



AT THE TABLE

THE AFGE TSA MEMBER GUIDE TO CONTRACT NEGOTIATIONS

June 2017



In December, you and your colleagues voted to ratify the AFGE-TSA collective bargaining agreement. At that time, several articles had not been agreed to at the table including rules for the pay-for performance system, awards, grievances, arbitrations, and investigations. After ratification, TSA and AFGE met with a goal of resolving as many open provisions as possible. After much discussion, the parties were able to settle some provisions in Articles 4, 9, and 11. The remaining disputed language will be submitted to arbitration for resolution.

4 Recent Improvements to Your Collective Bargaining Contract

1 Shift Bid Process:

Management will post airport-wide shift bid lines 14 days in advance of any airport-wide shift bid. Any changes to the airport-wide shift bid lines must be reposted for a minimum of 7 days.

2 Annual Day-at-a-Time Leave Process:

Officers may now bid for day-at-a-time annual leave slots. A day-at-a-time slot is a one calendar day period of time for annual leave. At Cat X, I, and II airports, 80 percent of the anticipated annual leave accrual will be available in annual leave bid lines and 20 percent of the anticipated annual leave accrual will be available in day-at-a-time leave slots. At Cat III and IV airports, 100 percent of the anticipated annual leave accrual will be available in annual leave bid lines but any remaining bid lines will be converted to day-at-a-time leave slots. Depending on their annual leave accrual, employees may bid up to a certain number of day-at-a-time leave slots. For example, officers who accrue 8 hours of annual leave per pay period may bid up to 6 day-at-a-time leave slots during the annual leave bid.

3 Annual First-Come-First-Served Leave Process:

After the annual leave bid concludes, any annual leave bid lines and day-at-a-time leave slots not selected will be made available on a first-come-first-served basis. TSA



management will meet with the AFGE local president to discuss the annual leave calendar. If management makes any changes to the annual leave calendar, they must provide an updated copy to the AFGE local president 14 days before implementation.

4 Special Assignment Announcements:

The internal announcement for competitive selection of special assignments must include the following : opening and closing dates and times; area of consideration; description of duties; how and where to apply; point of contact information; Equal Employment Opportunity statement; anticipated length of the special assignment; anticipated performance system applicable to the bargaining unit employee during the special assignment; and AFGE is the exclusive representative of TSA officers.

- Increased shift trade flexibility
- Cross certifications based on seniority
- Increased uniform allowances and options
- Nursing rooms for new mothers
- Creation of a veterans' committee
- Expansion of health and safety initiatives

“Thank you to the TSA Council 100 bargaining team and all the members who supported them during these tough negotiations,” said AFGE National President J. David Cox Sr. Visit www.afge.org/tsacontract for a copy of the collective bargaining agreement with the settlement agreement changes incorporated.

“These new changes to the AFGE-TSA collective bargaining contract are only half the battle to ensure that TSA Officers are treated with respect and dignity at work. We still have our work ahead of us to make sure these dedicated public servants get the same full workplace rights as other federal workers.”

There are still significant changes that need to happen on Capitol Hill to guarantee TSA Officers are treated equally at the workplace. Reps. Bennie Thompson of Mississippi and Nita Lowey of New York have introduced a bill that would fix these problems and give TSOs the same workplace rights and protections as other federal workers.

Other Notable Contract Wins

- Agency will cover all parking costs for TSA officers
- Changes to shift bid lines



“TSA Officers are hardworking veterans, former law enforcement officers, and middle-class working people who take pride in the work they do to keep the flying public safe,” said AFGE TSA Council 100 President Hydrick Thomas. “We should be valued and supported by TSA management. This new contract is a step in the right direction but there’s more work to be done to improve the workplace culture for our officers.”

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