**February 2015 Meeting Minutes**

Good morning all,

As some or all of you may know the union board had a meeting (more less a meet and greet) with Mr. Norwood last week.

Board members in attendance were:

President Pat Raffert

Treasurer John Ivey

DCA Vice President Matt Cunniff

IAD Head Shop Steward Valerie Franchak

DCA Head Shop Steward Joe Carroll

I just wanted to take a few minutes and address some items that were discussed with him.

First off I think I can speak for everyone and say the meeting went very well and we are all very positive that we will have a very good working relationship with him.  With that being said, Mr. Norwood can obviously not accommodate everything that we bring to him.  Please don’t take from this email that he will make sure we get whatever we want and ask for as a union.

Some of the topics discussed were as follows:

         Union:  Selection process for promotions.

Mr. Norwood:  Wants to work with HR to reevaluate the current selection process and wants a transparent list

         Union:  Unfilled vacancies with current Sgt. positions and officer position (i.e. SOU)

Mr. Norwood:  Wants all spots to be fulfilled but due to current staffing levels are not allowing for that.  As of the day of the meeting we are currently down 24 officers.

         Union:  Changing of current uniforms

Mr. Norwood:  Uniforms are 100% changing.

(Side note: the uniform committee met with upper management yesterday to finalize a few things.  Any uniform questions please further address the uniform committee.  Cpl. Bill Reid and Cpl. Matt Werner are the members of the committee who met with upper management.  They have done an outstanding job so far and I think the department will overall be happy with what they have accomplished so far.  Pants will be the same as what we are wearing with pockets on the side large enough to carry M4 magazines.  Shirts will be a dark blue.  They are finalizing the decision to keep the same shirt material we have now or moving towards a more polyester blend type of shirt.  They are working on a moisture wicking shirt to be worn with the outer carriers.)

         Union:  Changing some of the verbiage on how the shift exchanges are written in the current union contract.  (we will still be permitted to 2 shift changes per pay period.  Cpl. Cunniff sent Mr. Norwood an idea of what we wanted.  Any questions about that I would suggest speaking to Cpl. Cunniff)

Mr. Norwood:  Open to look at wording options.

         Union:  Permitting more than 2 officers to be on any type of leave on any given day.

Mr. Norwood:  Open to renegotiate it.  Will speak to Chief Holl about changing it to 3 officers allowed to be off until negotiations.

         Union:  Certain units being essential personnel on days when the federal government is off (i.e snow days) but non-essential personnel on government holidays.

Mr. Norwood:  Will look into

         Union:  Extra compensation for days when the federal government is closed.  Proposed:  personnel will receive 8 hours of leave for days the government was closed and the COB didn’t have to report to work.

Mr. Norwood:  Will look into

Mr. Norwood seemed very receptive to everything that we brought up to him.  If anyone has any questions please don’t hesitate to ask myself or any of the members in attendance.  I also believe I have an updated list of union members but please pass on any information from this email to anyone I may have missed.

Thank you,

Cpl. Valerie Franchak

IUPA Local 5004

IAD Head Shop Steward