

# THE SOLIDARITY SOURCE

OFFICIAL MAGAZINE OF AFGE TSA COUNCIL 100



## "...ONE GIANT LEAP..."

2023 is off to a roaring start for America's Transportation Security Officers. Thanks to years of advocacy, organizing, and non-stop work from our sisters, brothers, and family in TSA, TSOs will now receive one of the largest pay raises in the history of America's federal workforce.

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# PRESIDENT'S MESSAGE

**HYDRICK THOMAS**  
COUNCIL 100 PRESIDENT



AFGE TSA Sisters, Brothers and Siblings,

What a year it has been so far! In December 2022, AFGE Council 100 received information that our long-awaited funding for pay increases, which would mirror the GS pay scale, for the TSA workforce, of which your Union, AFGE, has fought for, was imminent.

We received further confirmation, at that time, that we would be negotiating a more open, much-less restrictive collective bargaining agreement with administrative Title 5 rights attached.

For 20 years, AFGE has been on the forefront fighting for you and your colleagues to ensure both Title 5 and General Schedule pay became a reality. Make no mistake, although the Union received much needed assistance from both likely and unlikely sources, AFGE has been the sole entity defending, and a constant friend to, the TSA frontline workforce. Then, now, and always.

So no matter what you may hear, those of us on the ground, who have been here, fought this fight, and continue to push forward, know and understand that this was a victory for TSA employees won by the Union!

As Council 100 readies itself for expanded collective bargaining efforts, it will rely heavily on your voice, contractual desires, and overall engagement. One way we will encapsulate this is by providing a CBA survey, which will be launching soon.

Meanwhile, we are currently negotiating two (2) MOAs (Memorandum of Agreement) on the Grievance and Arbitration process and official time for Union representatives. Additionally, we are also working on ground rules negotiations, which precedes the collective bargaining process and lays out the logistics of said contract.

We ask that you continue to believe in us as we begin negotiating this historic contract; one that we have been fighting for since our inception. We look forward to hearing from you in our surveys and communicating with you throughout contract negotiations. Stay informed and engaged.

In Solidarity,  
Hydrick Thomas  
Council President



## AFGE TSA C100 Y.O.U.N.G. Committee

C100 is pleased to announce that the C100 Y.O.U.N.G. Committee is officially renewed and revived with a new group of appointees and a new Committee Charter. The Committee recently voted to adopted their Charter that outlines the committees mission, governance, committee organization and more. In the very near future they will be holding elections for their Executive Committee (Chair, Vice Chair and Recording Secretary) and drafting their Strategic Plan. The Committee is looking for more Local Y.O.U.N.G. Coordinators to join, if this is something you are interested in please contact your Local President and [C100 Regional Vice President](#) for more information!

*Email Us at [YOUNG@AFGECouncil100.org](mailto:YOUNG@AFGECouncil100.org)*

## LEGISLATIVE/POLITICAL CORNER

### **H.R. 871: Honoring our Fallen TSA Officers Act**

9 co-sponsors

**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



## DETERMINATION/CBA UPDATES

- In December 2022, at the behest of AFGE, Congress approved and allocated funds for TSA pay equity and collective bargaining
- Increased employee rights for bargaining unit employees through Administrative action of Title 5 implementation
- Significant pay increase ranging from 26-30% for the average bargaining unit employee at TSA
- GS equivalent pay scale for foreseeable future, including appropriate
- Memorandum of Agreement on Official Time currently being negotiated
- Memorandum of Agreement on Grievance and Arbitration currently being negotiated
- CBA Ground Rules negotiations ongoing
- AFGE Council 100 conducts 5 U.S.C. Chapter 71, Section 7114 virtual training
- AFGE Local Union representatives able to use official time to brief BUEs on Section 7114
- Collective bargaining will commence sometime in mid-2023



THE AFGE Y.O.U.N.G. Podcast is a production of the AFGE National Y.O.U.N.G. Committee and the Bridging Union Gaps (B.U.G.) initiative!

SEASON 2 COMING SOON!



Click/Scan here to listen and for more AFGE Y.O.U.N.G. resources -->

If you are interested in joining the AFGE TSA Council 100 Y.O.U.N.G. Committee contact your C100 Regional Vice President!

**YOU'RE INVITED!**

# *C100 National Call*

EVERY THURSDAY AT 1700 EST

All AFGE-TSA Members and BUE's welcome...click/scan here to register --->



## LABOR HEROES



### Julie A. Su Acting Secretary of Labor

Julie Su was born in Wisconsin as a first generation American on February 19, 1969 to her Father from Taiwan and her Mother who came to the states on a cargo ship from China.

Julie earned her Bachelor of Arts from Stanford, and her Juris Doctor from Harvard. She has served as U.S. Deputy of Labor Secretary since 2021, and before that she was California Labor Secretary heading the California Division of Labor Standards Enforcement. Her labor career began as a Litigation Director for Advancing Justice L.A., a nonprofit civil rights organization.

One of her greatest accomplishments was during her position as Lead Attorney for the El Monte Thai Garment Slavery case in August 1995. Julie successfully pursued a legal theory that held the manufacturers responsible for the wage theft as well as the operators who actually kept the 72 garment workers captive. She and other activists also petitioned for the workers to be able to stay in the U.S. under a visa program for those that cooperate with the government in criminal trials. This led to the creation for the T-Visa for victims of human trafficking.

Her awards include:

- Recipient of a MacArthur Foundation "genius" grant
- Skadden Fellowship
- Reebok International Human Rights Award (1996)
- MacArthur Fellows Program (2001)

In November 2020 she was named a candidate for President Biden's Secretary of Labor which she well deserves. Ms. Su has been a Champion for the Labor Movement her entire adult life and is not afraid to go up against the impossible for the people who need her the most.

Article by Debbie Hannah; C100 Communication Committee - R2

Bibliography:

Sue, J. (2021, August 2). What the El Monte Sweatshop Case Means to Me. Retrieved from U.S. Department of Labor Blog: <https://blog.dol.gov/2021/08/02/what-the-el-monte-case-means-to-me>  
 Wikipedia. (2023, April 25). Julie Sue. Retrieved from Wikipedia: [https://en.wikipedia.org/wiki/Julie\\_Su](https://en.wikipedia.org/wiki/Julie_Su)



Scan/Click Here to Register!-->

## TSA ACHIEVES HISTORIC VICTORIES IN BOTH PAY AND RIGHTS

2023 is off to a roaring start for America's Transportation Security Officers. Thanks to years of advocacy, organizing, and non-stop work from our sisters, brothers, and family in TSA, TSOs will now receive one of the largest pay raises in the history of America's federal workforce. On top of that, TSO rights have been greatly expanded by a determination issued by TSA Administrator David Pekoske. These wins didn't happen by accident. They are all thanks to the hard work of all of the members of AFGE TSA Council 100.

TSOs have been some of the lowest-paid employees in America's workforce for too long. Not only have TSOs' wages trailed those in the private sector, but their wages have also been drastically lower than their fellow federal workers. That's about to change.

At the tail end of 2022, Congress included approximately \$398 million to be set aside for TSO wages as part of the 2023 omnibus budget. The pay raise will be instituted in July of this year, with cost-of-living adjustments for each market. AFGE TSA Council 100 President Hydrick Thomas and Council 100 Secretary-Treasurer Johnny Jones were interviewed by the Washington Post's Joe Davidson about this historic pay raise. [You can read it here.](#)



TSOs have long lacked the rights to organize and bargain that most federal employees are guaranteed. When the TSA was formed in 2001, they were expressly banned from being granted Title 5 rights, the rights that allow federal workers to stand in solidarity and have a strong voice on the job. A recent determination by TSA Administrator David Pekoske is a monumental step toward full Title 5 rights for TSOs.

While it doesn't quite extend to full Title 5 rights, it dramatically increases the rights TSOs have on the job and what the union can bargain on. You can read AFGE's press release regarding the determination, [as well as the pay raise, here.](#)

These wins don't mean that the fight is over. Far from it. The lack of full Title 5 rights means that a less friendly Administrator could take away our expanded rights in an instant, and future pay raises will only happen through the dedication of our union.

Thanks to hard work and key organizing strategies, TSA Council 100 has seen significant growth over the years since its formation. AFGE TSA Council 100 President Hydrick Thomas recently joined AFGE's Organizing NOW series to discuss how Council 100 optimizes New Employee Orientations (or NEOs) to keep our movement growing. [You can watch it here.](#) TSOs from across the country joined their fellow AFGE members for the annual AFGE Legislative Conference in February, where Administrator Pekoske joined them. [You can watch a short video of the conference here.](#)

The future is looking bright for the members of AFGE Council 100, but it's up to TSOs like you to keep our momentum building. Here's to more wins in the rest of 2023!

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Article by Michael Newberger, AFGE Communication Department

## C100 WEBSITE UPDATES

### C100 Forums

Council 100 is proud to offer a new resource to our members on the C100 website. The NEW Forums can be found under the "Resources" tab and is only website registered AFGE members can submit information into the Forums. The currently existing forums include: Representation Forum, General Questions, CBA Forum, VLTP Assistance Request, and Pay Equity Forum. This an ideal place for all AFGE members to ask questions and get answers from reliable sources to include C100 Executive Board members! The VLTP Assistance Request Forum is for use by those who have been granted VLTP assistance and can post their approval for all BUE's to review and donate! You do not want to miss out on this new feature! To utilize the Forums you need to register for the C100 website, [here!](#)



### CBA Negotiation Updates

Very soon C100 will be entering into negotiations with TSA. C100 will be providing updates on what is happening on the C100 website. Make sure to regularly check the [CBA Updates](#) page! Lots will be happening and you won't want to miss out!

## SOCIAL MEDIA CHAT

*AFGE TSA Council 100 has a very active Facebook page and closed group available to all AFGE-TSA Local Executive Board members, Stewards and Coordinators. If you wish to join search @AFGETSAC100 on Facebook: like and follow our page and then submit your application to join the Closed Group. NOTE: You must answer all questions, failure to do so will warrant an automatic denial to the group!*

### The Pay Equity Act

The Pay Equity Act will soon be implemented and things are always changing and continuously rolling out! Check out this [video](#) from C100 Secretary/Treasurer Johnny Jones.



July 28, 2023 – August 4, 2023; [Click Here to Register](#)



Summer is quickly approaching which means it is time to get out, enjoy the sun and make numerous memories with family! As a member of AFGE you gain access to special discounted pricing for many theme parks nationwide including: Disneyland, Disney World, Knott's Berry Farm, SeaWorld, Universal Studios and so much more!

<-- Scan/Click here to learn more!



## SENIOR REVIEWING OFFICIAL DECISION

On November 28, 2022, Local 777 submitted a Grievance-Mediation Request to the National Resolution Center (NRC), alleging that TSA management at Chicago O'Hare International Airport (ORD) violated the provisions of Article 2, Section F1 of the Collective Bargaining Agreement (CBA) by creating an Joint Awards Committee (JAC) without the input of the local American Federation of Government Employees (AFGE) President or his/her representative.



Details: On November 8, 2022 ,TSA was contacted (via email) by AFGE Local President, Darrell English, in regards to jointly selecting members for the JAC Committee. TSA designee informed Local President English TSA already viewed the full submitted names and selected the individuals. Local President English requested the full list of names of individuals that responded to the JAC opening notice, names of individuals that were not selected and the process used to determine the members. TSA provided no further communication regarding the request.

Conclusion: Local 777 submitted to the SRO a violation allegation regarding Article (2) of the CBA, which states: "Applications will be reviewed by the FSD or designee and the local AFGE President or designee within the local who will jointly select the bargaining unit members of the JAC". In the SRO decision it was determined that management failed to comply with the CBA with respect to the selection of members of the JAC, and was directed to do so going forward. In particular, management was directed to confer with AFGE, and to select members of the JAC in accordance with the provisions of Article 2, Section F at the commencement of the next fiscal year.



## CONGRATULATIONS!

Mitchell Word who is a 6 year member of TSA Local 1127, Local Sergeant-At-Arms, Local Y.O.U.N.G. Coordinator, District 11 Y.O.U.N.G. Coordinator, Vice Chair of the C100 Communication Committee and the Chair of the C100 Y.O.U.N.G. Committee. Mitchell was elected Recording Secretary at the National Y.O.U.N.G. Committee's annual meeting in February that was conducted prior to the 2023 Legislative and Grassroots Mobilization Conference. THANK YOU Mitchell for all the work you do for AFGE members!

### C100 Communication Committee

This publication is brought to you by the C100 Communication 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 [comms@afgecouncil100.org](mailto:comms@afgecouncil100.org)

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