



ALASKA CORRECTIONAL OFFICERS ASSOCIATION

"Walking Alaska's toughest beat."

August 2023

New Member,

Welcome to the Alaska Correctional Officers Association (ACOA) and congratulations on your new career with the Department of Corrections. ACOA is the exclusive bargaining agent for Correctional Officers and is independent from any state or national union affiliations. Us ... And us alone.

In 2004, Correctional Officers went out on our own by establishing ACOA. A group of us met in an Officer's living room and decided it was time for us to take care of ourselves after three previous unions had not. Many in State government and other unions laughed, and even some Officers were skeptical. No one believed that Correctional Officers could stand on their own. Nineteen years and eight Contracts later, no one is laughing now.

As the exclusive representative for Correctional Officers, ACOA represents and supports you. To be a member of ACOA in good standing, fill out the enclosed dues authorization form and registration sheet. Please email, mail, or fax these to the Association office, or give them to your Board Member.

One of us, your elected Board Members, is at each of Alaska's Correctional facilities. Come talk with us any time. We work hard to represent you and will do our best to help you in any way possible. Do not hesitate to get in touch with us or the office staff if you have any concerns or if a problem arises.

Again, welcome to ACOA and Corrections. We look forward to meeting you at the institution. Please reach out if you need anything or have questions. The ACOA staff stands ready to serve your needs by phone, email or in person at the office.

Welcome aboard!

ACOA Board of Directors

ACOA President

Hello there,

I'm Randy McLellan. I'm a Sergeant at the Hiland Mountain Correctional Center and I am privileged to serve as the current president of the Alaska Correctional Officers Association (ACOA). I would like to welcome you into the Correctional Officer profession; it is a profession like no other.

As a Correctional Officer, you will walk one of the toughest beats in law enforcement. Today's Correctional Officers are hardworking professionals who put their lives on the line 24/7 protecting the public. You met high standards to be hired and you will continue to meet high standards throughout your career. We are held to and honor a demanding and stringent code of conduct. We are proud to be Correctional Officers. Long gone are the "knuckle-dragging" days of the "guard" mentality.

In 2004, Correctional Officers formed their own union and we have been in control of our own destiny ever since. Over the years Correctional Officers have been very successful, becoming one of the most respected and influential associations in the State. We have one of the best contracts in the State and provide top level, professional representation. Past performance is no guarantee of future success, but with your support and participation, nothing should change. You are starting a career and joining an organization you can be proud of!

On behalf of all Correctional Officers, I am glad to welcome you into our ranks! Do not be afraid to ask questions of your fellow Officers; we all started as you are starting. We encourage you to get involved in ACOA. Feel free to contact the office at any time; someone is usually there from seven in the morning until late at night. If you would like to contact me directly, my email is randylmclellan@gmail.com. Welcome to the toughest beat.

Welcome aboard!



Sergeant Randy McLellan



WARNING

ACOA will not get to meet many of you before you graduate from the Academy. Unfortunately, for many new Officers over the years... that is too late.

For approximately 14 months you are a probationary employee. As with most jobs and all Law Enforcement jobs, that means that you can be non-retained without cause at any time until you become a CO II. Non-retention is not considered a termination, but you lose your job just the same.

Do not put yourself in any situation that can lead to being non-retained. There are several ways to guarantee that you will not survive your probationary period. The easiest way is to drink and drive. Obviously, there are many reasons why you should never drink and drive. However, if you do while you are on probation you will lose far more than your license; you will lose your job, your career, and potentially your eligibility to be hired for any Law Enforcement career or State job in the future!

Know this, from the moment you first walk into the secure portion of your institution, inmates will be looking for your weaknesses 24/7, not necessarily to physically hurt you, but more likely for an opening to manipulate you. Do not believe an inmate who compliments you and tells you that you are better than other Officers. They are only trying to obtain some special favors downstream when you are in too deep to turn them down. Treat every inmate the same and follow all the rules. Read the little yellow book "Games Criminals Play" that ACOA has made available for you. If you have not received your copy yet, find your Board Member and ask him or her to get you one. You need to know that if an inmate can get an Officer fired, it becomes a badge of pride for them and a trip to the unemployment line for you.

Corrections is a tough environment and Correctional Officers are held to high standards of conduct. Many Correctional Officers have Type A personalities and conflicts will arise. Safety is something you should always watch for and take to heart, but personality conflicts you should not take to heart. Let them go quickly and you and your family will be happier. Conflicts with other Officers will not necessarily cost you your job, but significant ones can.

If you learn the rules, follow the procedures and do not let the little things bother you, you can look forward to a long and rewarding career in Law Enforcement.

Important Information

REGARDING ENROLLING FOR HEALTH BENEFITS

You have important decisions to make about which of the State's Health Benefit Plans you wish to enroll in and which Dental and Vision options suit your needs.

If you do not enroll within 30 days of being employed, you will automatically be enrolled in the Economy Plan and Preventive Dental Plan and you will have no Vision Plan coverage.

You will also be barred from changing any of the selected options until the next open enrollment period and your Dental and Vision options must have been in effect for at least 18 months before changes can be made.

If you have not been given enrollment information, you should ask your institution's Administration for assistance or you can go to the State's Retirements and Benefits webpage at

<http://doa.alaska.gov/drb/>

Exercise your right to choose. Get the information you need to select the benefits that best suit your needs.

Remember to enroll within your first 30 days of employment.

WEBSITE – www.acoa.us/pac

The ACOA website is a great resource for information pertaining to Alaska Correctional Officers and Corrections' issues. We recommend that all new Officers take a few minutes and review the website. You will find information on:

- Officer Benefits
- ACOA's history
- Your Collective Bargaining Agreement
- ACOA PAC Information
- Office and Board Member Information
- Up-to-date information on many issues important to Alaska's Correctional Officers
- and much more...



ACOA EMAIL UPDATES

We collect Officers personal email addresses so that we can send out periodic email updates. These emails deal with everything from serious issues and cases that affect all Officers to fun emails such as raffle winner announcements and upcoming events.

*Disclaimer – ACOA would never give out any Officer's personal information – ever.
It is our job to protect you and your information

POLITICAL ACTION COMMITTEE

www.acoa.us/pac

The objective of ACOA's PAC is to improve wages and working conditions for our members through political involvement. Red, an Officer from Spring Creek, wrote the following about the PAC:

"We, the Blue, need to do all we can to help our friends so that they can, in turn, help us. That's why I am asking you -- all of you -- to go to the ACOA website. Sign up and donate to the ACOA Political Action Committee (PAC). If you already have signed up, thank you! Our friends and supporters need our help, as we need their help. They are a voice that will speak up for us. They are concerned about our working conditions, wages, work schedule, time off, safety, and many other issues. They do have a say in what happens because they are the lawmakers. They need to know we support them!"

Please consider that your Contract, i.e. your pay, benefits, and working conditions, and the DOC Management are all affected by politics. The PAC is an important mechanism for all Officers to ensure we are heard in Juneau.

**ALASKA CORRECTIONAL
OFFICERS ASSOCIATION
POLITICAL ACTION
COMMITTEE**



ALASKA CORRECTIONAL OFFICERS ASSOCIATION

CONTACT INFORMATION

Telephone Number

907-646-2262

Toll Free Number

1-888-781-2262

Fax Number

907-646-2286

Address

203 E. 5th Avenue, Anchorage,
Alaska 99501-2519

Website

www.acoa.us

General Email

office@acoa.us

OFFICE STAFF**Business Manager**

Brad Wilson

brad@acoa.us

Office Manager

Deborah Wilson

deborah@acoa.us

Business Agents

Jean Ward

jean@acoa.us

Carol Hovanec

carol@acoa.us

Admin Support

Elizabeth Sailer

elizabeth@acoa.us

BOARD OF DIRECTORS**ACOA President**

Randy McLellan (HMCC)

ACC-E – Ian Losby

ACC-W – Matt Houser

AMCC – Luke Chapman

Central – Adam Rocheleau

FCC – Jillyan Olson

GCCC – Neal Sanderlin

GCCC – Brett Wregglesworth

HMCC – Corey Pass

KCC – Mark Dulay

LCCC – Bo Pierce

MSPT – Donnette Weeks

PCC – Johnathon Davis

Pt Mac – Robert Johnson

SCCC – Pawnee Calocci

WWCC – Jon Madison

YKCC – Javier Martinez



ACOA AUTHORIZATION FOR PAYROLL DEDUCTIONS

I freely choose to be a Member of the Alaska Correctional Officers Association which, entitles me to full membership rights, including, but not limited to, the right to hold office and vote in all ACOA elections and Contract ratifications, receive all pertinent ACOA Officer information, and participate in all ACOA recognition programs and events. I hereby authorize the State of Alaska (Employer) to deduct from my paycheck each pay period union dues as established by the Alaska Correctional Officers Association/ State of Alaska Collective Bargaining Agreement (CBA) and Constitution/Bylaws. I also authorize the Employer to deduct hours from my personal leave account for the Association's Business Leave in compliance with the CBA.

Print Name

Social Security or State ID

X _____
Signature

Date

ACOA POLITICAL ACTION COMMITTEE CONTRIBUTION

My authorization of a contribution to the ACOA Political Action Committee (PAC) is freely and voluntarily made with the understanding that the contributions shall be used for political purposes. I understand that my authorization of a deduction directed to ACOA's PAC may be changed or revoked by me at any time by giving written notice of that intent. I further understand that the PAC deduction shown below is a suggested monthly amount and that I may contribute more or less than that amount indicated by any lawful means other than this checkoff and that ACOA cannot act in a favorable or unfavorable manner toward me because of the amount of my contribution, or my failure to contribute.

(\$10 Suggested) \$ _____ X _____
Amount Signature Date



ALASKA CORRECTIONAL OFFICERS ASSOCIATION

MEMBERSHIP REGISTRATION FORM

Name: _____

Date of Birth: _____

Date of Employment: _____

Position: _____

Facility/Shift: _____

Mailing Address: _____

Home Phone: _____

Cell Phone: _____

Personal Email Address: _____

(For ACOA emails ONLY – Will Not Be Shared)

DATE

SIGNATURE

Please return to the ALASKA CORRECTIONAL
OFFICERS ASSOCIATION at

Email

office@acoa.us

Mail

203 E. 5th Avenue
Anchorage, AK 99501

Fax

(907) 646-2286

***Please update this information with ACOA when there us a change.*