



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.

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T.S.A Management to Union Leaders:

“Most TSOs are satisfied with the way things are. Otherwise they would join the union”

The sad news about this statement is that fewer than half of all eligible TSA employees are members of the AFGE Union that we struggled so long and hard to get recognized.

When TSA was established under the Homeland Security Act of 2002, the DHS was authorized by Federal law to set up a separate human resources management system in order to allow maximum discretion to management.

As recently as 2007, then Homeland Security chief Michael Chertoff argued that “collective bargaining would mire every TSA personnel decision in a morass of endless negotiations, hindering its ability to train and deploy its screeners in response to sudden threats.” (National Review On-Line, 2/28/2007)

We have seen the results of unrestrained management disrespecting employees: We screeners have seen the confused and ever-shifting goals, priorities and methods imposed by TSA management with little regard for the input of we who carry out the SOP in our jobs every day.

Why doesn't the union fix this?

We can only fix what is allowed under the Collective Bargaining Agreement. We are under Agreement ver1.0. Version 2.0 is up for negotiations next year. The stronger our membership is, the better the new Agreement will be.

Why doesn't the union communicate better?

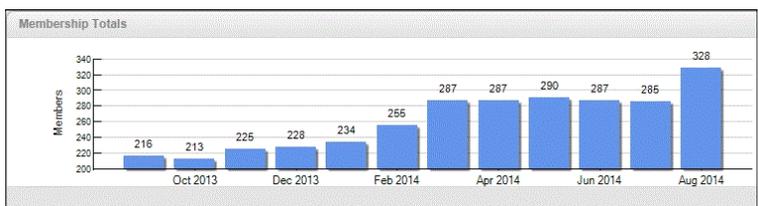
Amen. You know, the union is only as strong as those who are in it and lend a hand. We don't have any paid Local staffing. Will you please volunteer to help with this newsletter, post to the web, tweet or plan get-togethers?

Where do the dues go?

Each member pays a *per capita* that helps fund the AFGE attorneys, the arbitration cases, the National and Regional staff, steward and officer training, Washington DC lobbyists on our side, and organizing efforts. The remainder of our dues are kept here for Local activities.

Each of us has stories about lack of communication, non-sensible procedures, poor moral, arbitrary discipline of good employees, unfair ratings, worthless training, unrealistic performance testing, poor customer service, lack of support, and distrust that we have experienced as we try to do our jobs as well as we can. Management's lack of respect for, and deafness toward, its front line employees have contributed to this state of affairs.

And when we speak up to improve the process, we can find ourselves standing alone, powerless and vulnerable. Prior to the protections with AFGE, many of us have experienced unjust and arbitrary management decisions against us, co-workers and people being screened.



Why should I join?

Union dues pay for union representation and support. You get access to trained stewards to help with grievances, arbitration, union attorneys for tougher cases, and National lobbying to fix the laws that govern our agency. It's as close to job fairness insurance as we can get.

Why doesn't the union have more impact?

There is strength in numbers. “We must all hang together, or surely we will all hang separately.” *B Franklin*
The more of us in, the better we can do.

I can't afford to pay the dues.

How much is protecting your job from arbitrary and just-plain-wrong management actions worth to you? Some people drive without insurance, or don't buy fire insurance for their home, but most of us do — and hope we don't need it.

AFGE's TSA Council 100 — Bargaining and Advocating

TSA Council 100 of AFGE is divided into 6 Regions that mirror the 6 TSA Regions. TSA has 6 Regional Directors and Council 100 has 6 Regional Vice Presidents. So if a Local President has an issue they notify the Council 100 Regional V-P. In our Region it is **Vaughn Glenn** of Detroit.

If the Regional V-P needs help he will send the issue up to the Council 100 President or Executive Vice President (EV-P) for resolution. Council 100 also has a Secretary/Treasurer, a Women's Coordinator, and a Fair Practice Coordinator. So there are 11 positions on Council 100.

The Council 100 is also the Bargaining Team for the Next Contract.

The President and EV-P talk and meet with TSA Labor Management in D.C. on a daily basis to discuss National issues and Collective Bargaining Agreement (CBA) Violations. We use **David Borer** and **Chad Harris** as our Attorneys. We meet with TSA upper management every 2 months in D.C. to discuss National Issues and are sometimes advised on future issues that will affect the Bargaining Unit Employees (B.U.E.s).

Council 100 also files Grievances that affect TSOs Nationally. We provide TSA Specific grievance and other training, and sit 2nd Chair in Arbitrations. We also will deal with FSDs that both the Local President and Regional V-P have disputes with.

Only **President Hydrick Thomas** and **EV-P Alan Jackimowicz** can talk directly with TSA Administrator John Pistole. We try to solve issues at the Lowest level, and if no resolution is found we will take it to Pistole's Office.

So there is a chain of command in place to cover and assist you.

There are also a National Executive Committee or AFGE District National Vice-Presidents that oversee every AFGE Agency in their AFGE District. In our area, that is **National V-P Jane Nygard**. She will assist or steer you to the right person to handle your concerns. So you have a whole network in place to assist and protect you and your Local's interests.

Our current Agreement ends 12/31/2015; Bargaining for a new one starts soon

Our Local 899 is entitled to 3 votes on Council 100. The Council will be the ones negotiating for a new — and hopefully stronger — Agreement to start 1/1/2016.

If you think that you might be a strong advocate for a better workplace environment, better treatment as employees, and a more sound and effective security screening operation, WE NEED YOUR HELP.

Please contact Local 899 President Celia Hahn at celia.afge899@gmail.com to express your interest. Deadline: soon.

Member Notes

Who is eligible to join AFGE Local 899?

TSO's and LTSO's in Minnesota, North Dakota and South Dakota.

How much does membership cost?

Dues now 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, Regional and National 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 Collective Bargaining Agreement applies to you, but you are on your own to protect yourself.

AFGE General Council Wins Four TSA Arbitration Cases

The first disciplinary cases submitted to the new expedited arbitration process negotiated by AFGE at TSA are proving just how valuable our efforts there have been.

Of the first 7 cases handled by GCO, we've won 4 and settled 2 others on favorable terms. Only one case, an attempt to overturn a letter of reprimand, was lost, but even that case established important precedents.

TSOs Got a Pay Increase

Transportation Security Officers (TSOs) are not on the GS pay scale and that continues to be AFGE's goal.

But due to AFGE's push, TSA announced in July an additional 2014 pay increase for Transportation Security Officers (TSOs) of 1.5% on average. While TSOs remain underpaid, we believe this is a step in the right direction.

Membership Bonus Payments Continue Through September

This is a great time to sign up for Union membership — and to recruit co-workers to sign up.

Extended through September 2014, each new member will get an immediate \$100 cash bonus for signing up. Dues will then be deducted automatically from your bi-weekly paycheck.

Each member who recruits another new member will be given an immediate bonus of \$50 for each new member he or she recruits.