

## PRESIDENTS MESSAGES

AZCPOA Members,

Well this is certainly a fine mess we're in right now. A multi-billion dollar state budget shortfall. Immigration, and Immigrants, taking over conversations. Sales tax initiative. Layoffs. Furloughs. Privatization. Wow. So - who do we blame for all this? There is no easy answer. I would suggest we stop trying to blame anyone for any of this and focus on the positives

AZCPOA has not let the challenges facing us as a Union get the upper hand. Our membership continues to grow. We are resolving grievances, and appeals, on a regular basis. Why? AZCPOA has established itself as the reasonable employee organization to deal with. We are the largest and have the resources essential to do our job. And the Administration has taken note. Not because we bully, threaten, or try to intimidate. Instead, AZCPOA works within established guidelines to turn negative incidents into positive outcomes for our members.

During the last legislative session, our increased presence, along with the activity of our members, led to the repeal of the statute authorizing the privatization of nearly all our institutions, and the inmates inside. Assaults on our retirement system were beaten back. Reckless changes to the Workers Compensation system were not approved. Your rights as an employee were improved. Yet, AZCPOA, along with help from many of our friends, was not able to turn back the hands of time on the privatization of Medical. Our pleas fell on the deaf ears of legislative leaders.

Some say we should we blame the legislature for our problems. I would argue we should look inside our organization and share some of that blame if we must assess blame. Some will argue that we, AZCPOA, did not do a good enough job asserting our position and our interests. For that, I accept responsibility and pledge to do better as we move forward.

However, let's be clear. AZCPOA is not one person, one facility, one idea. AZCPOA is a Union - defined as an organization of workers joined to protect their common interests and improve their working conditions. I am proud of who we are and what we stand for. Together, we will face the good, and bad, times ahead of us.

In closing, I offer this quote from Saul Alinsky, "Power is not only what you have but what the enemy thinks you have."

In solidarity,

Tixoc Munoz