



MSEA NEWS

Hi friend,

Happy New Year and welcome to our first online edition of MSEA News. In an effort to communicate with you quickly and cost effectively, we are going digital with our newsletter. With this change there may be a few growing pains, but we believe it will be worth it.



MSEA members voted overwhelmingly to ratify the economic agreement for the second two years of the current three-year agreement with the State of Michigan. Ninety-seven percent of member participants voted in favor of the agreement. The agreement provides across the board wage increases for all employees:

- 2% - effective 10/1/20
- 1% - effective first full pay period of 3/21
- 2% - effective 10/1/21
- 1% - effective first full pay period of 3/22

No changes to health care premium shares, co-pays or deductibles during the term of the agreement.



Department of Natural Resources Law Enforcement Division Chief Gary Hagler, Conservation Officer Jeff Ginn, Capt. David Malloch.
Photo credit: MI Dept. of Natural Resources)

MSEA SPOTLIGHT

The **MSEA Spotlight** this month is shining on Michigan Conservation Officer Jeffrey Ginn. Officer Ginn has been featured in several media outlets recently, and he certainly has earned the accolades. During his last 12 years of service, he has been credited with saving five lives while on duty including Amber Smith, a toddler who went missing in 2013. He is photographed here receiving his most recent Department of Natural Resources Lifesaving Award for resuscitating a man in a Newaygo hotel. It was his 4th such honor. Please join us in thanking Officer Ginn for his service and congratulating him on his well-deserved recognition.

Read more about Officer Ginn in the stories below:

<https://www.cnn.com/2019/11/12/us/michigan-conservation-officer-hero-beyond-the-call-of-duty/index.html>
<https://fox6now.com/2019/11/12/this-dnr-officer-has-saved-5-lives-including-a-missing-toddler-in-rural-michigan/>
<https://patch.com/michigan/across-mi/michigan-conservation-officer-saves-life>

MSEA Member Wins - 2019

Arbitrations

LL18-018 - Conservation Officers awarded denied overtime while working Belle Isle State Park and Arbitrator found DNR violated contract in Articles 5 and 20 by not disclosing work rules and policies in writing with MSEA prior to implementation.
 LL8-033 - Conservation Officers awarded single room occupancy after been forced to lodge with a roommate. DNR violated contract in Articles 13 and 43.
 LL18-035 - DNR FFO awarded two days of overtime back pay. Arbitrator found the Department overstepped by not following proper disciplinary protocols and MSEA CBA Article 9 and 10.

Civil Service Cases

Civil Service grievances: **2**
 Civil Service grievances settled prior to hearing: **1**
 Civil Service grievances moving to CSC hearing: **1**

Litigation Cases

Filed federal EEOC complaint for age discrimination on behalf of MDNR Forest Fire Officers for the current physical fitness test that is required.

Labor Management Meetings

Conducted 26 labor management meetings with the state to help negotiate changes to adverse conditions of employment that directly impact MSEA members.

MIOSHA Complaints

Filed 3 MIOSHA complaints gaining better PPE and working conditions for all members.

FOR SALE

MSEA is accepting bids (minimum bid \$1,800, Kelly Blue Book value \$2,841) for the company car. It is a 2010 Buick Lucerne (CXL Sedan 4D) with minor damage to trunk lid. Fuel gage and tire pressure system do not work and the windshield is cracked. The vehicle may be viewed during MSEA Central Office business hours (8:00 am-5pm). To schedule an appointment, contact Tammy Voight, Assistant to the President: (517) 394-5900 ext. 113, tvoigt@msea.org. The deadline for viewing is **Friday, February 7, 2020**. Bids will be opened that same afternoon. **Sealed Bids must be received by Friday, February 7, 2020**. The bids should contain your full name, current address and phone number. Please mail or drop your bid off to:

MSEA Central Office

ATT: Vehicle Bid

6035 Executive Drive, Suite 104

Lansing, MI 48911

Vehicle Highlights

Mileage: 275,350 (as of 12/1/2019)

Condition: Fair

Doors: 4

Body Style: Sedan

Color: Red

Seats: Dual Power, Heated Leather

Drivetrain: FWD

Engine: V6, 3.9 Liter

Transmission: Automatic, 4-Speed

Braking and Traction: Traction Control, ABS (4-Wheel)

Steering: Power Steering, Tilt Wheel

Comfort and Convenience: Air Conditioning, Power Windows, & Door Locks, Cruise Control and Power Sun Roof

Entertainment: AM/FM Stereo,

MP3 (Single Disc.)





MSEA MEMBERS NEVER QUIT

Every single day, MSEA members go to work to make our communities healthier, stronger and safer. We don't do it for rewards or big money, we do it because it's a calling. That doesn't mean we don't deserve recognition for our dedication to our work, and that's why AFSCME created the Never Quit Service Award. We are honoring our fellow members who demonstrate true dedication to their work. Do you have a co-worker or friend who always takes great pride and goes the extra step in their work? Brings a smile to the faces of the people they serve or work with? Who never quits on doing the best job they can?

Fill out the form at:

<https://neverquit.afscme.org/awards>

to nominate a fellow MSEA member for a Never Quit Service Award.

Winners will have their stories featured on the Never Quit website and receive a certificate honoring their outstanding contribution to public service.

We can't wait to hear your story!

*****Attention MSEA Retirees*****

Effective January 1, 2020, the state of Michigan is implementing changes to the state health plan (PPO). These changes will convert the current Medicare supplement plan to a Medicare Advantage plan for most Medicare eligible retirees. Please visit the site below for a presentation on these changes and how they directly affect you. <https://www.youtube.com/watch?v=k0PqXoVmF3k&feature=youtu.be>

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Receiving information by email is the best way to **stay** in the loop. When you **subscribe to our email list**, you can receive regular **updates** and stay in the know. Sign up today by clicking the button above or visiting our website at www.MSEA.org.