



*The Arizona Correctional Peace
Officers Association*

Check and Mate Newsletter No. 18



A bi-weekly newsletter to inform Union members on important grievance results, trends, procedures and important information relevant to a better quality of work life.

In This Issue:

-The 1.6 Trap: what is it and how to avoid it



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The 1.6 Trap: what is it and how to avoid it

If you have never been through the process before, filing a formal grievance can be an outright daunting experience.

First, there's that awful feeling that all confrontations conjure and, make no mistake about it: a grievance is a

confrontation. On paper, but a confrontation nonetheless.

No need to sugarcoat the reality. You are filing a grievance because you are feeling angry, disappointed, appalled, irritated, betrayed and believe that what has been done to you is unfair and unjust. Period.

In your mind you replay the scenario that brought you to this uncomfortable place and wonder "Why" administration didn't see your situation from your point of view and chose a more aggressive stance that left you for the worse.

Second, you want vengeance: a vendetta and you want it now!

OK. The second one was a bit exaggerated but seriously, your head is usually not in the right frame of mind to reason clearly and logically and it is easy to jump into the fray without a plan.

That's a natural reaction so don't feel that you are alone on this one.

But like any worthy fight in which you may ever find yourself, the first

response is not always the correct one and anger will surely kill you faster than a bullet!

That's why the first lesson in any confrontation, whether physical or on paper, is to remain calm and stoic so that the mind has a moment to see clearly, and not muddled, as anger will surely produce.

Which leads to this important lesson whether you are a member of AZCPOA or not:

-Never enter a fray solo. Take a wingman!

And if you are a member of AZCPOA, then you always have a wingman on standby: your AZCPOA representative. Just call the office if you don't know where to find them and they will introduce you to them.

Eazy Peazy!

Your representative knows the ins and out of the grievance system and can see things that you will not see clearly even if you read the policy. That is the inherent flaw in all policies. Micro

meanings that can go undetected when you are angry, frustrated and not in the correct frame of mind.

I'll give you one common pitfall that will convince you to always take a wingman with you and it occurs more often than not by the first time grievant: I call it the 1.6 trap!

The "1.6 Trap"

I came up with name "1.6 Trap" during my grievance days of working with Director Dora Schriro back in about 2006. Almost everyone I knew was falling into this trap and as we speak, we have staff falling into it today as well.

What is it?

It's a time release bomb, that's what it is. It blows up in your face when you file a grievance on your own, usually when your angry, and you then go back, after the Step 1, for help from someone well versed in the process, and are told that you will probably lose the grievance because you left out important arguments and evidence that should have been

included at the beginning. The name is a reference for:

DEPARTMENT ORDER: 517 section **517.06.1.6** which states:

Once the grievance is referred to any step beyond the Step I review authority, it shall not be amended.

See what happened here. You were angry and/or frustrated when you did your informal, wrote down your thoughts without researching policies and/or seeking assistance from someone with experience, submitted the grievance to the step I authority, who shoots you down because a passionate argument not supported by facts and logic doesn't convince anyone to change their stance on their own views and now, even if you got help from someone that catches the discrepancies, you are in a bleak situation because of section 1.6 that states that you cannot "amend" the grievance.

Its easy to overlook a word when one doesn't really know the meaning in its entirety and that can always be a trap in disguise.

Amend, in a nutshell means:

"To change or modify (something) for the better: IMPROVE amend the situation"

See how easy it was to fall into that trap.

Avoid it! Always get assistance "BEFORE" you file a grievance so that you can avoid the pitfalls that all policies contain.

That's what we are here for. This is what you pay dues for.

Take advantage of it and avoid falling into traps.

Yours in Solidarity,

*The Arizona Correctional
Peace Officers Association*

Deeds not words!

