

THE SOLIDARITY SOURCE

OFFICIAL NEWSLETTER OF AFGE TSA COUNCIL 100



HAPPY HOLIDAYS!

AFGE TSA Council 100 wishes you and your families the safest and happiest of holidays. Take care of yourselves and each other. And please keep those, and their loved ones, who have been lost to COVID, in your thoughts and prayers this season.

THANK YOU FOR ALL YOU DO FOR THE UNITED STATES IN KEEPING US SAFE!

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PRESIDENT'S MESSAGE

HYDRICK THOMAS
COUNCIL 100 PRESIDENT



AFGE TSA Sisters, Brothers and Siblings,
I want to personally thank you for your commitment of keeping the traveling public safe during a time when you, yourselves, were at extreme risk. From the time this deadly and contagious virus took hold of the United States and its citizens, you, the frontline Officer at TSA, much like during the longest Government Shutdown in the history of the United States, stepped up, masked-up, and showed up when it counted most. Your heroics will likely not be discussed in the short term, on cable news, or even in the workplace from your management officials, but your sacrifice will be remembered for years to come by your colleagues, lawmakers, and historians. We will make sure of it. Your story must still be told. As 2020 comes to a long awaited end, we find ourselves on the precipice of potential and impactful change, but such change will not be served to us, we must demand it, work for it, and put forth our greatest effort yet in securing the rights we have sought and fought for since the beginning of this agency's inception.

In Solidarity,
Hydrick Thomas
Council President

PRESIDENT-ELECT JOE BIDEN PROMISES REFORM FOR FEDS

In a surprising, yet not-so-surprising victory, former-Vice President, now-President-Elect Joe Biden will become our 46th President of the United States on January 20th, 2021. President-Elect Biden will be accompanied by the first-ever, Black, South Asian, female Vice President [Elect] and current California Senator Kamala Harris. President-Elect Biden promises to be the most pro-Labor president ever. Further, he has committed to overturning the disastrous Executive Orders issued by the current president; and being friendly with Federal employees and their Unions. AFGE TSA Council 100 looks forward to working with the Biden Administration in 2021 and beyond. Council 100 has been in touch with and recently reached out for long-term commitments from the Biden team.

LEGISLATIVE/POLITICAL CORNER

H.R. 1140: Rights for Transportation Security Officers Act

Passed House on March 5, 2020 (230-171)
Awaiting Senate action

S.944: Strengthen American Transportation Security Act of 2019

33 co-sponsors

H.R. 1171: FASTER Act

79 co-sponsors

S.472: FASTER Act

2 co-sponsors

H.R. 372: Honoring our Fallen TSA Officers Act

139 co-sponsors

H.R. 6656: Coronavirus Workers' Compensation For TSA Employees Act

21 co-sponsors

H.R. 2: Moving Forward Act

On December 16, 2020, AFGE TSA Council 100 met with U.S. Congressman and Chairman of the Committee on Homeland Security and longtime ally Bennie Thompson (D-MS-2) and his staff, via Zoom, to discuss many issues plaguing the TSA workforce, to include potential remedies during the upcoming administration. Some of the issues discussed were, of course, Title 5 rights, the current limited CBA, ongoing issues with pay structure, particularly for tenured employees, the Administrator's term in office, and safety concerns relative to COVID, as well as other matters of import. Congressman Thompson, as always, exhibited his unwavering support for TSOs, during this call, including inputting his advice to the Council regarding the upcoming 117th Congress, the new Administration, and the Council's active role in demanding and determining matters related to TSA.

The Council agrees with Representative Thompson, in that for too long, we have not weighed in the political appointment of our leader at TSA, whether it is the Administrator, or other new appointees, as designated by the Reauthorization Act of 2018, which allowed a five year term for TSA's Administrator (retroactive to 2017). However, as displayed during this past administration, and as a matter of law, the appointee to TSA serves at the pleasure of the President of the United States, therefore it is this Council's belief that it should, as a matter of fact, have a say in the next head of TSA. Council 100's Administrative Policy Committee has been tasked with researching and suggesting potential leaders for TSA and then issuing such findings to the entirety of the Council Board for discussion, debate, and concurrence. Council 100 is very much looking forward to continuing our work with our congressional allies, including and especially Representative Thompson and Congresswoman Nita Lowey (D-NY-17). We have endured much, our allies, such as those named above, have also put their reputations on the line for us, and while our patience is stretched thin, it is not asking a lot to bear with us, just a little while longer.

Make the call today, it's this easy!!

"Hello my name is, {NAME HERE}! I work for the Transportation Security Administration at {AIRPORT NAME}! I am calling to ask Senator {SENATOR'S NAME HERE} to support, co-sign and vote YES on Senate Bill 944, The Strengthening American Transportation Security Act of 2019 TODAY!! Thank you!"

**Call Your Member of Congress
202.224.3121**

- You Can:
- Call from your personal phone
 - Call during lunch
 - Discuss legislative issues
 - Call only from a non-work area

- You Cannot:
- Call on duty time
 - Call using a government phone or mobile device



BIDEN-HARRIS TRANSITION TEAM RECENT UPDATE

On December 22, 2020, AFGE TSA Council 100 met with the Biden-Harris Department of Homeland Security Agency Review Team, for a second time, with the entire Council present. The call lasted over an hour, despite the busyness of the Team, the time we were allotted was more than generous. Some of the main issues discussed were: 1) Collective Bargaining Rights under Title 5, including the current disciplinary system which has been controlled internally by TSA through the extremely biased National Resolution Center. Additionally, Merit Systems Protection Board rights and fair and transparent imposition of discipline processes were also discussed; 2) Request to void out the current CBA, as its intent was to mirror the Union-busting Executive Orders. Further, to remove the footnote in the Aviation and Transportation Security Act of 2001, which gave the TSA Administrator carte blanche exclusive and unchallenged power; 3) Dues Deduction, which aims to cripple Unions, specifically this Union, was discussed to remind the Team that without the Union's ability to succeed financially, that it would not succeed at all; 4) Official Time was mentioned at length, with examples provided to compare our agency with other Title 5 agencies, many whom possess security clearance, are law enforcement, and handle much more serious government secrets than TSA employees. We reminded them that the reason TSA claims to not bestow full rights on TSOs is due to the ever-evolving flexibility TSA requires to carry out its mission. However, as we are all aware, and as we made them aware, TSA is similar to its sister agencies within DHS, and thus should be treated similarly, including official time matters. Council 100 went on to remind the Team of the last shutdown as well as the current pandemic, in which, both times, the Local Unions encouraged employees to show up to work, fed them and management officials, and assisted TSA employees with a variety of monetary assistance to pay for their bills, rents, and food; 5) Damaging effects of the current (and past) CBAs, with limited bargaining rights, including TSAs unwillingness to abide by its own negotiated rules when forced to make a change per an arbitrators decision; 6) General Pay Scale and its comparison to our current system, including the Administrators newly implemented system; and 7) COVID-related matters, of which we went into depth regarding several sub-issues.



Enroll in the Union Plus Bachelor's Degree Completion Program this academic year and complete your bachelor's degree (through graduation) with no out-of-pocket cost for tuition, fees, or e-books.* Unemployed, furloughed or laid off union members and their extended families are all eligible to enroll in the Bachelor's Degree Completion Program. Get started by calling 888-897-9671 or enrolling online. *Students may enroll part time, but continuous enrollment is required. Students must complete the FAFSA and the financial aid process.

[CLICK HERE FOR MORE INFORMATION](#)

AFGE-TSA CBA HAS BEEN RATIFIED!

On November 10, 2020, AFGE TSA Council 100 members gathered at AFGE Headquarters to tally the nationwide vote of the Collective Bargaining Agreement (CBA) between AFGE and TSA. The official and final tally for the ratification of the most recently negotiated CBA was 12,611 in favor; 947 opposed; and eight voided ballots. Council 100 is grateful and wants to thank all our AFGE TSA Local leaders for ratifying this contract. But before we get warm, fuzzy feelings about the ratification of this contract, let us be very clear, we are in no way ecstatic, satisfied, or even remotely content with the contents of this contract. In fact, the opposite is true. As we are all aware, AFGE TSA Council 100 negotiated this contract under the authority of the Administrator's Determination, which stripped employee rights even further than has ever been since receiving these rights. Basically, the terms of the contract were at the whim of TSA management, yet this Council fought hard and harder than it ever has to ensure there were some decent gains, despite the immense setbacks imposed by TSA and management. For now, we are grateful to possess a contract, as opposed to possessing none, but this battle is far from over.

COUNCIL 100 COMMITTEE UPDATES



NATIONAL UNIFORM COMMITTEE

BY RVP JOE SHUKER, CO-CHAIR

The National Uniform Committee is a joint venture of Union Representatives and Management representatives, including one co-chair each from the Union and management. RVP Shuker is the Union's co-chair. This committee meets approximately once per quarter. RVP Shuker reports that recent joint recommendations, which are currently pending approval, are military-like name tags, which are Velcro strips with the Officers name on it; a wider belt, the current belt does not exceed 1-1/2", however, the new approved width would expand to 1-3/4." Additionally, the Union has requested gloves, scarves, and cargo pants in relaxed fit version. Again, these are requests and joint recommendations made by the Union and/or management--none have been approved. On another note, Update: Dri-Fit polos should be available by March 2021. Finally, RVP Shuker asks that all employees spend their entire \$420 uniform allowance--over 60% of Officers do not use their allowance--every year! Also, keep in mind, uniform prices will be increasing in March 2021 due to the USMCA going into effect.

NATIONAL HEALTH, SAFETY, & WELLNESS COMMITTEE

BY FAIR PRACTICES COOR. VICTOR PAYES, CO-CHAIR

The Health, Safety, & Wellness Committee, which derives from the CBA, is made up of one representative from each Council region and meets with TSA quarterly. Recent discussions have been around the new HCAM Version 8, including the expansion of weather and safety leave, up to an additional two weeks until mid-next year, for applicable personal needs. FPC Payes has also been in talks with HQ management regarding COVID vaccines, in which he states that although TSA did not possess specific numbers, it did offer that frontline employees, such as TSOs and FAMS, would be receiving the vaccines primarily, if they so chose. Likely, there will not be enough vaccine coverage for the entirety of the workforce immediately.

C100 SPOTLIGHT

**Joe Shuker**

Region 7 Vice
President
AFGE TSA Council 100

*Region 7: D.C., KY, MD,
NC, PA, TN, VA, & WV*

Joe Shuker, Region 7 Vice President, has served on Council 100 since its inception, when he began as Council Secretary-Treasurer; as well as serving on two national Collective Bargaining teams. Currently, RVP Shuker is a National Uniform Committee Co-Chair, C100 Organizing Committee Chair, C100 Arbitration Committee member, and of course, current Regional Vice President for Region 7, which includes District of Columbia, Kentucky, Maryland, North Carolina, Pennsylvania, Tennessee, Virginia, and West Virginia. As Local President for AFGE TSA Local 333 in Philadelphia, PA, where he has served for 11 years, he recently received a National Achievement Award for over 90% (92%) local membership. Prior to TSA, RVP Shuker served as a Federal employee and Union advocate at the United States Postal Service.

AFGE COUNCIL 100 CHRISTMAS WISH LIST OR (ALSO KNOWN AS) "TO DO" LIST FOR 2021



- Title 5 Rights
 - GS Pay Scale or equivalent (OPM.gov)
 - Merit System Protection Board Rights (MSPB.gov)
 - Full Bargaining Rights for TSOs (FLRA.gov)
- New Collective Bargaining Agreement (CBA)
- Pro-Labor TSA Administrator and Deputy Administrator
- Pro-Labor leadership team at TSA HQ and Field location
- Fair and transparent treatment of our workforce
- Safety and Security for our frontline workforce
- A cure for COVID-19 (and strains) and other diseases

C100 SPOTLIGHT



Greg Biel

Region 5 Vice President
AFGE TSA Council 100

*Region 5: Alaska,
Colorado, Idaho,
Montana, Oregon, Utah,
Washington, Wyoming*

Born and raised in South Dakota, where he also attended high school and enrolled in an auto repair and maintenance course for two years, Greg was always destined for something more, whether he willed it or not. While enrolled in school, Greg was elected to the local City Council and later as Mayor of his hometown! Around the same time, Greg, who selflessly served as a volunteer firefighter, eventually became Fire Chief of his local fire department. Soon after, Greg became a police officer in a neighboring town, of which he served for three years. In 1985, Greg made the choice to move to Southern California, where he enjoyed working for an armored truck company for 10 years, before transferring to Oregon. In 2002, Greg joined TSA PDX (Portland, OR). In his time as an Officer, Greg began to notice the disregard management had for its employees. In 2009, Greg joined AFGE. In 2012, Greg became Executive Vice President for Local 1127; then in 2014, President. Since 2015, Greg has served as Region 5 Vice President for Council 100. Greg has since retired from TSA, at the young age of 62, although he recently was elected as Secretary of Local 1127.

YOU'RE INVITED!

C100 National Call

EVERY THURSDAY AT 1700 EST

Contact Your Local Executive Board or C100 RVP for more information!

C100 Communications Committee

This publication was brought to you by the C100 Communications Committee. If you would be interested in joining this team of skilled officers in creating more content like this one, our social media platforms, the C100 website and numerous others communication avenues please send your letter of interest to c100communication@gmail.com

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