



AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO, Council 100
Transportation Security Administration
LMR Call Week of August 24, 2020
11:36am - 12:06pm (no additional questions in queue end of call)
EAA Walton and Renfrow unavailable. Walton intends to continue these calls through
October 2020, and can revisit in late October.

NB: While the following notes closely track the conversation, including most phrasing, it is not a transcript and should not be relied on as such.

Responding to the union's logistical questions, our LMR call immediately follows a call with the Administrator (explaining why we are often late). We can look for a different date that would make this more doable. Time permitting, we will ask the operator to check the queue for a couple minutes.

311 active Covid-19 cases
1732 total, 1617 are uniformed officers. 1421 recovered.
6 dead

1. The Union would like to make three logistical requests:
 - a. We ask that the call start at the time scheduled. We understand that schedules are busy and meetings may run long, and when that's the case we understand if someone has to be late.
 - b. If the Agency knows that one of its attendees is going to be on leave during a call, can a designee from the same office attend in their place?
 - c. Last, we just ask that the operator hold for a couple of minutes prior to the end of the call to ensure there is still nobody in the queue. Most recently, EVP Mac Johnson got dropped from the queue during the last call.

Addressed at the beginning of the call. Agreed to all of the requests.

2. The Union asked the below question in our last call with LMR and was told that more information was needed for the Agency to be able to provide an answer. During open discussion, or in an e-mail to us prior to the call, will the Agency explain what additional

information it needs so we can see resolution? Note: Added Palm Beach as another example.

At least some airports, including JFK and Palm Beach International Airport, officers who are currently working under an administrative available work schedule (e.g., working 3 days at the airport, 2 days under administrative available leave, and 2 RDOs), are being treated differently from other officers when they call out sick. Specifically, when the officer returns from sick leave the terminal managers will have the employee work a full schedule (e.g., 5 days and 2 RDOs) for the entire pay period. Once the officer has completed the entire pay period, the terminal manager will place the officer back on their administrative available work schedule. We are asking that you help intervene in this practice which discourages employees from utilizing their earned benefit.

Gary response during last call was to find out what the other airports were, and to provide them to Lisa. He appreciated the additional information from PBI and had enough to follow-up on that situation. TSA encourages employees to use their leave consistent with TSA policy. So we believe that this issue has been addressed.

3. On July 15, the Union followed up on its question regarding what policies the Agency would introduce to accommodate employees with childcare needs. The Agency mentioned that a small group of individuals were looking into this and that all things were being discussed, from a potential subsidy, to scheduling opportunity changes, to possibly a rebid. What recommendations did this small group ultimately make, and which of their recommendations are going to be implemented?

We're continuing to work on this. You've seen in HCAM 6 the outcome of a lot of that, which is maximizing our telework, and also Maxi-flex. We look at additional options for both screening and non-screening personal.

4. During open discussion on our last LMR call, the Union asked for clarity on the Agency's position regarding whether high-risk employees can take sick leave under TSA policy solely based on their status as a high-risk person, and the Agency said that it would check and follow up. What is the answer to this question?

We have spent time with Dr. Czarnecki to figure out what we think is a workable solution. Employees can use sick leave not because they're high risk but because of language in the CDC guidance. So we are working on specific language right now that would address sick leave and LWOP, and the necessary documentation we would have to have for these two categories (follow-up documentation needed to finish topic).

5. We are still hearing reports nationwide of employees being clustered together and working in situations that needlessly eschew social distancing. What written guidance is there from HQ on employees practicing social distancing while on duty?

Jill: TSA is committed to health and safety of the workforce. So in addition to PPE, officers must attempt to stay at least 6 feet away from other people to the extent possible based on operational need. Written guidance is available for social distancing and the communicable disease playbook, as well as the national shift brief, and the COVID 19 SOP. We also have TSA guidance for COVID-19 best practices. So, if AFGE has specific concerns about this, please bring them to LMR (Continued information needed from the field).

Open Discussion

EVP Mac Johnson: First, would like to make a statement. Regarding American Airlines suspending operations in some airports, 9 of which AA is the only airline in those airports. I spoke with my FSD yesterday, one of the airports is in Greenville NC. Approximately three years ago the airport was under construction and the employees were granted an excused absence. Florence South Carolina was closed last year for about 3 weeks, and those employees were placed on excused absence. Now, moving to the question, those 9 airports where AA is the only carrier, is it the Agency's intent to place those employee's on excused absence as well? **Mac, all I can tell you is that we're exploring all options on the table. We're mindful of what we've done in the past and are taking it into consideration (more information needed and follow up questions from impacted employees and statements).**

EVP Mac Johnson: Let me just say that the union is strongly opposed to moving those employees to other airports. For mine, the closest airport is 45 miles...it's an hour and fifteen minutes. And we think it's unreasonable for those employees to have to make that commute through no fault of their own. **We're definitely taking that under advisement. We're having meetings and discussions this week, but I don't know of a specific timeframe at the moment.**

Council 100 Attorney Chris Blessing: first, thanks for confirming continuation of these calls. For question 2, you said it's been addressed. Does that mean this practice is going to cease? **Lisa: Let me clarify quickly. When we said it was addressed we meant the missing information was addressed. Renfrow should have enough to go on to follow-up with the airports now. So we can expect a follow-up on this? Yes.**

Council 100 Attorney Chris Blessing: for question 3, the changes to revision 6 of the HCAM that potentially address childcare issues are pretty specifically for the non-screening workforce, so we ask that there be more focus to the bargaining unit employees on this issue. **Yes we're still looking at all of the options (Shift Trades, Subsidies, Leave Policies). These are heavier lifts than some of the other policies we've implemented, so it's taking time.**

Council 100 Attorney Chris Blessing: for question 4 (clarified language on use of accrued sick leave for employees who are part of CDC high-risk categories), is there an ETA? **A week or so is what we're looking at. Don't hold me to that! But that's what I'm expecting**

CST Johnny Jones: Do we have any insight on the other airports that might be impacted from AA's decision? **I do not have it. If we had it, we would share it. I don't think we have a comprehensive list...we read it in the newspaper just like you all did.**

EVP Mac Johnson: It's come to our attention that several airports nationwide (Miami and GSO are some examples, I anticipate getting more later this week), Management has advised employees that they will not be conducting an airport-wide shift bid this year and will be doing it next year. Did the agency put out guidance instructing airports not to have an airport-wide shift bid?

I'm not aware of it. Lisa, can you take that for a question to Gary? Lisa: Sure, we'll take it back to Gary. But Mac, just for my clarity, we know most of them did an airport-wide shift bid earlier this year, so are you saying they haven't had any for the year, or that they're not willing to do another one? Typically the airport-wide shift bids would take place by October of any given year to coincide with the leave calendar. And also, when an airport-wide bid is taking place, or any bid for that matter, it specifically says "we are conducting an airport-wide shift bid." The ones done earlier did not indicate that they were airport-wide. **And last clarification, are we talking shift bid, annual leave bid, or both?** Airport-wide annual shift bid (Survey based decisions not CBA based decisions).