



## 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. Gordon

Secretary Corporal J. Spina

Treasurer Corporal J. Ivey

---

### UNION BOARD MEMORANDUM 2022-003

To: All Union Members

From: Jason Moseley, Union President

Subject: Union update to membership as of October 24th, 2022

Date: October 24th, 2022

The Purpose of this memorandum to the Union Membership is to provide an update on the current Union Board's recent activities. I would first like to begin with some announcements of needed volunteer members to help assist in making our union and our workplace the best that we can make it. The more participation we have, the better the chance we have at improving things, but if we sit back and assume that someone else will volunteer, we are generally left with none. The Union is only as successful as we choose to make it as a body.

#### **Current Announcements for Volunteer Positions:**

1. Multiple Volunteer Members are needed to join the Union Representatives as a ***Shop Steward*** to represent, provide support, and act as a witness for Union Members as needed. We are looking for highly motivated Members that are self-motivated and team-oriented, with a desire to improve our working environment while being focused on the needs of the Membership. It is preferred that the Volunteer Members be, or be willing to become, well versed on MWAA-PD Policies, the Collective Bargaining Agreement, MWAA Corporate Policy, and applicable Laws and Regulations. Interested Members, please email [presidentiupa5004@gmail.com](mailto:presidentiupa5004@gmail.com) and [secretaryiupa5004@gmail.com](mailto:secretaryiupa5004@gmail.com) advising of your interest and any relevant experience ASAP.
2. A Volunteer Member with a solid general knowledge of computers, and preferably someone familiar with websites and website design and data entry as needed, to assist with the upkeep and accuracy of the Union's website as the ***Assistant Webmaster***. This will not be a position that you will need to commit time to frequently, however a backup to the current Webmaster is needed. Interested Members, please email [presidentiupa5004@gmail.com](mailto:presidentiupa5004@gmail.com) and [secretaryiupa5004@gmail.com](mailto:secretaryiupa5004@gmail.com) advising of your interest and any relevant experience ASAP.

3. Multiple Volunteer Members are needed to join IAD VP Cpl. Gordon and Cpl. Gilliam on a recently formed ***D.R.O.P. Program Committee*** assigned with the task of researching and developing a D.R.O.P. Program for the Union to present and attempt to influence MWAA Corporate into adopting to assist members with another way to increase their retirement funds. We are looking for highly motivated Members that are self-motivated and team-oriented, with a desire to improve, or a knowledge of financial retirement practices and procedures. Meetings will mostly be virtual in nature to allow for maximum participation and will be scheduled by Cpl. Gordon. Interested Members, please email [presidentiupa5004@gmail.com](mailto:presidentiupa5004@gmail.com), [iadvpiupa5004@gmail.com](mailto:iadvpiupa5004@gmail.com) , and [secretaryiupa5004@gmail.com](mailto:secretaryiupa5004@gmail.com) advising of your interest and any relevant experience ASAP.
  
4. Multiple Volunteer Members are needed to join the Union Executive Board on possible ***Schedule Options Development Committee*** that may be formed in the near future, based on the outcome of an upcoming Membership Wide vote, to discuss, research, and develop desirable schedule options for the Membership to offer the Management of the Department in upcoming Contract Negotiations. We are looking for highly motivated Members that are self-motivated and team-oriented, with a desire to improve our working environment while being focused on the needs of the Membership. Meetings will mostly be virtual in nature to allow for maximum participation and will be scheduled by Cpl. Moseley. Interested Members, please email [presidentiupa5004@gmail.com](mailto:presidentiupa5004@gmail.com) and [secretaryiupa5004@gmail.com](mailto:secretaryiupa5004@gmail.com) advising of your interest and any relevant experience ASAP. (\*\* NOTE: This is in preparation for the possible forming of a committee. The formation of this committee is STRICTLY dependant upon the outcome of the upcoming Membership Wide vote.)

### **Current Events and Notices:**

- ❖ The Union Executive Board is continuing to work with Department Management to update and develop a New Internal Agency Investigations Policy that is
  - more clear for all involved
  - adds more definitions for more clarity
  - adds a set number of days to prepare a written statement and prepare for an oral interview as well as arrange Union Representative coverage if requested
  - requires clear identification of an employee being a Witness or a Respondent
  - specific procedures if there is any belief, or suspension, that a Witness may be or become a Respondent
  - checks and balances added to fill a void that applied consequences to investigators violating MWAA-PD & MWAA Corporate Policies, the Collective Bargaining Agreement, or any applicable laws, whether knowingly, or if they should have reasonably known.

None of these additions are final as of the writing of this update, however, at this point, the chances are looking optimistic that some if not all will be included.

- ❖ The Union Executive Board was previously provided a copy of a proposed update to the Modified Duty Policy for review. After reviewing the document, there were some additional considerations and concerns that the Union Board identified and determined, with the assistance of the I.U.P.A. Legal Counsel, that were within the Union's right to

negotiate, and needed to be addressed before the Policy could be implemented. We are still awaiting a date to negotiate this policy with MWAA, but anticipate that this should be coming soon.

- ❖ The Union Representatives continue to assist various Members with their Internal Investigations, and Appeals of Proposal of Discipline if needed.
- ❖ The Union Executive Board met with Vice President of Public Safety Mr. Norwood on October 20th, 2022. The Board Members in attendance and Mr. Norwood discussed numerous concerns and upcoming items, and the cooperation between both continues to be very effective and beneficial to both sides. Mr. Norwood did ask that we let the Union Members know that he has every intention to resume Town Hall Meetings with the Officers and Corporals of the Department, where he will brief items he would like the Membership to know as well as be open to any questions he is able to provide a response to. He wants to reestablish the lines of communication at all levels and be an integral part of repairing the morale and motivation of the Department and its Members. I want to sincerely thank Mr. Norwood for his efforts thus far, and look forward to continuing to work with him to improve the Department's motivation and morale, as he has followed through on everything he has told the Union Board he would do or correct, and we will continue to do the same. If you happen across Mr. Norwood during your duty day, feel free to ask him any question you may have, but please ensure you do so in a respectful manner obviously, and he will do his best to provide you with an answer.
- ❖ When the Union Executive Board met with Mr. Norwood, we provided him with additional instances, examples of items, or occurrences that have caused one or more Union Members to have a negative change in the morale. We continue to work with Mr. Norwood in his efforts to improve morale and our work environment in many different ways, but also provide him with as much information as possible to use to determine changes and to help us all fully understand the different items impacting retention, as we know that it is not always, better pay, better schedule, etc. that cause our Members to begin looking elsewhere in the first place.
- ❖ As seen above, we have begun the beginning stages of a D.R.O.P. Program Committee to research and develop a proposal to use in an attempt to influence MWAA Corporate into hopefully adopting this very beneficial program for the Department and possibly all of MWAA.
- ❖ As seen above, we are preparing a vote of the Union Membership addressing interest and additional facets of a possible Shift Schedule Proposal. We are still working diligently on the survey, but anticipate it being conducted hopefully during November.
- ❖ It has been indicated to us that Negotiations will be opened at the beginning of 2023, so, please, go to the link below and fill out the Google Form with any of your suggestions (One Suggestion per form) as this will allow us to keep track and address all suggestions. the MWAA Firewall will not allow access to Google Forms, so they will need to be accessed from personal devices, or email any of your Union Executive Board or Head

Shop Stewards. Link:

<https://docs.google.com/forms/d/1olcTVEHNRPJyK4NCa6E3HwGX7zK-90R-IXfXZCHKzQ/edit>