



Local 899

# TSO Reporter

An occasional news and information report from the American Federation of Government Employees (AFGE) Local 899 for Transportation Security Officers in Minnesota, North Dakota and South Dakota. Labor donated.

Number 2

[www.AFGElocal899.org](http://www.AFGElocal899.org)

August 2014



## President's Report

Celia Hahn

*Celia is a checkpoint TSO who has worked for TSA at MSP for over 10 years. She was elected President in May 2014.*

August is a good month to get out there and recruit! **This month only, National is giving \$100 to each new member recruited, and the recruiter will receive \$50.** This campaign applies for our airports in all 3 states. Local 899 will be giving an additional bonus to the top two recruiters:

The top recruiter will receive an additional \$50 per person recruited; and the second top recruiter will receive an additional \$25 per person recruited.

This is a great opportunity to grow our membership, and for our members to make some money in the process!

We will have a national organizer, Buzz Malone, in town this week handing out pocket-sized Collective Bargaining Agreements (CBAs) to our members. He will have cash on hand for new recruits. If you see him around, say "Hi" and grab your own copy of the CBA. (We are hoping to get the pocket-sized CBAs available to the Spoke airports soon.)

Our Membership meeting will be Friday the 15th at 1200 in the MSP Metropolitan Room. We have the room reserved all day; we will be giving away items, and are expecting to have lunch available.

## AFGE Briefing Notes

**Item 1: When you join a union you join a brother/sister-hood or a family of sorts.** As part of this family it is your responsibility to do what you can to take care of all the members of that family. When a member of your family is in trouble or needs your help you should reach out and help where you can. Here at MSP, Management wants you to report to them directly any infractions you see done by your fellow officers or, as stated before, your family members. We suggest that, instead, when you see one of your fellow officers making a mistake that does not directly affect the security of the traveling public, reach out to them and help them. Give your fellow TSOs your help. This is the right thing to do. Remember, "Don't rat them out -- help them out".

**ITEM 2: As a union member you are afforded the right to representation.** Use it whenever you are told to talk to management. When you believe that what management wants to talk to about might lead to a disciplinary action, ask for a Union Rep. Do not listen to management when they tell you that you are not allowed to have a Union Rep. If you **Believe** there is any chance that a meeting might lead to a disciplinary action, ask for a Union Rep. It is always good to have a witness for whatever happens.

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## Trusteeship for Local 899 is lifted; Local 804 merges back

In accordance with the AFGE Constitution, the AFGE National President, with the approval of the National Executive Council, placed Local 899 under trusteeship in August 2013.

In May, 2014, Local 899 regained its autonomy with the election of new offices by the membership.

Around that time, Local 804, representing the Minnesota spoke airports and the airports in the states of North and South Dakota, merged back into Local 899.

Stewards from the non-metro airports attended training, and funds from the two Locals were merged.

As a result of the May elections, two new Vice-President positions were elected to include representation from the non-metro area.

Monthly meetings are physically held at MSP, but members, as well as officers, are invited to join by teleconference. The call-in number will be noted on the AFGE Local 899 web page at

### AFGElocal899.org.

Meeting minutes and Treasurer's reports will be posted on the local web site as soon as they are approved and available.

## Treasurer's Summary Report



Neal Gosman [nealgosman@usa.com](mailto:nealgosman@usa.com)

Neal is a PT checkpoint TSO who has worked for at MSP for over 10 years. He was elected Treasurer in May 2014.

### Local 899 bank account - Yr to Date July 31, 2014:

Year To Date Income:	\$34,380	(Budget: \$29,803)
Year To Date Expenses:	\$12,614	(Budget: \$11,501)
Year to Date Net Income:	\$21,766	(Budget: \$18,302)

Fund Balance 7/31/2014:	\$50,267
Liabilities 7/31/2014:	\$ 0
Members Equity 7/31/2014:	\$50,267

(Detailed reports are available at monthly membership meetings.)

This is our first year of full operations and our initial operating budget. Consequently, we are feeling our way along and modifying the budget as we proceed during the year to accommodate set-up costs such as acquisition of computers, software, filing cabinets, and organizing costs. Our reserve funds are available for Arbitration cases as needed. Membership will approve the 2015 budget later.

## Member Notes



**Who is eligible to be a member of AFGE Local 899?**  
TSO's and LTSO's in Minnesota, North Dakota and South Dakota.

### How much does membership cost?

Dues for full-time officers are \$15 per pay period; for part-time officers \$9.

### How are membership dues paid?

Dues are deducted through allotments from paychecks issued by TSA as authorized by members.

### What are the benefits of membership?

Union representation by trained stewards, Local leadership, and staff attorneys, if needed. Also AFGE negotiates member benefits with many vendors.

### What if I'm not a member?

No union fees are deducted from your paycheck. The provisions of the Collective Bargaining Agreement apply to you, but you are on your own to protect yourself.

### When and where are meetings?

During the 2nd week of the month — times and locations are posted in AFGE bulletin boards, on the Local web site at [AFGElocal899.org](http://AFGElocal899.org) and by email.

## What does a Steward do?

- Organize and recruit new members;
- Maintain a constructive relationship between the Local (and National) union and management. at the agency or installation;
- Serve as the front-line represent-ative of the Local (and National) union at the agency or installation;
- Protect conditions of employment as well as the dignity and security of the jobs of all AFGE members, in addition to non-members in the bargaining unit;
- Act and talk trade unionism;
- Regularly attend meetings of the Local and motivate others to attend;
- Increase members' understanding of the Local's contract with management;
- Police the Local's agreement by handling grievances and by enforcing the contract by watching for violations and taking them up with management immediately.

## If I want to become a Steward, what kind of help and training do I get?

AFGE provides free, in-depth training, resources and support for stewards. Union stewards may claim paid work time to handle cases. If interested, contact Celia.

# More AFGE Briefing Notes continued from page 1

**Item 3:** At this point everyone knows that AFGE is at MSP and that your union is there for you when you need help. **There are things that you should do as members to protect yourself.** Read the CBA, Ask your union Reps Anything, if we don't know the answer we will find it for you. If you are told you are not doing something right, and you believe you are right, ask for the criticism in writing.

**Item 4:** You are probably not aware of this, but **if the temperature goes above 85 and the humidity is 70 % you are allowed to wear TSA approved shorts** at the checkpoints. According to the CBA, Officers in non-public areas (baggage) can wear shorts whenever they want.

**Item 5: Do not wait until you are in trouble to join the union or wait until you are being processed out of TSA to ask for help.** AFGE is not required to, and due to a heavy work load, cannot now represent non members. We do not want to lose officers that we have come to know and care for because they did not take advantage of the benefits of being a union member.

**Item 6: If you are asked to sign anything get a copy of whatever it is.** It will help any case in the future case that may come up, and it is just good practice to cover your backside.

**Item 7: There are many things that your union has accomplished since the new officers have come on board.** There has been a contractor approved for vending machines in the MSP break rooms. The glare coming from the windows on checkpoint 6 has been reduced from the placing of tint on the windows and the glare that is still there is being addressed. TOPs scores have been changed. LORs have been removed or reduced. Leave restrictions have been removed. And the

most important thing of all is that some of your fellow officers who had been “fired”, now have their jobs back.

**Item 8: If something happens, or you hear of something that has happened that you want your union Reps to help with, get it in writing.** If it is something that has happened to you, write your union Reps a statement. We need documentation to bring to leadership to show them that it is really happening. **Do Not fear for reprisals:** that’s why you have a union -- to protect you and your rights. Remember we can't get it fixed if we can't show it is broken.

## AFGE Facebook page for 2014 Congressional elections

As you know, elections have consequences — especially for TSOs.

The 2014 Congressional elections are just around the corner, and union members have a lot to think about before going to the polls. AFGE wanted to make sure that you had the most up-to-date information on how this year’s races will impact your pay, retirement, and jobs.

[That's why National started the “Minnesota Stand Up 2014” Facebook page – to share current campaign news, candidate updates, and volunteer opportunities with you and your fellow Minnesotans.](#)

So make sure to “Like” our page to stay up to date, and encourage your friends and family to do the same. AFGE Minnesota, it’s time to stand up!

In solidarity,  
J. David Cox, Sr., President, AFGE

### Useful Links:

The Collective Bargaining Agreement  
(TSA version)  
[www.tsa.gov/sites/default/files/assets/pdf/research/compilation\\_080612.pdf](http://www.tsa.gov/sites/default/files/assets/pdf/research/compilation_080612.pdf)  
(AFGE version)  
[www.afge1260.org/index.cfm?action=downloadasset&assetid=6774f132-80bb-473a-b322-0208cfbe4b73](http://www.afge1260.org/index.cfm?action=downloadasset&assetid=6774f132-80bb-473a-b322-0208cfbe4b73)  
TSA Management Directives  
[www.tsa.gov/research-center/management-directives](http://www.tsa.gov/research-center/management-directives)

AFGE National Web Site  
[www.afge.org](http://www.afge.org)

AFGE Local 899 Web Site  
[www.AFGElocal899.org](http://www.AFGElocal899.org)

Discounts for AFGE Members  
[www.afge.org/index.cfm?Page=memberbenefits](http://www.afge.org/index.cfm?Page=memberbenefits)

AFGE National Union Constitution  
[www.afge.org/?DocumentID=5](http://www.afge.org/?DocumentID=5)

AFGE Local 899 By-Laws  
[www.AFGElocal899.org/](http://www.AFGElocal899.org/)

## AFGE structure and responsibilities:

### Local 899:

Chartered under National. Adopts Standard Local Constitution. Creates Local By-Laws. Locally elected officers. Trains stewards. Initiates representation and grieving processes. Interfaces with local TSA management. Affiliates with Regional Labor Bodies. Exclusive representative of all bargaining unit employees.

### Council 100:

Representing all AFGE TSA Locals. Negotiates future national Collective Bargaining Agreements with the help of the National office. Elected nationally.

### The 8th District:

Operates under National AFGE Constitutional limits. Elected National VP for the Region is Jane Nygaard. Established office and staff attorney. Serves all AFGE Locals in 5 states. Relations with elected officials.

### National Office:

Central staffing. Serves membership on a national level. Coordinates member benefit offerings. Negotiated 1st national Collective Bargaining Agreement with TSA. Maintains relationships with elected officials. Officers are elected at National conventions.

## AFGE Local 899 affiliates with Labor Bodies in Minneapolis and Saint Paul regions

More than 100 affiliate unions make up the Saint Paul Regional Labor Federation, representing more than 50,000 union members who live or work in Ramsey, Washington, Dakota and Chisago counties. Their elected officers and professional staff members support political, organizing and issue-oriented campaigns by mobilizing – and growing – a network of committed union volunteers.

To bring economic justice to the workplace and social justice to our state and the nation, the Saint Paul Regional Labor Federation works to:

- Build a broad labor movement in the East Metro area by helping workers join and form unions.
- Support Minnesota workers as they bargain with employers to improve their living conditions and workplaces, as well as their communities.
- Strengthen the voice of Minnesota's working families at all levels of government and in a changing global economy.

<http://stpaulunions.org/>

The Minneapolis Regional Labor Federation is the umbrella organization of Minneapolis area local unions and includes 175 affiliated unions. Affiliated with the AFL-CIO, the Minneapolis RLF's mission is to organize in the community for social and economic justice for all working people.

<http://www.minneapolisunions.org/index.php>

We are allowed to send representatives to each body. If you are interested in getting involved, contact Celia.

## BENEFITS FOR AFGE MEMBERS

When you join the union, you have access to AFGE benefits. These benefits are backed by the collective strength of over 10-million members of AFL-CIO unions. By using one or two of the programs, many members save as much as their annual dues.

**These Money-Saving Benefits are Available Only to AFGE Members.** Benefits Line: **(888) 844-2343**

Clip this card and fold in half to carry in your wallet.

## REPRESENTATION RIGHTS (WEINGARTEN)

TSA Officers have a right to an AFGE Representative in a meeting that may lead to discipline, but you must ask for it:

*"If this meeting/discussion could lead to my being disciplined or terminated, or to adverse action against me, I respectfully request that my Union representative, officer or steward be present at this meeting."*

Do not refuse to attend if denied union representation — tell them that you object and ask for the denial to be put in writing. Then call AFGE as soon as you can.



## Protect Your Rights

The people listed below are trained, experienced and available to assist AFGE Local 899 members.

Celia Hahn 651-503-0043	* Rochelle Fifer 239-634-1973
Jeff Hayden 612-224-5032	* Todd Wendt 952-356-2147
Kevin Anton RAP 605-786-4276	* Jon Eiss RAP
Keith Quick FAR 701-429-0653	* Doug Angell 763-807-1012
Pete McDonald FAR 701-238-8630	
Dan Pierson RST 507-273-3755	

8/10/2014