



*The Arizona Correctional Peace
Officers Association*

Check and Mate Newsletter No. 21



*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.*

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-We need a change! Part II



The Check and Mate Newsletter No. 21

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! **Part II**

As you have already read in our last newsletter, it is obvious that the department of corrections is in dire need of change.

But we can talk about what needs to change all day long but if we don't

take action, then all we are doing is venting and nothing more.

That is why the Arizona Correctional Peace Officers Association has been slowly but surely making small changes that at first may go unnoticed, but in the end, like a good game of chess, lead to a big win.

Example:

CASE FILE: *The case of the “I’m not changing your final MAPS score no matter how wrong I am!”*

So, as you all know, when they did away with the PACE system and implemented MAPS as a system of keeping track of a staff members progress, they also did away with the right to grieve because the PACE system had its own grievance process. Do you remember? You might be new to the department and didn't know that but now you know.

The problem with this is that it allows for abuse from the supervisors in

charge of documenting your career with the ability to give you any score they feel fit to give you. Anyone foolish enough to argue this point can come sit with me for a couple of hours as I reveal file after file of abusive scores by crappy supervisors who feel they have the right to wield MAPS like some retaliatory tool for their own personal vendettas.

Just last week the following occurred at one of our institutions: A supervisor new to a unit decided to score out an outstanding subordinate with a, lets call it, a crappy final score, with no substantiating reason as to why. The employee rightfully protested and the MAPS was discussed with the Chief of Security. Now, you would think that a Captain, surely, would catch and rectify the discrepancy but no. The Captain supported the crappy score and even advised the employee that they couldn't "grieve" the decision and had 3 days to acknowledge the crappy score. This fella must have remembered and been around for the PACVE system but either way, refused to change the score. Shows you the mentality involved in the decision-making process of the individuals in charge of your future.

Scary!

The employee in this case happened to be a member of AZCPOA and so, we stepped in, and, well, let's just say that within one day he was ordered by those above him to do his job and score the MAPS with a score the employee had earned and not what he decided it should be.

How did we do it? By shoving the policy down their throats and involving the whole chain of command up to Central Office if need be, that's how.

The point is, just because there's no grievance system for certain processes doesn't mean you can't grieve and just because you can't grieve doesn't mean you have the right to abuse an employee with unethical and thoughtless decisions.

We at AZCPOA can grieve, will and we did.

But this shouldn't be. Everyone needs to come together and do the right thing no matter what your rank and this is why we need to change the

culture and these dinosaurs left over from the knuckle dragging days.

So, as you can see, little changes like this go a long way.

Many are weary of joining or even remaining as members with employee organizations like AZCPOA but the point is, until change becomes a permanent mentality within ADOC, it is an inexpensive insurance policy that ensures your rights are protected.

Thank you for supporting AZCPOA with your membership and commitment to change.

Yours in Solidarity,

Carlos Garcia

*Executive Grievance
Coordinator*

Deeds not words!

