



AZCPOA



ARIZONA CORRECTIONAL PEACE OFFICERS ASSOCIATION

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AZCPOA continues to grow. Our goal is to represent every employee in DOC and to represent them well. For those staff who have not yet joined:

Here Are A Few Reasons Why Arizona State Correctional Staff Should Belong to AZCPOA

- You have the legal right to join a union, protected by both state law and federal constitutional right. It is against the law to punish an employee for joining AZCPOA. We have fought hard to protect your statutory and constitutional rights to be a member of our union.
- Unless you belong to a union, DOC will always have the last word on what is best for you. AZCPOA gives you a voice in dealing with your workplace issues and concerns.
- The only way to have a real voice is getting the right to meet and confer- the form of negotiations used in Arizona for public employees. On January 17, 2008, AZCPOA was granted meet and confer rights by Governor Napolitano.
- AZCPOA, has the financial and political strength to effectively fight for the rights of our members. AZCPOA members are protected by the best legal plan in Arizona; the union staff is constantly working with our members on issues of concern; and we have developed strong political connections with members of the Legislature.
- AZCPOA is a completely democratic organization - our members vote on all important issues such as election of Board Members and dues increases. Our philosophy is that the members are the organization and everything should be for and about our members.
- As a member you are covered immediately from the first day payment is received (pre-existing incidents are not covered)
- A member that has been terminated, suspended, or demoted will be represented in an administrative appeal to the State of Arizona Personnel Board (where allowed)
- A member that has been criminally charged, or indicted, for certain types of conduct arising from official performance of duty, will be represented.
- A member that becomes involved in a civil lawsuit, arising from performance of duty will be represented in civil proceedings.
- **There are NO pre-conditions, and there is no review of your case. You have an absolute right to be represented when faced with disciplinary or job related criminal or civil problems! No other group provides you with this type of representation!!**

Remember: More DOC officers & staff have made the right choice to belong to AZCPOA than any other union and there is a reason for that. AZCPOA is not the best union in DOC because it's the biggest; it's the biggest union in DOC because it's the best. We care about our members!

