

EVP Mac Johnson's Meeting w/Administrator Pekoske 9/15/2021

- Q.** Requested that AFGE Council 100 Officers and Local Presidents receive an invite when the Administrator visits airports.
- A.** Agree to invite Council 100 Officers and Local Presidents
- Q.** Can you provide a status update on the draft Determination and MSPB Rights plan submitted to Secretary Mayorkas?
- A.** TSA made a few amendments after reviewing AFGE's response to his draft. Agree with AFGE recommendations for local level bargaining on issues such as parking (did not elaborate on other recommendations). As for the MSPB Rights plan, signed a Memorandum of Agreement with the Merit Systems Protection Board this past Monday. I told him that the union had not received a copy of either the amended draft Determination or MOA, and requested that we be provided a copy. Administrator stated that the agency Probationary and Disciplinary Action Review Team is reviewing its disciplinary process, for example prior discipline. He feels that discipline that occurred 3-5 years ago should not haunt employees throughout their career. Asked me my thoughts on the TSA GS pay scale plan and I respectfully declined to respond because AFGE has not completed its review of the document. Administrator stated that the agency plan allows for BUEs at the D & E bands to progress, non-competively, from GS-5 to GS-9. Current F Bands (LTSO) would start at the GS-9 pay scale.
- Q.** The current CBA provides that AFGE and TSA would conduct joint briefings on the CBA. Subsequently, the Labor Relations Office approved three days of official time for union representatives to conduct grievance training in conjunction with the two days of joint briefings. However, the briefing slides are not complete due to ongoing settlement discussions. The Director, Labor Relations refuses to allow the use of official time until the briefing slides are complete. Asked Administrator Pekoske to intervene because training is desperately needed for union representatives due to several policy changes.
- A.** Administrator stated he would reach out to Labor Relations.

- Q.** During the last meeting with the AFGE Council 100, you stated that you'd be amenable to meeting with the AFGE Council 100 Executive Board on a regular basis. Does that offer still stand, and how would once a month work for you?
- A.** Administrator Pekoske reiterated that the offer still stands and agreed to meet once a month with the President, Executive Vice President, Secretary-Treasurer, and Council 100 Attorney only because he thinks limiting participants is more effective. He stated that the first standing meeting should be mid-October, and asked that I email his Scheduler to coordinate.
- Q.** In 2019, you stated that you were favorable in changing the probationary period for new employees from two years to one year. Can you provide me an update on your position?
- A.** The TSA Inclusion Team is currently evaluating the probationary period.
- Q.** A major ongoing issue at Category X and I airports is that shuttle bus drivers are not enforcing the wearing of masks by passengers comingled with TSA employees.
- A.** Airports have been advised of this issue and signage requiring mask wearing is supposed to be posted on shuttle buses, and shuttle bus drivers should be enforcing.
- Q.** Section 7104 of the CARES Act (Emergency Paid Leave) (EPL) expires on September 30, 2021, and the Delta variant is rampant nationwide. Management at several airports are wrongly denying EPL requests or sitting on the request without making a timely decision which is harmful for employees. Would the agency consider reinstating Weather and Safety Leave using the same qualifying circumstances in EPL for its employees?
- A.** No, Weather and Safety Leave will not be reinstated for that purpose. Had conversations with various politicians asking if TSA supported extending EPL through March 2022, and TSA does support this effort which is contingent on funding from Congress.
- Q.** This past Friday, President Biden signed an Executive Order mandating that all federal employees be fully vaccinated in the very near future. Currently, Pfizer is the only vaccination that has been approved by the FDA. As you're aware, there was not a sufficient supply when Pfizer received emergency use authorization, and Moderna and Johnson & Johnson have yet to receive approval from the FDA. Will the agency grant extensions to get vaccinated if in fact there is a shortage of the Pfizer vaccination?

- A.** Stated that it's his understanding that there is an ample supply of the Pfizer vaccination and this should pose a problem for federal employees to get fully vaccinated. The deadline to be fully vaccinated will be November 22, 2021. Depending on which vaccination the employee receives, they will need to start receiving sometime in October. The time between the first and second dose of Pfizer is twenty-one days, the time between the first and second dose of Moderna is twenty-eight days, and Johnson & Johnson only requires one dose.
- Q.** There will be employees seeking exceptions, i.e., reasonable accommodations and sincerely held religious beliefs. During the early stages of the pandemic, employees seeking a reasonable accommodation due to having reactions to the N-95 mask, waited an extended period of time for approval/denial, and in cases sent home utilizing their own leave. Will those employees who seek a reasonable accommodation be permitted to continue to work, while wearing a mask, until a decision is made on their request?
- A.** OPM is still developing criteria for medical conditions for which reasonable accommodations requests will be approved/denied. The vaccination requirement is also applicable to those TSA employees who tele-work. Once OPM provides this guidance to TSA, TSA will notify the workforce.