



IN 2018 officers and other employees lobbied the General Assembly and progress was made, but there is much more work to do.

*" If there is no Struggle, there is no Progress. Those who profess to want change and are not willing to agitate are likened to the farmer who wants bumper crops but is unwilling to go out first and turn the soil. Power concedes nothing without demand, it never has, and it never will". - Fredrick Douglas*

### PROGRESS IN 2018

NCP SO saw progress in the 2018 General Assembly session. Thanks to officers from Sussex 11 State Prison, Lunenburg Correctional Center, Greensville Correctional Center, Indian Creek Correctional Center, Deerfield Correctional Center and Deep Meadow/MCV. This group was there on lobby day to make a statement while others from these facilities came throughout the session

and met with legislators or attended committee meetings. They made a difference. We saw passage of HB1418 (The Correctional Officers Procedural Guarantee Act). After seven years, the bill was finally passed in this session and at the writing of this News Letter, it is now awaiting the Governor's signature. Since most don't know what the Correctional Officers Procedural Guarantee Act is, here's a summary. If you or anyone you know have been the subject of an internal investigation you know that there was very little due process granted. HB1418 gives

Our Voices Matter, NCP SO Making a Difference

April 2, 2018

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correctional officers a whole new system of due process rights. This was patterned after the Law Enforcement Officers Procedural Guarantee Act. If you are the subject of an internal investigation, certain rights must be given to the employee under investigation, to include representation if disciplinary actions that could lead to suspension, demotion, transfer or termination for punitive reasons are taken. Everyone should be aware that this process has no bearing where criminal investigations are concerned. NCP SO did not go after this legislation to up

hold bad behavior, but to create a fairer system with more accountability when correctional officers are the subject of internal investigations.

### **PETERSBURG WAS THERE**



### **HAMPTON WAS THERE**



These Public Safety Professionals understand that their presence must be in the legislative halls of the General Assembly if they are to improve their status and get the things that they need for themselves and their families.

**WE ARE  
CORRECTIONAL  
OFFICERS.....  
NOT PRISON  
GUARDS.**

I know that the great majority of correctional officers and DOC staff, must be tired of turning to your local news or reading in the press whenever there is a story relating to correctional officers and hearing the term prison guards. Having spent 27 years as a correctional officer, in my mind there is nothing more degrading or disrespectful than to have these Public Safety Professionals downgraded to the status of prison guard. When members of the Media, Press or the Legislative Branch refer to the men and women of the DOC as prison guards, they deny the enormity of the responsibility that you inherit when you take your oath to serve and protect. Because this term downgrades you as a professional, they are also tarnishing the importance and the roles of all staff. NCP SO believe that correctional officers deserve the same respect and recognition as all other uniformed public safety professionals regardless of arrest powers or the authority to detain. This should not diminish your status as a public safety officer, who in many ways is held to higher standards than their counterparts in the law enforcement community. NCP SO will take every opportunity to set the record straight. We invite the leadership of the department to join us and finally give titles and recognition to those who are the back bone of the department.

### **March 16<sup>TH</sup> CORRECTIONAL OFFICER RECOGNITION DAY**

In 2011 we sought a resolution to establish March 16<sup>th</sup> of each year as Correctional Officers Recogni-

tion day. That resolution passed the General Assembly establishing March 16 of each year as Correctional Officers Recognition Day. Now we feel that it is time to start the conversation of what steps do we take to educate the public to what it really means to be a correctional officer. When we do this, we will at the same time educate them to difficulty of working in a prison for all employees, but especially for the ones who must police these facilities.

**We believe that the term Correction Officer Recognition should mean more than just a hot dog and a thank you. We want to be Recognized for the job that we do!**

Beginning this month, we ask all correctional officers to come on board with NCP SO and let's create a fitting memorial that will begin to highlight the contributions made to public safety by those who wear the uniform. We can begin this conversation on **May 7<sup>th</sup>** with all those who attend the **Town Hall Meeting. This Meeting will be at the Holiday Inn Express @ 201 East Cary ST in Richmond VA, 23219. For more information call 434-637-1152 or 804-266-2201.**

After the Town Hall, let's continue the conversation with monthly meetings with the end goal of a special ceremony to take place on **March 16, 2019**. Anyone wishing to submit their ideas by e-mail may send them to :

**[donbaylor@cwa2201.org](mailto:donbaylor@cwa2201.org)**



## **LYNCHBURG WAS THERE**

NCPSO will continue to work to create a safer and fairer work environment for the employees of the Department of Corrections and Juvenile Justice until these employees take their rightful place in the public safety arena with just and equal treatment and competitive salaries and benefits. Should you receive or read this newsletter before April 11, 2018, I urge you to get involved in the effort to help secure the proposed raises recommended for state employees that will be taken up in a special session of the General Assembly to begin on April 11. For additional information please call Don Baylor @ 434-637-1152. If you are receiving and reading this publication after the special session, we need your help to secure raise in the 2019 session. This work never stops, all employees must be involved. We can't continue to wait for fairness in compensation or it will never come.

## **THROWING OF Bodily Fluids- IT HAPPENS EVERY DAY, IF IT WERE YOU**

*WOULDN'T YOU WANT TO BE PROTECTED?*



## **PRESUMPTION IS STILL ON THE AGENDA**

We must be in the legislative hall working to improve our status and conditions. No one else will do this for us. We must learn what these other groups have known for years, we must be the squeaky wheel. Having said that, I would like to share the story of the farmer who needed supplies from the general store. The farmer had a mule team and a wagon. So, he got his mule team and wagon and headed to the general store. Along the way there was one wheel that started squeaking and making a lot of noise. People who were in the fields working stopped to see where all the noise was coming from. Now the old farmer didn't want everyone's attention on him, so he stopped the wagon, got down and got his oil can to put some grease on the wheel to keep it quiet. The farmer climbs back up on the wagon and continues onto the general store. A little way down the road, the wheel started squeaking again. The farmer gets down and puts some more oil on the wheel. By the time the farmer gets to the general store, his oil can is empty and only one wheel got the grease. The other three wheels that kept quiet and didn't make

any noise didn't get any grease. The moral of the story is... **THE SQUEAKY WHEEL GETS THE GREASE.** If we are to gain the things that we need to secure our futures, it will only happen at the legislative hall. We must become the squeaky wheel.



### **WE HAVE TO:**

- Learn how to lobby our elected officials
- Learn how to hold them accountable on how they vote on our issues.
- Get in the game

### **IF WE WANT TO WIN!**

As uniformed employees, we must also realize that we are working to improve conditions for all employees of these Departments. We need them involved as well. ***A rising tide lifts all boats.*** Let us form a sense of sisterhood and brotherhood with our co-workers. But above all, let's be professional in everything we do.

### **Policies and Procedures**

As a uniformed officer of either the Department of Corrections or Juvenile Justice, you must commit to learning the policies and procedures that govern

What you do from day to day. Then as a professional employee, you must follow policy. There is a set of instructions that I use to always tell my shift at every muster.

**Be professional, follow policy and don't take short cuts.**

If you use these three things as a guide, often, you can steer clear of mistakes that lead to discipline. In this article, I want to break down these three steps to a successful career.

**Step one – Be Professional in All You Do**

If you practice professionalism, you will first want to take care of your appearance. There is an old saying... "if you look the part you already have half the battle won". If you are a professional, you will want to learn as much about your job as possible and then be willing to apply what you learn.

**Step two – Learn the Policies that Govern What You Do from Day to Day**

If you don't know what is in black and white according to the policies that have been formulated by the Department, it is going to be all but impossible for you to become a true professional. Not knowing the policies and procedures that govern what you do or knowing where to go to for the information you need, means that eventually you will make mistakes. You may not be able to overcome some mistakes. To best, be able to stay out of harm's way, learn what's on paper.

**Step three – Don't Take Short Cuts** Taking short cuts is the quickest way to cut short a career. When you take short cuts, you are breaking step with established

policy and procedure. Short cuts may be working well for you right now and some managers and supervisors may in fact encourage it. The problem with short cuts is they always seem to catch up to you. When they do, you will certainly hear the question, "What is the policy?" Most likely those who have been encouraging you to make it happen or take short cuts, they will be the last one to step forward to give support and **say, "I gave instructions to do it this way"**. NCP SO can assist our members on learning your personnel policies. We encourage you to come to meetings and participate in training offered by NCP SO. The basics are covered in orientation, academy and in-service. We believe that every employee should become committed to learning formulated policies established by the department in which you work. If you do, you will be glad you did.

**APPEARANCE SAYS A LOT ABOUT YOU AND FOR YOU**



**SURRY COUNTY WAS THERE**

If you have information or ideas for upcoming newsletters, you can e-mail me at [donbaylor@cwa2201.org](mailto:donbaylor@cwa2201.org)



Log on to the NCP SO Conference Calls on Tuesdays and Thursday nights to stay informed of all activities. The call number is 1-877-402-9753. The access code is 8298330#.

Web page [www//ncpso-va.org](http://www//ncpso-va.org)

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5809 Lakeside avenue Richmond, VA 23228

Phone 804-266-2201.

**NCP SO TOWN HALL MEETING**

Monday, May 7<sup>th</sup>  
9:00 am – 11:00 am  
Guest Speakers  
11:30 am – 12:30 pm  
Lunch  
12:30 pm – 3:00 pm  
Informational Program  
Holiday Inn Express  
201 East Cary Street  
Richmond, VA  
Guest speakers, education and discussions

RSVP  
434-637-1152