



**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO, Council 100**  
**Transportation Security Administration**  
**Call Date July 15, 2020**  
**11:40 – 12:28pm**

**Gary Renfrow leading the call**

**EAA Walton and AA Bradshaw unable to join. Roger Brown, Paul Ross, Jill Seagraves, Dr. Czarnecki, and Lisa Baker-Amos on call.**

1. Now that officers have additional accessories to wear and maintain possession of—such as safety glasses and face shields—does TSA plan on making storage available for those items?

**Storage space at airports can be challenging. Airports can choose to spend local funds to the extent space and funds are available. Airports have storage for PPE that has not yet been distributed. CBA provides once per year the FSD or designee meets with the local.**

2. Even though the Administrator confirmed for the union that he has designated TSOs as persons in “high-risk employment” for purposes of workers’ compensation claims, employees generally appear to be unaware of this, and we are concerned that it has discouraged at least some employees from filing workers’ compensation claims. During our LMR call on June 17, 2020, the union asked when we could expect the formal response the Administrator promised and EAA Walton said it likely could be expected within the next couple weeks. What is the cause for the delay, and when can the union expect to receive the response?

**My understanding is that the initial request was made by Dr. Kelley to the Administrator, and as of today the Administrator has responded back in writing. Lisa provided a copy to Ms. Glymph.**

3. In jurisdictions where passengers may be required to wear a mask, what should a screener do when a passenger refuses to wear one? Are screeners, supervisors, management, or present LEOs expected to enforce that jurisdiction’s requirement at the security checkpoint?

**See #4.**

4. In jurisdictions where passengers may be required to wear a mask, may an officer refuse to screen a noncompliant passenger? Might an officer who makes such a refusal based on legitimate health concerns face corrective or disciplinary action?

**I could give you an answer off the top of my head but I'd rather go back and give you an institutional answer. So I would ask you to give me a day or so to give you answers to both of those. In the meantime, I would always encourage employees to raise their immediate concerns to management, and would not encourage them to outright decline screening.**

5. What process does management use to determine which employees, specifically, will be called in on administrative days? Will TSA agree to utilize reverse-seniority for this process?

**FSDs already have flexibility to implement location-specific policy for this. Reverse seniority, taking into consideration the need for appropriate staffing, is one of those options, and Renfrow encourages it, and "I don't mind putting that in messaging to anyone." Recommend engage locally to put that recommendation into place.**

6. At how many airports has at least one bargaining unit employee received a bonus consistent with HCAM 2020.45-1, dated May 1, 2020, and how much money total has already been awarded?

**I would like to say that cash awards have been processed for every single airport since it was released, and as provided by the CBA, we will provide the council with the electronic report. For CAT X and I, the report will also assign each LTSO and TSO a random numeric value (see CBA...).**

7. Will the Agency agree that employees who would otherwise be eligible for a bonus under HCAM 2020.45-1, dated May 1, not be rendered ineligible solely because they took preapproved leave?

**That specific HCAM provides additional flexibilities for management. Neither the HCAM nor MD 45-1 prevent the employees for being recognized based on the use of approved leave.**

#### **Oral questions**

Mac Johnson: Several months ago during an LMR call, agency was still putting together guidelines for administrative available days for employees. It was stated that BUEs would receive 24 hours notification, and it was my understanding that they would be

notified the day before. Has the agency put out any written guidance?

**The guidance from me to them was 24 hours prior (though Renfrow then noted that inside of 24 hours “is not prohibited”). There will be cases where there is a need inside of 24 hours, and I know that has come up across the nation. And if you were on Administrative Available leave and couldn’t come within 24 hours...has someone been criticized for that? Do you know that? In other words, is there a problem somewhere? But someone shouldn’t be disciplined for not being able to come in on the same day. There shouldn’t be grounds to hold them accountable because the agreement was 24-hours out.**

Mac: I know at Dallas Love Field it’s a big issue. Getting a two hour window or so. It’s my understanding that the AFSD has warned some corrective action.

**I’m with you on that, that was not the intent. If it’s truly happening, bring me data to support it and we’ll address it.**

Mac: For Dr. Czarnecki... I found out yesterday there were two positive tests at a CAT IV airport within the past week, and this morning I received another call on a confirmed positive at CRW (a CAT III). The hub airport thinks the contact tracing protocol is different at a smaller airport simply because they’re CAT II III or IV. Is there a different contact tracing protocol based on airport?

**Czarnecki: It is the exact same protocol for every airport.**

Chris note: remember to ask, if no storage for new equipment, what about available sanitizing stations to avoid cross contamination? People bringing this PPE home to possible infection, etc.

**I’ll ask Jill or Czarnecki to drop in. Do I realistically think we’ll get lockers at any airport, no, but there probably are some opportunities at some places. And the doc mentioned attaching a face shield to a belt or something like that. Jill Segraves: Part of the face shield training requirement is to clean the face shield, an alcohol and a spray is all that’s needed on those face shields. Can also put them in a plastic bag or a paper bag. Renfrow: The sanitization station, depends on where you’re at for if that makes sense or not. Because it’s such a large organization, a lot of this needs to be done locally.**

Shabay: Follow-up regarding our childcare situation that many of our parents are facing. Any updates?

**None from mine. Maybe from Roger. Roger: Yes, we have a small group of individuals who are looking into this and I would say all things are being discussed, from a potential subsidy, to scheduling opportunity changes, to possibly a rebid. Please don’t take this to mean these all will happen. These are just options that are being**

**discussed. There's a huge number of states who have done wildly different things. So we also have to look at our options based on what the states are likely to do. I don't know if there's going to be a one size fits all solution to this.**

Shabay: Thanks. I would ask if those communications could be on a consistent basis with our union so we can relay that information to our workforce. I do want to point out, respectfully, I know when we start and when we end, I know in the last few phone calls, there were several Councilmembers still in the queue, so if there's a way it can be double checked before the call ends that would be appreciated.

Shabay: Another concern regarding the spike in cases. What plans does TSA have for those high risk employees in states where there is a spike? And for everybody else?

**Renfrow: Well, high risk employees can no longer utilize that form of WSL, but they still have other forms of leave. A discussion on whether we'll reinstate it remains open. The Administrator is open to that if it gets bad enough. I'm looking at the TSA graph of positives, and we have had a second surge that peaked in mid-to-end of June that is heading in the right direction now. I tell you this because I think the things we put in place are actually working. If things get to the point where we need to make changes, we're open to that.**

Shabay: Can we know the number of employees who had a known exposure to the virus? We have positive tests and deaths, but no data on known exposures.

**Renfrow: Czarnecki has been fully engaged in these cases.** Shabay: We don't have that information. So that would put us at...11,000 employees possibly? **It could be that many, I don't have that number.**

Shabay: Now that the workforce has come back, the part-time officers hours have been cut. Are higher-level employees also taking a pay cut?

**Lisa: Our discussions with you relate to bargaining unit employees. We don't have discussions relating to pay or salary for non BUEs.**

Joe Shuker: Wanted to follow up on high risk officers using sick leave. I know you addressed BWI. I'm getting more calls on that from outside the region. Can you put that out?

**Renfrow: I'll put that out.**

Johnny: [ I missed this ]

**Renfrow: The vast majority of airports...I speak to the FSDs very regularly...for most of them there are no more admin available days. A lot of CAT Xs, Is, are already full**

**schedules. So even with lower throughput, we still need a larger group of people due to changes in process to accommodate for COVID.**

Becky: I'm at Dallas Love Field. We still have one AA day a week, and working a reduced schedule on some other days. A question was brought to management: on my AA day, if you all me that morning at 5am (the shift starts at 4), I come into work, say within that 2 hour period, I ask what is the expected time for me to be released, and the response was "you are expected to come to work for 6 to 8 hours a day". I said "my schedule is until 1230." Management wants me to stay longer than that.

**Renfrow: I got that Becky, I'll call her.**

Becky: Is there guidance for them to know that? Is that something they should already know?

**Renfrow: We haven't put guidance out for that. Again, I think the consequence of this will be that you won't have Admin available days and you'll just be on your schedule. And the other approach would be "if I don't need people I'll let them go." Note: Renfrow then hedged. "It's based on management need. But that situation sounded avoidable, so I'll reach out to straighten that out."**

Cetta: Who is deciding who gets it (referring to COVID bonus I think?).

**Renfrow: The intent of that money was to reward people against the risk that they were confronted with. So it was based on the time exposed, so time on the floor should mean something. It's the FSD's discretion, but there were recommendations on how to approach it. And one of the recommendations was "the more time spent on the floor, the more the person should be rewarded." So to answer your question, yes, the intent of that money specifically was to recognize people who worked at greater risk. And the second part being the person who decides that is the FSD. We give guidance on how to use the money, but at least some of that discretion has to be done at the local level.**