



## Metropolitan Washington Airports Police Association

International Union of Police Associations, Local #5004

Washington Dulles International Airport

23550 Autopilot Drive

Dulles, VA 20166

## Union Board Members

President Corporal J. Moseley

1<sup>st</sup> Vice President Corporal Y. Markham

2<sup>nd</sup> Vice President Corporal S. Gorden

Secretary Corporal J. Spina

Treasurer Corporal J. Ivey

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### UNION BOARD MEMORANDUM 2022-002

To: All Members of the Union

From: Corporal Jason Moseley, I.U.P.A. Local #5004 Union President

Subject: Response to the Union Body in regards to Shift Changes

Date: August 30th, 2022

The Purpose of this memorandum is to respond to and address the concerns of some members of the Union Body. The Union Executive Board has not been ignoring these suggestions and concerns. However, to remind everyone in the Union Body, we ARE bound by the rules of the policies and the Collective Bargaining Agreement (CBA) between MWAA and our Union. Just like MWAA, we cannot just decide we want to change something, and then just tell management we're going to do it.

I just want to let everyone know something I have always told any officers I have trained or supervised that have asked an involved or serious question, I will give you my answer, but do not just take my word for it, do your own research, read it and independently come to have a solid understanding to form your opinion on a matter or answer. I promise you, Members of the union, that knowledge is power, and the only way to have the knowledge, is to learn from others, teach yourself, and be independently well informed.

In reference to Officer Ahn's questions and concerns about the possibility of changing shift times, lengths, and a survey that is alleged to have taken place informally, here are my and the board's thoughts and plans moving forward as workload and situations permit. First, the alleged informal survey was apparently not transparent, and I have been unable to obtain or view any documentation of the survey results for the Executive Board to be able to form an educated decision. I have also spoken with the Union's I.U.P.A. Attorney about this, and she herself responded to this inquiry on 8/20/2022 at 10:56 p.m. advising that the information from that survey, that we still cannot verify or see the numbers of, would be considered stale due to the high level of staff turnover, which could have a significant change to the outcome in either direction. Also, the rumored number or percentage in support of a change that Officer Ahn stated in his Inquiry is just that until we can find verifiable documentation, rumor. Due to these concerns, the Union's Executive Board is not inclined to take, or consider this information as it would be inappropriate and irresponsible to act upon. We do think it is appropriate to conduct another survey on this topic.

Second, with the contract between MWAA and I.U.P.A. Local #5004 with binding arbitration, even if we wanted to open negotiations and advise the Command Staff of the Department of our interest to change our shifts, this issue impacts so many of the CBA articles that this issue could be raised only when the entire contract comes open – which was not the case when the survey was done previously. Below are some sections of the contract that will clear this up for anyone’s reference if they want to see where the Executive and I got the information that formed our opinions:

- MWAA and I.U.P.A. Local #5004 Contract Article 5, Section 10
- MWAA and I.U.P.A. Local #5004 Contract Article 11, Section 2
- MWAA and I.U.P.A. Local #5004 Contract Article 37, Section 1
- MWAA and I.U.P.A. Local #5004 Contract Article 37, Section 2

This is why the Executive Board is considering conducting a new Survey of the current voting Members of the Union to get solid actual data on the majority of the Union Member’s wishes.

Finally, I would like to address some of the clearly false or incorrect assumptions of the Union and Executive Board since I have been involved. I cannot speak for what happened before me, as I do not know the information personally to be able to speak about it, or I would be continuing to perpetuate rumors and conjecture, and distract the Membership from its main focus of moving forward and representing the best interest of all or a majority of the Membership for better working conditions and environments. So as to provide some transparency, I have over 25 years of combined Law Enforcement experience, as both a patrol officer and a Supervisor. I firmly believe if you speak to people who know me well, they will likely tell you that I am fair, reasonable, and always focused on the entire Membership and working towards what the majority would like that we as a Union are able to provide. I cannot remember a time, as a leader or supervisor, I didn’t put the interest of the majority first. To be clear on the matter at hand, where the insinuation was made that I may not be transparent and may not act in the best interest of the majority, you could not be any farther from the truth, and I take that as a very serious questioning of my morals, ethics, and integrity without foundation or support. So that you are aware, in fact, support a change in the schedule myself, and I “will do what is right” despite my wishes or wants, as you can already see, since I am not negating anyone’s concern or opinion and saying we will flat out go one way or another. I will not make personal and quality-of-life decisions without having as much factual information so I know that we are acting in favor of the majority of the Union. Please feel free to reach out to me or one of the other board Members if you have a question, but also understand, that it may take some time to get back to some inquiries, as we may be forced to prioritize issues we are dealing with, such as issues of severe discipline necessitating immediate representation over issues we contractually cannot change until a later date. We are at a very critical and sensitive time within our department and the union, and we need to all be united and focused on the goal of returning our Department to the higher level of morale that we are used to, not dividing and trying to pressure persons into acting in the manner you prefer by sending arguably devise communications without all the facts and making inaccurate and inappropriate insinuations to people’s personality and integrity.