAI Bootcamp	Gus Harrison/Cotton/Egeler	(734) 475-1368
Melinda March, E-9	Scott	Thumb/Camp White Lake	(734) 459-7400
Stacy Austin, E-8	Camp Valley	Ionia/Jackson area	(734) 572-8700
Ryan Snell, E-9	Cooper Street	Ionia area	(517) 780-6175
Renisha Black, E-8	Camp Valley	Macomb/Mound/Ryan	(734) 572-8700
Kevin Brown, E-9	Macomb	Thumb/ Marquette	(586) 749-4900

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"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." --Samuel Gompers

Editor - Sacha Crowley