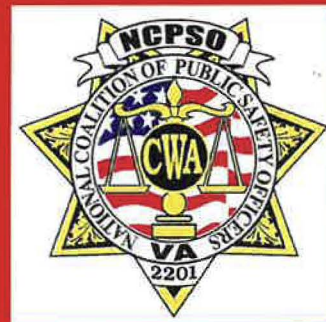


Our Voices Matter,

NCP SO

Making a difference



March 2021

NEWS BULLETIN



Charles "Bubba" Craddock
President

**ARE YOU
READY
TO MAKE
HISTORY?**

I believe you
have
already answered that

question. Unfortunately, when things get so bad that we are left with no alternative but to fight for our survival, we do not recognize that we are in a historical battle that will impact future generations for decades. This year, during a global crisis, you have managed to continue working in an industry that knows no accommodation. You have silently served your community, keeping them safe, without working from home or sitting in Zoom meetings. There is no virtual prison. There is no "pause button" for

public safety and you courageously answered the call. Yet, with all the chaos, pressure, fears, and the unknown, many of you have stepped up to fight for yourselves, your brothers, and your sisters in your Union family.

NCP SO members were there at every turn as the DOC continually ignored and made excuses for their inability to provide safe working conditions. Union leadership and members flooded the phone lines of legislators across the Commonwealth demanding support and action to hold the Department accountable to comply with health and safety standards that were being ignored. We utilized political allies and made new ones in the fight for proper treatment and they more than happy to stand with us! We did not stop there. Our leadership, stewards, activists, and members carried these alliances into the General Assembly session and put

them to the test. It was time for action! With continuous pressure, phone calls, emails, meetings, and town hall discussions, we introduced and supported many pieces of legislation into the 2021 General Assembly session.

We were able to secure a 5% wage increase. We successfully fought for Workers Compensation language that protects Corrections Officers who might contract an infectious disease (including COVID) by removing the burden of having to prove the infection occurred in the workplace. These laws will immediately provide security and relief for officers throughout Virginia. Then there is the Joint Resolution Study Bill. This study will be done to study the working conditions, staffing levels, and compensation at the Department of

(Continued)

Corrections. This could possibly be the most important challenge yet. The outcome of this study will decide if we move one step forward from being miles behind or a thousand feet forward to meet the needs of today. This will be up to us. It will depend on our level of input. If the DOC has all the input we will certainly lose. Be ready. We will be preparing and seeking more Legislative, Community and Organizational allies to join us in this fight. Your participation will be the most critical of all. And once we have achieved these goals it will become most critical to remain engaged so that we are never this far behind again.

I am honored to serve and look forward to addressing these challenges together with all of you!

Charles (Bubba) Craddock, President, CWA 2201



Donald Baylor
Director-Organizing Public Sector

REAL SUCCESS FOR WORKERS AT THE GENERAL ASSEMBLY

CWA/NCP SO SENDS A BIG SHOUTOUT TO ALL WHO PARTICIPATED

Under the Leadership of CWA Local 2201 and CWA Local 2204, NCP SO started the year off with a bang! We began a training program for stewards that is already paying dividends for member representation. Communication among stewards is everything for a Labor Union. If it can be said that members are the backbone of the labor movement, it can also be said that stewards are the attachments to the labor spine that keep it moving in the right direction. Member participation is also critical. So I want to thank all those who participated in our lobbying efforts at the General Assembly in this 2021 session. Here are some accomplishments from the session.

Pay increases. In large part due to the members who participated in lobbying for pay increases that we moved from a recommended 3% increase to a 5% increase for state employees. This is only the start of climbing back to competitive salaries with our counterparts in the private sector and nationally as well.

Legislation passed to give Correctional Officers protection under presumption for Covid-19 as an infectious

disease that is retroactive dating back to September 1, 2021. The Bill numbers are HB2207 and SB1375. Until NCP SO made this a part of the agenda, an Officer who contracted an infectious disease such as tuberculosis, Hepatitis, and HIV and now Covid-19, the Correctional Officer would have to prove that he/she contracted the virus while at work. This is all but impossible to do. With Presumption it is presumed that the disease was contracted at work as an occupational hazard.

HB 1862 Protects employees who are prescribed medicinal CBD oil from discrimination or dismissal. This legislation championed by labor through the AFL-CIO.

HJ 522 is a House Resolution championed by NCP SO and patron by Delegate Roslyn Tyler. This Resolution has established a committee made up of five legislators and four citizen members. The purpose of the committee is to study staffing levels, working conditions and compensation at the Department of Corrections. This study will begin very soon; now, every employee and especially every correctional officer should be pushing the door open to be a part of this study! Why? Because this is your chance to do more than complain and hope, but to actually be a part of the change that you seek and know you need. You can learn much more about the NCP SO agenda simply by sending your personal email, mobile phone number, title and facility location to the email address on this News brief. With this information you will be added to the Zoom Invite List for our weekly meetings.

Donald Baylor,
Director—Organizing Public Sector

**** MARK YOUR CALENDAR ****

NCP SO

ZOOM MEETING

WEEKLY

Tuesday & Thursday

7:30—9:00 pm

**** Contact Don Baylor for info ****

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STAY INFORMED

GET INVOLVED

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