



AFGE Council 100

AFGE-TSA CBA

Weekly Update

Issue No. 4

WASHINGTON, D.C. – This week each side met vigorously to hammer out proposals, counter-proposals, and details to what each side believed to be best for the bargaining unit. Of course, as you could imagine, management sometimes sees things through a very finite scope, whereas your bargaining team lives it each day as employees of the agency. And so, Article 3 is under way, and as we would like you all to see it, *under construction* and in need of some maintenance.

Additionally, we are simultaneously working on Article 8, Uniforms. While on the face, uniform issues are not many, after delving into this Article, the Union believes there is significant room for improvement and thus we have proposed some strong language which we anticipate will be met with some forceful opposition.

During each new Article presented, we re-review the surveys, which thousands of officers nationwide filled-out and returned to us for consideration. As a result, we are addressing many of the concerns brought to our attention as we draft our proposals, counter management's proposals, and finally give and take concessions in order to provide the fairest contract possible between AFGE and TSA. As previously noted, contract negotiations end on December 9th.

We are happy to report that while there have been disagreements and contentious opposition on each side, whether in favor or against any particular proposal or counter-proposal, each side has been very respectful and lines of communication have been extremely positive. This is important to current negotiations, future negotiations, and Labor-Management relations, as a whole, going forward.

Council 100 is proud to be working with, and under the direction of, our newly-hired AFGE-TSA exclusive attorney, Christopher Blessing; and AFGE Labor Relations Specialist Amelia Glymph. Each of these extraordinary individuals are bringing a special dynamic to the bargaining table with their respective wealth of knowledge, contract navigation, language expertise, and combined education and Federal Labor relations experience.

As we enter into week five of negotiations, we do so with the understanding that there approximately 46,000 bargaining unit employees this contract will affect; in that spirit, we are bargaining with the confidence, endurance, and expectation that our Local leaders and members would require of us. Please look for our latest *At the Table* newsletter, which introduces the bargaining team members of AFGE Council 100.

Hydrick Thomas, Council President | **Mac Johnson**, Executive Vice President | **Johnny Jones**, Council Secretary-Treasurer | **Shabay Izquierdo**, Region 1 V.P. | **John Hubert**, Region 2 V.P. | **Janis Casey**, Region 3 V.P. | **Becky Mancha**, Region 4 V.P. | **Greg Biel**, Region 5 V.P. | **Bobby Orozco Jr.**, Region 6 V.P. | **Joe Shuker**, Region 7 V.P. | **Victor Paves Martinez**, Council Fair Practices Coordinator | **Concetta Fialkowski**, Council Women's Coordinator | **Christopher Blessing**, Attorney