

October 25, 2023

Ms. Heidi Meinzer  
Counsel to the IUPA Local 5004  
33 North French Street  
Alexandria, VA 22304

Dear Ms. Meinzer:

I am in receipt of your grievance letter dated October 9, 2023, regarding Pay Review. The letter indicates that, "...[the Authority] has repeatedly refused to provide the Union with a copy of the portion of the review that applies to the Bargaining Unit, in violation of Article 35 of the CBA." There was an agreed upon extension to allow me to research and ascertain what was given to the union.

I reviewed documents that were sent to the union on October 4, 2023, via email. The email was sent to you, Union President Jason Mosley, Vice President Stephen Gordon, and Vice President Yolanda Markham. Attached to the email is a PowerPoint named, "2023 Police Compensation and Benefits Survey" and a Word document named "Polie (sp) FTO Incentive Memo." My review also revealed that the PowerPoint document was presented to the Union, by Human Resources (HR) on September 15, 2023. The participants at this meeting included HR staff, fire department union representatives, a police department union representative (Stephen Gordon), the fire chief and police chief.

The information in the pay review appears to address all the elements of a wholistic comparison of regional jurisdictions and clearly outlines where the MWAA police department falls within that evaluation. I was also informed that the fire department union received their pay review information in the same format as the police department union.

Article 35 of the Collective Bargaining Agreement (CBA) states, in part, "Upon completion of the review, the Employer shall promptly forward that portion of the review that applies to the Bargaining Unit to the Union." Article 35 does not outline how a pay study is conducted, what information is contained in the pay study, or how the information is presented.

The information presented here confirms that the Airports Authority has complied with Article 35 of the CBA; an in-person presentation was conducted by HR and a completed version of the pay review (that applies to the Bargaining Unit) was emailed to the union. I have not found any evidence to indicate that the Airports Authority has, "repeatedly refused to provide the Union with a copy of the portion of the review that applies to the Bargaining Unit." In fact, HR went beyond the CBA by providing an in-person presentation.



Page 2

Response: Ms. Meinzer

Therefore, based on the information reviewed, the union's grievance regarding Article 35  
- Pay Review is denied.

Sincerely,

A handwritten signature in black ink, appearing to read "David Huchler". The signature is written in a cursive, slightly slanted style.

David Huchler  
Chief of Police

cc: Bruce Heppen, Associate General Counsel, MA-70  
LaTonya Andrews, Labor Relations and Policy Specialist, MA-550  
Jason Moseley, IUPA Local 5004 President, MA-311