



**American Federation of
Government Employees
Council of Transportation
Security Administration
Locals (C-100), AFL-CIO**

WASHINGTON, D.C.

Brothers and Sisters,

On Wednesday, July 3rd, 2019, TSA Administrator delivered the most anti-worker Determination in the history of TSA. As we all know, the Aviation and Transportation Security Act of 2001 (ATSA) allowed for the worst decision in Federal employee history, when it gave sole authority to the TSA Administrator for setting workplace conditions, including whether employees had the right to collectively bargain.

While this is a dream situation for any power-hungry appointee, it is a suppressive vehicle by which the employees of TSA are being run over.

In the last 10 years, TSA employees have made real progress, albeit at a molasses pace, and yet it has been progress, nonetheless. And now, the most anti-employee friendly Administrator in TSA's history has decided to unilaterally exert his overreaching authoritarian-like powers to strip the rights of TSA employees. Let us be very clear, TSA possesses the highest attrition rate of any major Federal agency; it consistently rates at the bottom of places to work in the Federal Government; and its employees are embarrassingly leaving for sandwich shops, coffee houses, and fast food low-wage jobs because 16-year employees make literally similar wages as when they were hired—16 years ago! With inflation accounted for, TSA employees are virtually making less than when they started working at TSA. Let us remind you, we are talking about the Department of Homeland Security—TSA should be ashamed!

In spite of all the aforementioned issues, not including higher passenger loads, Officers being assaulted, and possessing the fewest basic employee rights of any Federal agency, the Administrator found a way to denigrate the workforce further. Here are some changes in the new Determination:

- Removal of TOPS from CBA
- Unilateral decision-making from TSA regarding changes to employee assignments
- Schedule adjustments related to Official Time matters
- Limitation/maximum cap of up to 25% of Official Time (requirement for 75% duty time)
- Limitation/maximum cap of approximately 45,000 Official Time hours per fiscal year
- Dues and/or agency resources cannot be used for PACs, LAFs, political, or lobbying efforts
- Removal of parking space, office space, or meeting space for Union usage
- Only 90 days to negotiate contract without any possibility of extensions

When this agency was created, post-9-11, in the wake of the worst attack on American soil, since Pearl Harbor, thousands of brave men and women stood up to defend this country and her Constitution by joining the TSA ranks. Many of those people, whom are still here, left good-paying jobs, forsook careers, and took an oath to serve the American public and ensure another catastrophic event never reoccurred through the transportation systems. And this is how they are rewarded? Despicable!

Late last year into early this year, TSA employees endured the longest government shutdown in the history of the United States; and during that time, the TSA Administrator thanked the employees for their dedication to the Mission; all the while he was scheming to rid TSA employees of collective bargaining rights. Thankfully, AFGE and our allies in Congress and elsewhere pressured the agency into realizing it would be a terrible decision. However, it did not stop this Administrator from issuing an outright Union-busting Determination aimed at hurting TSA employees across this nation.

This Administrator had an opportunity to change the culture and poor management practices at TSA, instead he chose to further alienate his workforce by allowing a weak structure of skeletal remains. This Administrator has the ability, within the ATSA, to make TSA one of the best places to work in the Federal Government, instead it has become the Wal-Mart of the Federal Government—where wages are so low, employees would need public assistance just to survive. This Administrator could have built his legacy on inclusion, integrity, and teamwork, instead he has crumbled the basic infrastructure of the workforce's morale by harboring an agency built on disenfranchisement, falsehoods, and selfishness. This agency has waged a war on its own workforce. It seeks to keep its power, control, and wage suppression to maintain poor policy practices, rogue management decisions, and yes, class warfare, where TSA's wage gap between its frontline workforce and management, is one of the largest in the Federal Government. Internally, we understand that the actions of this agency are controlled by a few at the top and includes the Office of Chief Counsel who have been empowered to make subjective decisions. The question now is: *Where do we go from here?* The answer is: *Up!* When a person is in danger, the natural adrenal response is *fight or flight*—and we don't run! It's time for us to band together to fight the anti-Union tactics of this agency in order to make this agency a better place to work in the Federal Government, for its employees and Union officials. Stand with us as we stand with you. We will be updating you as new ideas are formed and strategies implemented.

In Solidarity,

Hydrick Thomas, *Council President* | **Mac Johnson**, *Executive Vice President* | **Johnny Jones**, *Secretary Treasurer* | **Shabay Izquierdo**, *Region 1 Vice President* | **John Hubert**, *Region 2 Vice President* | **Janis Casey**, *Region 3 Vice President* | **Becky Mancha**, *Region 4 Vice President* | **Greg Biel**, *Region 5 Vice President* | **Bobby Orozco Jr.**, *Region 6 Vice President* | **Joe Shuker**, *Region 7 Vice President* | **Victor Payes**, *Fair Practices Coordinator* | **Concetta Fialkowski**, *Women's Coordinator*