**Subject:** **State of the Union**

After months of union and police management fluctuation, we are finally getting down to a bit of stabilization.

We are enjoying a good relationship with Mr Norwood and D.C. Booth, fortified with weekly meeting at Chief Booths request. We don't always see eye to eye on all matters but he is open to suggestions to help make the department better, and is very good at following up on action items that are presented to him by us.

While a portion of the meetings involve discussing personnel issues, we try to focus on items that will help make the department better overall.

Chief Booth has supported us in allowing members to offer input on new jackets, and the inevitable change in badge and patch design. He has authorized on duty time for volunteers to provide vehicle upkeep, and authorized the purchase of equipment to maintain them. There is also a plan in the works to get M-4 storage lockers out in the terminals so that they may be more readily available during an officers shifts.

2016 will be the year the union will attempt to make some progress on medical retirement for us all. The game plan is to re-establish our relationship with the Virginia Coalition of Police and Sherriffs', a lobby group that helped get MWAA on the Virginia infectious disease act, and the Heart and Lung act. We also plan on meeting with Mike Kernbach, a Virginia attorney who specializes in First Responders workers Comp and Work related Injury issues. Hopefully he can shed some light as to what rights we already have under Virginia Law. Once we can get some information and a game plan, we will begin to utilize those that have offered to help on the retirement committee.

We also plan on re negotiating parts of the contract this year. Specifically we would like to ease some of the restrictions on Shift Exchanges, and develop a new plan for bidding for vacation so that all members can plan six months ahead of time.

D.C. Booth is also very passionate about community policing and plans to initiate a program to involve the whole department.  The beginning stages we have discussed are the possibility of implementing an online survey for patrons to fill out regarding their experience and their encounter with MWAA Police.  This will probably be something as simple as adding an online link to our business cards.

As always feel free to contact union officials with suggestions to make the place better. Any information you need, including our by-laws and the union contract, can be found at:
[WWW.IUPALOCAL5004.ORG](https://mail.mwaa.com/owa/redir.aspx?SURL=mZH_HLq8O08nohRQHy3HG0bqfD96JYMqMLSOGY0gTkhKz1oyPynTCGgAdAB0AHAAOgAvAC8AVwBXAFcALgBJAFUAUABBAEwATwBDAEEATAA1ADAAMAA0AC4ATwBSAEcA&URL=http%3a%2f%2fWWW.IUPALOCAL5004.ORG)

Stay safe

The Union Board