



*The Arizona Correctional Peace  
Officers Association*

**Check and Mate Newsletter No. 20**



*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:*

**-We need a change!**



## The Check and Mate Newsletter No. 20

*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.*

### **We need a change!**

*This may be the perfect time to state the obvious and then do something about it: The Arizona department of Corrections, our beloved alma matter of corrections, is in dire need of change. That's right. I said it.*

*We have complained about this administrations lack of concern over*

*the faulty doors at Lewis complex till our faces turned blue. What is Central Offices Response? We will work on that next June. We are being bombarded by Administrative Investigations for the pettiest of things, yet the serious issues go by unfettered, unchallenged. We still have a cut and paste system of policies, and in some areas, no policy at all allowing administrators the opportunity to take matters into their own hands and make up rules as they go. Take the religious beard request as an example. It appears that the decision to allow a beard for religious matters rests in the hands of wardens who have say so over who is allowed a religious beard and who is not. Many supervisors are constantly being belittled by their wardens and those supervisors in turn, will pass the infection on by belittling their staff. The call-in policy is worthless and several complexes are running it different under the guise of a "pilot program" using staff as guinea pigs to try the new system out. Apparently, you can earn sick leave but you can't really use it so don't get sick. Motivation is down. Staff assaults are up. Staff are leaving the department before reaching the retirement limits*

and some even pursue a lesser paying job as a better choice than ADOC. This current director has completely alienated himself from staff by failing to take action on serious matters that will not be discussed here, but suffice to say, that staff have taken the brunt of his inaction, and in many cases, with personal injury, as in the case of an officer at Lewis complex who was beaten so severely by inmates that he required serious medical attention, due to non-working door mechanisms, that the director and his upper administration had knowledge of but did nothing. The result of this negligence: inmates were able to open their own doors to assist in the beating of one of our staff.

We need a change. We need it now, not later.

We at AZCPOA are working, as we speak, in assisting with this change.

When?

Sit tight for a second. It's coming.

You have our word.

Let's keep this one short because actions are louder than words.

Till next time, stay safe and watch each other's back because a positive change is coming.

It must be.

We can't possibly allow this to get worse.

And we won't!

*Yours in Solidarity,*

*Carlos Garcia*

*Executive Grievance  
Coordinator*

***Deeds not words!***

