



**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO, Council 100
Transportation Security Administration
LMR/ED Questions Week of 5/03/21
Kim Walton running call
Started at 3:03pm; call ended at 4:05**

OPM has released its guidance for Emergency Paid Leave (EPL) under ARPA. TSA will issue TSA-specific guidance to the workforce this week (on or before May 7, 2021). Forms 1128-7 and 1128-8 will be published this week regarding use of EPL. Documentation will be required for requests of time and attendance corrections retroactive to March 11, 2021. Look to TSA guidance for specific details to follow when requesting EPL, either retroactive leave or going forward.

7810 employees tested positive. 7486 have recovered. 16 have died.

1. On what date should employees expect to receive written guidance from TSA regarding use of Emergency Paid Leave (EPL) under § 7104 of the American Rescue Plan Act?

Pat Bradshaw: We expect to have the guidance out by Wednesday (5/5/21). There will be a new EPL HCAM that is *separate* from the COVID HCAM revs. that we have seen.

2. How much EPL could an eligible TSA employee reasonably expect to be granted given the \$13,000,000 cap on the Emergency Leave Fund?

Pat Bradshaw: The agency can't really estimate the hours for any one employee. While a full-time employee could receive a maximum of 600 hours, the actual number of hours depends on the number and nature of qualified requests. As noted in the question, \$13million was appropriated, so once that has run, that leave will no longer be available.

3. Regarding the active shooter incident at San Antonio International Airport, we are asking that:
 - a. Management at all airports be reminded of its obligation to provide bargaining unit employees with an annual walk-through for emergency preparedness;

- b. EAP return to San Antonio International Airport to make themselves available to employees; and
- c. Management be reminded to act immediately when they witness any type of harassment. In this case, we are being informed that employees who have sought counseling are being harassed with negative comments, gestures, and jokes.

Martin Elam: On Friday, April 16, following the incident all FSDs and AFSDs were reminded to conduct exercises for active shooter tactical response plans, including walk throughs. In San Antonio, there were additional briefings. San Antonio officers will receive annual active shooter online training. San Antonio will continue to schedule shift briefings for emergency preparedness walkthroughs.

Re: EAP. Most recently April 22, only 4 opportunities requested EAP. All officers were briefed and emailed information on the available counseling. The team has not been made aware of any employees being harassed, but we will remind all employees of harassment policies. If AFGE is aware of specifics of harassment, please provide those specifics to local management.

- 4. A TSA announcement recently provided that employees will be required to provide proof of vaccination (i.e., Vaccination Card) to be approved for the change to the face shield policy. Who is this proof provided to, and how is that information safeguarded?

First, I wanted to mention that I'm aware that the face shield is uncomfortable for some, so we're happy to keep our employees safe, keep the face mask on, but allow employees who are vaccinated not to use the shield. To be approved, proof of vaccination is required to the designated TSA management official. No personal medical documentation beyond the card is required.

- 5. Recent changes to pay policy have focused on TSOs who are relatively new or, generally speaking, are on the lower end of the pay band. What is TSA going to do to address the pay needs of more senior TSOs?

Pat Bradshaw: We have rolled out a number of new pay initiatives. One of those was the annual service pay, which was intended to help not only the bottom and middle third of the pay bands but also to help the top third of the pay band. So, now there's a regular and predictable pay band increase. Also Model Officer Recognition Program, which was relaunched in January.

Open Discussion

John Hubert: Regarding the EPL, is the agency going to give employees updates of when the money in the fund runs out?

Pat Bradshaw: Yes, we will notify the workforce when we get close to the end of the fund to minimize the risk of employees drawing from a depleted fund.

John Hubert: I've been getting a lot of reports out of South Carolina Airport. In New Hire Orientations employees are being told there's nothing the union can do for probationary employees. Management needs to cut this out.

And finally, still looking for clarity on mask requirements from the Security Directives.

Pat Bradshaw: Sure, we'll follow up.

Mac Johnson: How often will you be updating us with how much money is left in the EPL fund?

Pat Bradshaw: Once we figure out from our CFO how often we can do it, we'll let you know. We have to do some manual work with NFC at the beginning to get this running. Right now, how frequently it'll be, I can't speak to that. But we'll be ready by the next meeting to let you know.

Mac Johnson: you mentioned that there are other forms different from the OPM 71.

Pat Bradshaw: Yes, there are a couple other forms, like one which is an employee agreement that says you understand the process of drawing from this leave fund and what happens if your conditionally approved leave is drawn after the fund is empty (i.e., requirement to repay or substitute).

Mac Johnson: are these leave forms on iShare?

Tom Regan: Yes, the forms will be disseminated on iShare.

Greg Biel: Will the EPL requests be reviewed on the order they come in? Is whether they are approved dependent on other leave requests from other employees?

Pat Bradshaw: No waiting period, and not done in batches. Each request is reviewed individually and is specific to you and your basis for the request.

Tom Regan: The leave fund is a first come, first used fund.

Mac Johnson: Is there going to be a nationwide change in Weather and Safety Leave policy at TSA?

Martin: It's too early to answer that question. Right now we follow the HCAM.

Cetta Fialkowski: Regarding the letter that was put out April 23 regarding COVID 19 procedures. I'm getting a lot of complaints that people who have not gotten vaccinated are now feeling singled out because of this new face shield policy. They're being treated like they're uncooperative, or facing pressure. And I believe that you are crossing a line here, so I'd like you to take another look at what you're doing.

Pat Bradshaw: To be clear, if an employee no longer wants to wear a face shield, they can use of proof of vaccination. But vaccinated employees can still voluntarily wear a face shield. So, my expectation is that some will continue to wear them.

Cetta: What are the requirements for when a face shield is required? The problem is that people will know that an employee didn't get a vaccination because that employee is being required to wear the face shield still.

Fabrice Czarnecki: July 2020[read the Administrator's broadcast that announced the face shield policy].

Jill Segraves: I echo that.

Shabay Izquierdo: [echoed Cetta's concerns about vaccination status]. Regarding the pay system we currently have, the 1% raise isn't nearly enough. The Model Officer and E3 are too restrictive to be a fair answer to our concern. [Raised many other pay issues and concerns on behalf of the workforce.]

Johnny Jones: Regarding probationary employees not being removed for approved absences in their second year, how do we know that this process is being followed, and what do we do if it's not if probationary employees can't appeal their termination?

Paul Ross: We made sure those cases are being coordinated with my staff to make sure that the facts are what they are and that management is meeting with the employee to make sure they've done everything regarding the attendance problems. The action also needs to be taken by a higher-level management official than usual.

Johnny: So, how would the employee know that that process happened?

Paul Ross: Much of this is an interactive process with the employee, so they would be aware.

Pat Bradshaw: We're also giving this a deeper look. We're going back to look at how effective this new approach has been, and to make sure that the new process is being followed in the first place.

Shabay: With the TSO service pay, is there information that could be provided that would show you how many years are needed to max out in your pay band?

Pat Bradshaw: Tom, doesn't the calculator do that?

Tom: Yeah, there's a "total compensation" iShare page. If you click on it, there's a calculator that takes your individualized compensation that projects your salary over the next ten years.

Bobby Orozco: Regarding shift bids, management is going beyond the 60 minutes without following the rebid requirements in the CBA.

Jerry Murphy: Could you send Lisa Baker-Amos and me an e-mail on that and we'll follow up with you?