



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.

*The Arizona Correctional Peace Officers
Association*

Check and Mate Newsletter

No. 8

In This Issue:

- Clarification on Proposition 125*
- A word about "Timeliness"*



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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.

Clarification on Proposition 125

Recently, a demon has reared its ugly head threatening to attack the unity, integrity, dignity and mental welfare of our correctional staff and leaving in its wake chaos, doubt and distension. This demon, like all demons, accomplishes its nefarious tidings by filling the mind with false information and doubt, taking over the mind like an infection that is easily spread to others by simply passing on “that”

false information through word of mouth.

This demon has been with us since the dawn of time and rears its ugly head, now and then, in an obvious attempt to bring ruin to otherwise sane men and woman.

No, I'm not talking about Proposition 125, that recent Proposition that will address problems with the Public Retirement System.

No.

The demon I address here is “FEAR”.

FEAR

If I said it once, I will say it a hundred times more: “Fear will kill you faster than a bullet!”

“Fear”, and its close cousin “Rumors” are the cause for more deaths than the Black Plague.

It infects the mind, turning its victim into a host, much like a virus does, allowing them to spread the fear amongst those who believe and accept such “things” without personal verification.

Proposition 125: What it is and isn't

Case in point. Proposition 125. The information concerning this proposition, which will affect the Public Retirement system, is readily available on the internet for all to read and understand and while it is admittedly, sometimes difficult to decipher such political articles, there are further resources that can help clarify such confusion.

So that is what we did. We also had questions concerning the meaning and intent of this Prop so research conducted from trusted sources revealed the following, in a nutshell, and in a clear language that eliminates confusion and doubt:

“Prop 125 will change the formula used to calculate pension increases for retirees.”

That's it!

Previously, pension increases for retirees were calculated with a formula based on how much the C.O.R.P. investments had earned coupled with some other factors, –

(the C.O.R.P. website has a more detailed explanation)

The proposed change will base the increase on the C.P.I. (consumer price index for Maricopa county). C.P.I. is the inflation rate. The yearly increases are capped at 2%.

P.S.P.R.S. made the exact same change last year.

The C.O.R.P./P.S.P.R.S. board (that owes a fiduciary duty to the members) strongly supports 125 to keep it solvent into the future. Both Republicans and Democrats in the legislature supported this and voted to refer the Prop for the fall ballot.

However, a “fear” stemming from the fact that the C.O.R.P. retirement system turned into a 401k for new A.D.O.C. hires recently, has raised a false alarm amongst the ranks.

This fact has generated an unsupported “fear” that proposition 125 aims at eliminating the current C.O.R.P. pension.

This is false as confirmed by research into the matter.

So, let us reiterate once again, as to eliminate fear and misunderstandings:

Proposition 125 will not eliminate the current C.O.R.P pension.

It will only change the way increases are calculated.

Since the purpose of this newsletter is not a detailed account of said proposition, you are encouraged to read it for your own benefit, available here:

<https://azsos.gov/sites/default/files/Arguments%20For%20Prop.%20125.pdf>

A word about “Timeliness”



Just a quick reminder about timeliness as it pertains to the Arizona Dept. of Corrections: When it comes to Information Reports, Administrative Inquiries and any

documentation that may have an impact on your career, please remember to respond TODAY, if not sooner! That includes utilizing your Local Union representative, or any one of us for that matter, in helping you with the paperwork. We have addressed this service in a previous newsletter but it is worth repeating again. We will assist you in preparing any and all documentation that pertains to your job as a correctional professional.

But it must be timely. Please don't wait until the "day of" to come for assistance as we need time and research to fully and adequately assist you.

Remember this:

All reports are the starting points for potential investigations.

Timeliness, accuracy, and readability are the cornerstones of a successful and beneficial resolution.

Enough said.

Yours in Solidarity,

Carlos Garcia

Executive Grievance

Coordinator

Deeds not words!

