



## AFGE TSA COUNCIL 100 CBA NEGOTIATIONS *FINAL UPDATE*



Bargaining has ended.

As has been communicated throughout our weekly updates, the Union's ability to negotiate freely and fairly with TSA was severely hampered by the Administrator's Determination. This Determination was purposefully written to forcefully suppress our Union through its anti-worker and anti-Union constraints. Therefore, it is rational for the Union to arrive at the conclusion that TSA management despises the Union and the workers it represents.

Clearly, the intent of TSA management, at the highest levels, during the entirety of these negotiations was to limit the Union in name, power, and ability. To be further clear, the management negotiating team was not to blame; instead, this suppression and longstanding hatred for the Union belongs to and is a direct result of TSA's Office of Chief Counsel, where TSA's attorneys reside.

What you will find in the new CBA is less reference to "AFGE" (due to the limitations imposed by the Determination), less Union recognition (i.e. no close-proximity parking, no office space, and no agency resources), and blatant Union busting (i.e. official time restriction, dues deduction limitations, and no more membership drives in break rooms).

You will also find many provisions remaining the same, such as shift trades, uniforms, and schedule trades. While other provisions have been strengthened, such as attendance management process, ability to transfer, and increased time to speak at new employee orientations. Further, there were matters deemed non-negotiable, such as the performance management process, awards, and agency resources—free or discounted.

This upcoming week, your Council will be meeting and strategizing on the future and planned recourse regarding this recently completed contract, Executive Orders' impact, and our plan for upcoming actions pertaining to the current TSA anti-worker, anti-Union agenda. So while this stage of negotiations has ended, please stand by as the next step in the process begins: Ratification.

Please stay in contact with your Regional Vice President as we will be announcing upcoming national conference calls and written correspondence. We cannot thank you all enough for your encouragement, support, and overall understanding of our collective plight, during these negotiations. We are forever indebted to you.