



December 8, 2019

Brothers and Sisters,

Bargaining has officially ended as of midnight this morning. More details to follow in the coming weeks as our attorneys determine what is permissible to release.

A final edition of the Councils version of its *CBA Update* will be sent out to all Council Regional Vice Presidents in the next few days.

If we can say anything at all about negotiations, we will say that this Council has done more with less than any previous Council bargaining teams. This was strictly attributed to our ability to work together collaboratively—with all of your support—and the immense experience and expertise of our Chief Negotiator Amelia Glymph and Attorney Chris Blessing, respectively.

This does not mean we have attained more; instead it means, with the Union-busting Determination, this administrations Executive Orders in place, and the overall political environment aimed at destroying Unions, we sustained as minimal amount of damage as possible, while still maintaining our dignity.

It also means, this Council and our Locals need to be front and center in controlling the narrative, forging our own path forward, and doing things we are not comfortable doing in order to send a clear message to TSA and beyond.

Council 100 will be meeting in the next couple of weeks to strategize our plan to antagonize and essentially disrupt the way it has been by bringing forth ideas of action that will be required in the coming months. Thank you to all our leaders at AFGE TSA . . . Our next endeavor will encompass all of us . . . There will be some hard decisions for all of us to make in the near future—if we really want the change we seek.

Further, if we want to move aggressively into the future, we must look retrospectively for that guiding light that brought us where we are today. We need to bring back the ideology and tactical prowess of our predecessors . . . We possess more power than we think, we must simply apply it. And that is how we will win.

In Solidarity,

AFGE TSA Council 100, AFL-CIO

Hydrick Thomas, *President* | **Mac Johnson**, *Executive Vice President* | **Johnny Jones**, *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 Payes Martinez**, *Fair Practices Coordinator* | **Concetta Fialkowski**, *Women's Coordinator* | **Christopher Blessing**, *Attorney* | **AFGE Council 100, AFL-CIO**