



*The Arizona Correctional Peace
Officers Association*

Check and Mate Newsletter No. 19



*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:

-Making Central Office work for you!



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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.

Making Central Office work for you!

Now and then, although far and few in between, Central Office is known to put out memorandums and emails that actually serve a purpose other

than to use the back sides of them as scratch paper.

An excellent example was just released this week from Robert Patton, the Policy Unit Administrator.

In our last meet and confer with the director, AZCPOA asked to be included in the decision-making process when policy changes were being considered. In response to that request, the following email was released yesterday and has been included here in full in case you missed it.

Please read carefully:

Greetings

Great news...the ADC Policy Review Teams are now operational a full two weeks ahead of schedule! This is the opportunity for you (our customers) to have input into upcoming policy revisions. To begin the process, please go to the Policy Unit page on the ADC intranet:

<http://10.6.0.30/policy/policy.asp>

Once there please click on the box labeled "Policy Review Schedule." You will note that there are 11 policies to be reviewed by the six teams this quarter (Q2). Please

take the time to review the 11 identified policies. If you have suggestions to one of those identified policies, simply click on the box of the team that it is assigned to (Review Team #1-6) and fill out the applicable form. Once you hit submit your suggestion will be sent directly to the Team Sponsor and Leader for review.

A few things to consider:

- The Teams are beginning their work on Monday, and most of them have multiple policies to work on. The June 30th deadline that you see is to get the finished product for Executive Review. Please get your suggestions in ASAP so that they can be considered during the review process. Chances are if you wait until June to send in a suggestion it may not be considered as the policy may already be in the executive review.
- Please do not email the team members as individuals. Utilize the supplied team box. This is the only way for the Policy Unit to track your suggestions and ensure that they are appropriately reviewed.
- The policies listed are for their scheduled review. The Policy Unit will continue to work on OPR driven reviews outside of this process.

- Ensure you leave your contact information on the recommendation form. This will allow the team to reach out to you with questions and feedback.

Our Director has provided you an opportunity to have a voice in the policy making of this Agency. Please take the time to give your input!

SO what does this mean for us?

Simple. We get to review policy and if there is something there that appears to be detrimental to us as a whole, we speak up and say something about it as a whole.

For my part, I will be reviewing these policies personally and if something stands out that shouldn't be happening, you can bet on it that I will be speaking up and in turn, will be informing you, dear member, of what I have found and think about the changes. I may even be asking you to join me in expressing our view by clicking the link provided and making it record!

That's the only way we can ever get Central Office to work for us. In the

past, detrimental changes in policy have been made without our input.

No more! Let's put an end to this with a vested interest in our future.

Should I happen to find detrimental changes that should not be occurring, I will put out my sentiments out in the form of a special bulletin to inform you ASAP.

You in turn can choose to support the cause because as Benjamin Franklin once said:

“We must, indeed, all hang together or, most assuredly, we shall all hang separately.”



Yours in Solidarity,

Carlos Garcia

*Executive Grievance
Coordinator*

Deeds not words!

