



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. Assembled (labor donated) by Neal Gosman, Treasurer, nealgosman@usa.com

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www.AFGElocal899.org

AFGE 899

January 2018

Year End Report for 2017

By Celia Hahn, President, and Neal Gosman, Treasurer

Here's what AFGE Local 899 leadership did for you in 2017:

Because Celia, as President, has a good level of communications with higher management in the area, she was able to resolve a number of screener/member employee issues through informal talks before formal action was necessary. That said, she undertook the following formal actions:

- made a trip to Washington, DC to meet personally with Senator Klobuchar, and Congressman Jason Lewis, also with several staff for Minnesota Congress members, and also with those from other states to press for Title V rights for TSA and other issues of direct concern for screeners;
- Recruited 3 new Stewards to represent members and file grievances.

In cooperation with AFGE Council 100 (TSA), the Local held a TSA/AFGE Collective Bargaining Agreement (CBA) and Unitary Dispute Resolution System (UDRS) training class at the St Paul Regional Labor Center for stewards from MSP and North Dakota.

Local officer elections were held in May for 3 year terms.

Representative Keith Quick at FAR visited member and non-member screeners various ND airports.

As Treasurer, Neal assisted Celia in a number of matters, filed necessary annual reports for the US Labor Dept and the IRS, kept the books, paid bills, monitored the approved budget, and prepared a draft 2018 annual budget.

Although we lost a lot of members due to the high level of employee attrition that TSA suffers from, nearly 100 new members were recruited during the year.

AFGE Local 899 officers are not paid by the Union for our work. Most representational activities are able to be carried out during the normal work hours, but not all of it. Some training and representational activities are not fully covered by official time, nor do they occur during the normal work schedule. When officers have needed to take leave without pay for official AFGE work, Local 899 has paid officers some limited hours according to the annual budget approved by the members.

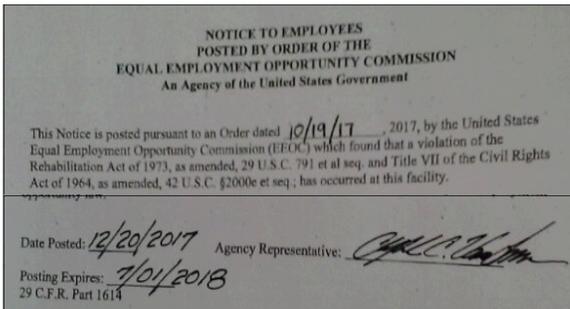
Otherwise, officers are doing union work as volunteers.

We welcome member suggestions and helpful criticisms.

We invite you to come forth with new ideas of actions we can do locally.

If you have organizational or technical skills, we need your help. Event planners — Wanted!

The Union is only as strong as the members make it.



Notice posted from a Grievance won after 3 years of fighting by AFGE attorneys for a member.

- Equal Employment Opportunity cases = 2
- Office of Workers Compensation Program cases = 4
- Grievances = 11
- Local arbitration cases = none
- Termination Appeals = 3
- Request for Review (contract violations) = 1
- TOPs grievances = 2

Also, Celia represented member concerns at –

- 2 Bid committees;
- Safety Action Team meetings; and
- Joint Awards Committee meetings.

Additionally, Celia —

- gave 12 New-Hire presentations.
- held monthly individual meetings with FSDs from MSP, North Dakota, and South Dakota;
- personally visited member and non-member screeners in DLH and RAP;
- attended a week-long training course on Workplace Bullying

AFGE TSA Council 100

1. Hired a full-time attorney to solely represent all AFGE/TSA local members.
2. Conducted Unitary Dispute Resolution System (UDRS) training for over 50 locals around the country.
3. Invoked over 90 expedited arbitration cases in 2017. (Cases cost from \$3,000 to \$6,000+ each).
4. Legislative initiatives to work toward obtaining Title 5 (US Civil Service) rights for TSA employees.
5. Reviewing and clearing new CBA arbitration cases in the process of being invoked.
6. Management and Labor (Council 100 bargaining team) meetings with the Senior TSA Leadership to correct violations of the Collative Bargaining Rights in a continuous fight to better the contract.
7. Designing Presidents' Training on UDRS/Collective Bargaining Agreement (CBA) in 2018.
8. Fair Practice Coordinator & Woman Fair Practice Coordinator actions.
9. Setting up and running committees for Uniforms, Veterans, Health & Safety, and Legislative Information and Action.

The 2017 Budget

We did not overspend approved budget line items. Revenue from Bonus Bucks reimbursements kept us in the black. Dues projections for 2017 fell short, as they did in 2016. The loss of members (due to quits, retirements, and separations from service) was more than the recruitment of new members resulting in some net membership decline.

Expenditures in the 2017 budget include a set-aside for the 2018 National Member Meeting so that we don't get hit with a big item all in one year. Reserves are being held in interest-bearing CDs. The financial report will be ready soon.

The 2018 Budget

Dues projections for 2018 are being made with a better perspective on past patterns. We recruit new members, but many current members will likely move on before the end of 2018. So we will be more cautious in revenue projections.

In order to be effective, we need to perform at certain levels of activity: member representation, communications, steward and officer training, participation in union democracy, support for National and Council 100 activities, outreach to elected officials, office supplies and equipment, organizing expenses, and affiliation with allies.

Our current revenue from dues is not sufficient to cover all these costs. If we consistently had 20% more members than our past averages, we would be OK. But due to the high attrition rate of TSA screeners, we have a hard time getting ahead despite recruiting nearly 100 new members a year.

As Council 100 President Vaughn Glenn has pointed out, "TSA hired 86,000 Officers over a 10 Year Period and over 72,000 walked out the door. This number is far greater if one counts the attrition rate to include all the years that TSA has been established. This is a disgrace to the Tax Payers of America."

Although we have cash reserves, we should not approve a budget that deliberately dips into our reserves.

The 2017 Budget must be approved by the membership. Please vote.

AFGE District 8

Covers all federal government AFGE employees in Iowa, Minnesota, Nebraska, North Dakota, and South Dakota. New National VP Gregg James was elected in May 2107. Along with him, a full-time AFGE Union attorney, a 5-states organizer and office support staff are located in Bloomington, MN. District 8 supports us with legislative liaison, organizing and staff support.

AFGE National Actions

In late October 2017, AFGE members' grassroots action organized by National staff was successful in keeping severe cuts to your pay, retirement, and health care out of the Federal Government fiscal 2018 budget resolution in Congress. This is largely due to member activism. In four months, AFGE members made just over 42,000 calls to Congress. The week before the budget vote, we made 10,000 calls. Our calls, emails, and letters made the difference.

Killing this proposal was critically important. It was just a down payment on President Trump's stated goal to cut \$149 billion from federal employee pay and benefits over the next 10 years.

All together, AFGE members made 44,334 calls to Congressional offices to fight for our pay, retirement, and health care benefits. And the results speak for themselves: Congress retreated and removed the House-passed cuts from the budget resolution that passed in late October.

Over the years, our union family has faced incredible odds—and won. In 2017 alone, we have faced a near government shutdown, a federal hiring freeze, threats to federal retirement, and a devastating series of natural disasters that have rocked the lives of AFGE members from California to Puerto Rico. Yet amid chaos and destruction, AFGE members continue to come together in solidarity to help our fellow Americans.

The easiest way to stay informed and engaged is by signing up for emails and text messages at www.afge.org/getconnected