



*The Arizona Correctional Peace  
Officers Association*

**Check and Mate Newsletter No. 22**



*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! Part III**



## The Check and Mate Newsletter No. 22

*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 III**

*Last week, the division director, Carson McWilliams, came all the way down to Perryville to deny an employee's request to wear a beard to celebrate his chosen faith, Catholicism.*

*Many other Catholics have previously requested to wear a beard but were denied as well.*

*The reason?*

*Per McWilliams, Catholics will not be afforded the right to wear a beard because the "Pope" doesn't wear a beard.*

*That's right. He said it. The employee even had an AZCPOA member present as a witness to verify this lame and uneducated excuse firsthand.*

*He also mentioned that some religions, like the "Amish", wear beards as part of their religions and that is an example, I guess, of religions that have a history of wearing beards.*

*A little re-education is warranted here before I continue:*

*Firstly: the "Amish" are not a religion; they are a Protestant sect of the Swiss Anabaptist Church.*

*Secondly: they wear their beards as a symbol of adulthood, not for religious purposes.*

*As a side note, most religions wear a beard to emulate their chosen saviors and many Christians and Catholics wear a beard to honor the Christ, who according to all accounts, wore a beard.*

*I'm not intending this to be a lesson or discussion on religious protocol, just another fine example of needed changes within this department.*

*When a division director feels this comfortable denying religious requests with such asinine answers, then the time has come to fight.*

*So fight we will!*

*I am therefore informing all AZCPOA members that immediately following this denial, we filed a Federal EEO complaint because ADOC is allowing certain faiths the right to wear a beard and other accoutrements yet denying others through decisions based on ignorance and an obvious lack of education.*

*McWilliams went as far to advise the employee that he had studied religion at school.*

*He should get a refund.*

*As a final example on the extent of the chicanery and conniving behavior that this administration is willing to engage in to get their ways, Warden Dorsey, the Perryville Warden, issued a denial letter to the employee prior to the McWilliams meeting.*

*McWilliams herself confirmed during the meeting that she had no authority in issuing that letter.*

*Maybe she should go under one those famous inquiries that the department loves to impose on our staff for lesser offenses.*

*I wager not.*

*We will keep you posted on further developments as this case evolves.*

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

*Yours in Solidarity,*

*Carlos Garcia*

*Executive Grievance  
Coordinator*

***Deeds not words!***

