



American Federation of Government Employees

Local 899

Minneapolis / St. Paul International Airport



REPRESENTING THE TRANSPORTATION SECURITY OFFICERS OF MINNEAPOLIS / ST. PAUL, GREATER MINNESOTA, NORTH DAKOTA, AND SOUTH DAKOTA

What is new in this contract?

Article 1: Performance Management Process (TOPS)

Not much was changed in this Article. TSA would like to keep complete control over this Article since it deals with *pay and pay policies*, and we are prohibited from bargaining on pay.

What is AFGE still asking for?

AFGE would like it in the contract that the APR will have no effect on yearly performance ratings and any associated payouts.

AFGE is requesting that TSA publish a written plan that describes the expectations that are to be met.

The summary rating levels and pay-for-performance pay out levels will not be amended, modified, distinguished or refined during the performance period/cycle.

BUEs will be given a copy of all performance related documentation.

Designation used to rate employee's performance for each goal and category.

Formal documented discussion between a BUE and the rating official about the BUEs actual performance compared to their performance plan.

A summary of the BUEs overall performance during the period/cycle.

Basically, AFGE is asking for way more transparency for the rating process and the process used for determining payouts. Our TOPS scores and ratings should never be a surprise at the end of the year. AFGE would like language added to the contract that the supervisors be held accountable for not upholding their responsibilities when it comes to TOPs, coaching, and mentoring.

Article 2: Awards and Recognition Process

Again, TSA argues that this is *pay and pay policies* and not open for bargaining. Not much has changed within this Article either.

What is AFGE still asking for?

AFGE is asking for them to offer award categories for attendance and longevity, and to have TOPS as a part of this Article with set payouts published. AFGE is also requesting more transparency to this process, and the ability to grieve the failure to receive an award and/or recognition if there is evidence that TSA policies and the CBA were not appropriately applied.

Article 3: Attendance Management Process

What is new?

On a case-by-case basis, management may consider and accept a BUEs **written statement** explaining the absence as self-certification for absences of more than 3-days.

What is AFGE still asking for?

AFGE is trying to get better language in the contract for defining the 60-minute call-in rule.

If a doctor's note is provided for an absence, that absence cannot be used against you when evaluating a pattern of sick leave use.

When employees are placed on a fitness for duty evaluation or examination, the employee will either be placed on administrative leave pending a decision or assigned to light or limited duties.

Employees to be given a 5 minute wash up before break or lunch period.

Breaks will not be given in the first or last hour of an employee's shift. Meal breaks will not be given during the first or last 3 hours of an employee's shift.

Article 4: Shift and Annual Leave Bid Process

What is new?

At Cat X and Cat I airports, bargaining unit employees can select shift bid lines outside of their current certification based on seniority.

Shift preferences will be awarded by EOD.

BUEs can bid annual leave based on what they will accrue for that leave year (if you will earn 4 weeks per year, you can bid 4 weeks)

What is AFGE still asking for?

The requirement for an AFGE rep to be present during the annual shift bid.

(At Cat X and Cat I) shift bid lines will include information regarding location, required certifications, type of employee, start/end times.

(AT Cat II, III,IV) shift bid lines will note variable start times and the method of rotation.

When moving employees, management will request volunteers first, then use reverse seniority to select employees to move.

Separate leave bid for each workgroup.

Article 5: Shift Trade Policy

What is AFGE still asking for?

A daily or weekly overtime qualifier will be used to determine premium rates.

The daily or weekly qualifier for determining overtime eligibility will include all regularly scheduled hours worked, plus any shift trade worked.

Hours worked in excess of 40 hours a week or 8 in a day will be paid at the overtime rate if such hours are not regularly scheduled or shift trade hours.

BUEs may work, as a result of a trade, 16 hours in a 24 hour period. BUEs may only work two 16 hour shifts per week.

Article 6: Transfer Policy

Article 7: Process for Work Status Change from FT to PT

No significant changes.

Article 8: Uniforms and Uniform Allowances

What is new?

3-in-1 jackets (to include the vest) and team jackets may be worn at the checkpoint.

Racially/ethnically derogatory and/or criminal gang tattoos on the arms/legs must be covered. If more than one covering is required, the BUE must wear a long sleeved shirt/trousers.

Annual allotment valued at \$578.00

Shorts can be worn from Memorial Day to Labor Day regardless of temperature.

Within one year of the effective date of the CBA:

Only full grain garrison duty belts will be issued.

Cargo pants will replace trousers as the standard issued pants

Uniform trousers issued will no longer include blue stripes.

Management will make enhancements to the Annual Replacement Allotment (ARA) that will allow BUEs to substitute poly/wool trousers and shifts for the standard issued trousers and shifts.

Black t-shirts and sports sleeves will be available to purchase from vendor.

What is AFGE still asking for?

TSA to offer each BUE with a one-time subsidy for the purchase of the newly authorized lightweight jacket.

A weekly commercial linen and laundry service for BUE uniforms or a dry cleaning allowance for BUEs of \$400.00

Article 9: Selection Process for Special Assignments

What is AFGE still asking for?

Management will use seniority to select volunteers who meet the basic qualifications for: uniform room duties, non-security related customer service duties, duties to assist the procurement officer, lost and found duties, supply and logistics duties, van driver duties, and supply team duties.

Upon completion of special assignment, an employee may not receive another special assignment and must remain in position of record for no less than one year.

Article 10: Matters Solely Within the Control of TSA Management: Facilities

What is AFGE still asking for?

Management will provide full parking subsidies for BUEs .

Article 11: Matters Solely within the Control of TSA Management: Services for BUE use

Article 12: Matters Solely within the Control of TSA Management: Communications

Article 13: Matters Solely within the Control of TSA Management: Distribution of CBA

Article 14: Grievance and Arbitration

AFGE is asking for a fair and transparent grievance process – TSA does not agree.

