

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 16 OF 16

FOLDER 9

CORRECTIONAL INSTITUTION
WORKERS



MICHIGAN CORRECTIONS ORGANIZATION

Local 526M • Service Employees International Union • AFL-CIO, CLC

4 / 22 / 76

DeHoCo Bulletin

FROM YOUR UNION

For those of you who are already members, that is exactly what it is; for those who are not members, it is what we would like to be - YOUR Union. Michigan Corrections Organization, or M.C.O., is a union of Correctional Personnel, with Correctional Personnel and their interests as its first and last function.

M.C.O. started in Marquette with just a few employees who were not satisfied with conditions or representation there. It has now moved to all the institutions and Field Services with over 800 members. M.C.O. is now on the move with membership and strength and DeHoCo has a chance to be a part of this movement.

On Friday, April 16, 1976, representatives from all three shifts met with Mike Devine and Dave Smokler from MCO and with the a staff representative from the Service Employees International Union (S.E.I.U.). The following information came from that meeting

1. Election of Officers - The following officers need to be elected: President, Vice-President, Secretary, Treasurer, and Chief Steward. Steps are being taken for this election at this time. Also, three stewards will be needed, one from each shift.

2. This Union is for all Correctional Personnel. This includes nurses, teacher, and any other Correctional employees.

3. As soon as May 1st we may be an independent Chapter, but we can turn to other Chapters for help, and we can

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SAFETY

Now is the time to join the Michigan Corrections Organization. M.C.O.'s only concern is with Correction's employees. As officers we would like to work under much better conditions, mainly under SAFER conditions. True, our main function at DeCoHo is security of the resident, but we cannot effectively secure DeHoCo when we are never sure about our own security. Such as:

1. Knowing that there would be an hour or more delay before we could receive any reinforcements in case of a riot.
2. Not having enough coverage in each cottage- mainly during the 1st shift (11p.m. to 7a.m.) and the 3rd shift (3p.m. to 11p.m.)
3. Not having enough availability to raid a room or cell to better control dangerous contraband.
4. Resorting to the use of residents as firewatches or aides in our cottages and clinic.
5. Not being able to use reasonable force when it is needed.
6. Not being properly relieved to eat or use the rest rooms (this presents a problem with safety because one never knows what could be waiting for them when they return to a room of not less that twenty and not more than forty-seven residents.

These are merely a few of the things that we as M.C.O. can address to make working at DeHoCo a much safer job. But the Power is in Unity. As a body, 100%, we can get lots of other important things improved at

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FROM YOUR UNION

can also expect help from the International.

4. We will be instructed in proper grievance procedure. There is a class in progress at this time and we hope to have some employees attend and bring the proper information back to us.

5. If you think you have a grievance, bring it to your steward or Union official. We will act on all grievances. It is better to win a percentage of all grievances filed and let them know we're here than to go 2 for 2 on selected grievances.

6. The question of collective bargaining has been brought up by a great number of members. To quote Mike Devine, "Collective Bargaining is one of the things we are all about."

At this point, I would like to add that those of us who worked for the City can remember what it was like to belong to a large union which represented many different organizations. You can easily be forgotten and a larger organization, such as sanitation, gets all the benefits while the smaller organizations suffer. M.C.O. is a union for and about Corrections, and it is on the move. We now have a chance to move with them. But we must remember - united we stand, but divided we fall. There is nothing management would like to see more than this Institution's personnel divided into many organization. Example: inviting three organizations in one day to talk to us!

We now have the chance to join a union that understands our problems - So let's go - Let's grow - With M.C.O.

- Timothy Schloss

SAFETY

DeHoCo. So come on, don't delay, join today. Our slogan is: Let's Go - Let's Grow - With M.C.O.

Don't forget to get your questions ready for the up and coming meeting. Also think seriously about running for one of our offices. JOIN NOW. The union that joins together - Is Together.

- Hazel L. Armstead



MCO SOUTHEASTERN CHAPTER MEETING

WHERE: 1538 W. Alexandrine

WHEN: April 6th - Wednesday
evening at 7:00.

WHY: Several major decisions have to be made by the Chapter this month. The most important has to do with the new employees relation policy. Another matter is the recent Regional offensive against the the Chapter Officers. Athird is how we are to treat the trustee and his trusteeship. See you there.

Grievance Roundup

HARASSMENT:

The Southeastern Chapter of the Michigan Corrections Organization is continuing its energetic defence of employees who find themselves treated unfairly by the Departmental management. Some of these cases are listed below. The most recent example involved the abusive use of the fact-finding procedure. Regional Administrator, Edward Nakfoor, caused 10 employees to waste a day; two employees to drive hundreds of miles; and the time and energy of many to prepare and report the fact-finding - all in an attempt to cow the M.C.O. president, David Smokler. As it turned out, the charge was minor and the proofs insubstantial. We are awaiting a decision. Adding injury to insult, Mike Devine was given lost time for representing Mr. Smokler at the fact-finding. These brazen attacks threaten the rights of all employees, and all employees should support the struggle against them whatever way possible.

DISMISSALS:

Nolan Nunnery: During February, a two day hearing on the arbitrary transfer and dismissal of Mr. Nunnery was held by Civil Service. Mr. Nunnery, an employee at the Oakland Medical Center, received a "disciplinary transfer" to S.P.S.M. in October of 1976. He was given two days notice. When he could not report due to the 180 mile per day trip and due to legal constraints regarding custody of his daughter, he was dismissed. To top it off, the Department told MESC that Mr. Nunnery had quit. This delayed his unemployment benefits for months. The actual case against Mr. Nunnery was flimsy, the fact-finding was kangaroo, the discipline (a transfer) was illegal, and all indications are that he will be exonerated by the Hearing Officer. Witnesses for Mr. Nunnery cited examples such as an employee handcuffing a nurse to a bed alone in a ward for hours without the supervisor taking any disciplinary action; and such as employees reporting drunk and consistantly late without disciplinary action; and such as the supervisor use racist language; and such as the supervisor's professed desire to get rid of minority employees.

Gregory Cherry; During February, Mr. Cherry was dismissed because he failed the specialist school. This is incredible since Mr. Cherry worked in a position which is not allocated to be a specialist, and because there are a least 57 employees who have failed the course and who were not fired, and because evidence indicates that this course had little real relationship to job performance. Mr. Cherry's performance on the job was never questioned. The problem - Mr. Cherry was a probationary employee. As such, the Department feels lettle compelling them to act reasonably to Mr. Cherry. As A union member, Mr. Cherry will get expert representation. The Department should be compell.ed to act reasonably even to new employees.

FRINGE BENEFITS:

Expenses - A fourth step hearing was held this month over whether or not the State must pay mileage to the M.C.A. conference. An excellent presentation by Larry Smolak lead us to expect; if reason, logic, facts, and equity have anything to do with the matter; a victory. This would show Region that promises once made must be lived up to, and help a few agents out financially.

Longevity - An interesting demonstration of the power of the grievance procedure is happening now. Many employees were eligible for longevity bonus for the first time this year due to military credit. At least two MCO members were not paid their bonus. One filed a grievance in January and his bonus came within a fortnight; the other did not wishing to let the Department have a chance to get the paperwork done. He is still waiting.

HB 4401 - Due to quick action by an interested MCO member, Region's corrections officers avoided a lengthy battle. As soon as the Department showed any inclination to disqualify Region Corrections officers from the early retirement, a petition was circulated and a letter sent to State Personnel Director, Richard Ross. The response was that anyone with 25% of their day in inmate contact, and who has the authority to write disciplinary reports is eligible.

NOTE: Many employees (Field Agents ect.) seem to have been, erroneously, disqualified. There is an appeal procedure available for any corrections employee who is not included in the original determination. If you wish to appeal the determination, please contact any MCO officer or steward.

CLASSIFICATION:

Gordon Chevalier et al. - A hearing was held before a technical Civil Service hearings officer in Lansing this month. Every midnight employee of all the Michigan Correction Centers joined in the action which argued that their classification really ought to be specialist 07. Indeed, a midnight officer in the Centers does more than those in the large institutions. This argument was not even countered by the Department. Instead, the Department relied heavily on the inertia built into the Civil Service job specifications, and their supposed inability to justify such a change.

Student assistants - The Regions proclivity to abuse this classification continues. This time with such abandon that one student assistant had to resign, and several others are hard pressed on their jobs.

EMPLOYEE RIGHTS:

On February 2, R.A. Nakfoor entered the office of Mr. Michael Devine throwing a letter on the desk. Inside was a notice of transfer to the Detroit West Parole Office starting February 7. A grievance is now in process. The question is, can the Department arbitrarily shuffle employees around. Mr. Devine deserved the right to be asked about the transfer. This is both in policy and in equity. The success of this grievance will make every employee more secure in their jobs.

PROMOTIONS:

James Cannon - The M.C.O. scored a victory in February. After nearly a full year of litigation, a hearing officer held that Mr. Cannon was treated unfairly during his in-service training session. The major question of the courses' relationship to job performance was, however, held in abeyance until the mechanical unfairness was resolved. The Southeastern Chapter is, presently, engaged in conferences with Central Office over the appropriate handling of the resolution.

Oakland Medical Center - All twelve officers at the O.M.C. have joined in an action revolving around inequities in the specialist school scheduling. Several O.M.C. people have been with the Department for 4 years without promotions to 07. None had, at that point, ever been asked to go to the school. Civil Service should be giving a response in the near future.

PROPOSITION A ————— what is it really about ??

The history of community debates and judicial orders pertaining to the Wayne County Jail are well known to City of Detroit and Wayne County residents. That history, beginning with the Wayne County Jail Suit in 1971, has issued in court orders concerned with overcrowding in the jail and with overall jail conditions and administration.

Currently, a three-judge panel of the Wayne County Circuit Court has ordered that the population in the existing Wayne County Jail may not exceed 720 inmates and that other appropriate measures must be taken to assure compliance in other areas of the jail's administration.

These areas include adequacy of jail programs and personnel, conditions of sanitation, health, recreation and diet as well as inmates' security and appropriate classification.

In the context of these developments, a proposition is now put before the voters of Detroit and Wayne County for a millage increase to finance construction of a detention facility for housing persons awaiting trial and disposition in Wayne County. The Wayne County Board of Commissioners has stated that it intends to use funds raised by the millage to construct a new jail in downtown Detroit to house approximately 400 persons.

In voting on this millage proposition, the Team For Justice suggests that the probable outcomes should be well considered by the voting public. We suggest two major considerations:

- 1st) At the present time, the millage to be granted by a yes vote to proposition A appears tied to a plan of the Board of Commissioners, already in motion, which favors a construction proposal for the new facility that is inadequate. Its inadequacy extends to the actual conditions provided by the facility's design, to legal requirements, and to time and cost factors for the construction.

Specifically, the construction plan being considered by the Board fails to fulfill the Building Code requirements for basic cell size. The plan includes dormitory cells, contrary to Michigan rules which require individual cells or rooms. The plan is greatly limited in recreational and visiting space, allows limited mobility for the population and fails to provide any minimum and medium security areas.

Whatever interests - whether electoral, political or financial - are being served by the plan chosen by the County Commissioners, it is clear that neither the interests of the tax paying public nor those of present or potential inmates of Wayne County Jail have been considered.

- 2nd) A vote favoring this millage will do nothing to effect prevailing conditions in the existing Wayne County Jail. A yes vote for the millage increase is, rather, a vote favoring additional holding capacity of 60 to 65% for detainees in Wayne County before and during trial. The Board of Commissioners has consistently held that the proposed facility would be additional to the present jail of Wayne County.

Additional detention capacity will not settle the problem of conditions and administration at 525 Clinton Street which are the subject of the standing orders of the court.

In short, the millage proposition on the May 18th ballot is restrictive in its provisions for solving the multiple problems involved in the Wayne County Jail situation. The millage to be raised is tied to a solution which will not guarantee nor sufficiently address the court's requirements pertaining to existing conditions in the present jail.

A progressive answer to the issues posed by the Court's orders does not admit of easy solutions.

The Team for Justice suggests for serious consideration of voters in the May 18th primary these questions:

Will the passage of the millage proposal address the requirements in the administration, treatment and care of present and potential inhabitants of the Wayne County Jail?

What does a vote for added capacity to detain people before and during trial really represent in a city of high unemployment, reduced services, racism and fear?

The Team For Justice, a downtown jail and court project funded primarily by Catholic Church sources, has been engaged since 1968 in efforts of direct service to inmates/defendants as well as in establishing system alternatives.