

# THE SOLIDARITY SOURCE

OFFICIAL MAGAZINE OF AFGE TSA COUNCIL 100



## LET'S WRAP IT UP!

Happy Holidays! Let's "Stay Ready", get trained up and prepared for what is to come in 2024!

*Cover Photo: AFGE TSA Council 100 Leadership Training participants in Las Vegas, Nevada in December 2023.*

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# PRESIDENT'S MESSAGE

**HYDRICK THOMAS**  
COUNCIL 100 PRESIDENT



As we look forward to 2024, let us reflect on the accomplishments of 2023.

First, I want to begin by considering what it has taken to get us to 2023. For over 20 years, AFGE and its representatives, have fought ferociously to ensure that we attained what we enjoy today—even before AFGE was voted in as the exclusive representative by TSA Officers. AFGE TSA Local 1, was created on March 3, 2003, with 13 original members, who believed in TSA employees’ right to form and join a union. Since then, TSA Local 1, grew, but only until other TSA Local Unions began to spring up throughout the country. After AFGE began winning court decisions and case matter against TSA, including the right to represent TSA employees under the Aviation and Transportation Security Act of 2001 (which sadly, still haunts us today), and the right to become the exclusive representative for TSA employees, authorized and certified by the Federal Labor Relations

Authority, on June 29, 2011, members began to see the power of the Union. AFGE Council 100 was chartered in April 2012, which gave TSA Locals an amplified voice within AFGE and at TSA.

TSA Officers are currently in their third collective bargaining agreement between AFGE and TSA—with a fourth on its way! There have been many ups and downs, bumps in the road, and unfortunately, an innumerable amount of casualties in the wake of this fight, yet despite tumultuous waters, tossing our worn and tattered ship to and fro, and unforeseen circumstances, which provided even less hope, at times, after submersion, we have emerged and done so victoriously. Council 100 currently boasts over 22,000 dues-paying members, and is the second largest AFGE Council in the Federation. Fast forward to 2021, 2022, and 2023, after lobbying to the executive branch and Congress for years, AFGE representatives were able to secure, through their alliances, and law, increased pay for TSA Officers, averaging about 28%, and Title 5-like rights, with many privileges pertained therein.

Earlier this year, Council 100 began engaging in TSA’s first-ever open collective bargaining agreement with new rights attached; and in mid-2023, TSA Officers finally received their long-awaited, well-earned, and rightly deserved pay increase. In 2024, we look to finalize, ratify, and implement this new and vastly improved contract. Thanks to your Council, Local leaders, and members of this great union, AFGE, we have accomplished much, with much more yet to accomplish. Remember, we can only do it with your involvement, your commitment, and your support. Let us continue this fight, that our predecessors started over 20 years ago, and make this the best agency to work for in the federal government. Together, we can do this.

Happy New Year to you and yours!

Hydrick Thomas  
C100 President



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

If you want to become apart of this amazing team contact your C100 Regional Vice President to inquire about being appointed as a C100 Y.O.U.N.G. Coordinator. If you should have any questions or would like to have a Y.O.U.N.G. Coordinator visit your Local event feel free to send us an email and we will do our best to work it out!

Committee Chair: Mitchell Word (DEN)  
Committee Vice Chair: Felicia Crosland (JFK)  
Committee Secretary: Marquita Simmons (LGA)

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

## LEGISLATIVE/POLITICAL CORNER

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

18 co-sponsors

### **H.R. 3394: Fund the TSA Act**

36 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



## CBA NEGOTIATIONS UPDATE

The Council continues to drive forward as negotiations near ending. Negotiations are about 90-95% completed with approximately 1-5% of disagreements likely moving forward to the mediation process and eventually arbitration, as applicable. There is a very high likelihood that negotiations will be completed in mid to late January 2024. Following this completion, there will be discussions around ratification of the newly presented Collective Bargaining Agreement. While there will be no contract updates here, there will be updates and training provided regarding the new changes during and soon after ratification takes place. Keep an eye out and refer to your Local President and/or Regional Vice President for any upcoming notice of changes. See you in 2024!



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 NOW AVAILABLE!



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 -->



## C100 TRAINING TEAM

The Council 100 Training Team is excited to be working on a few projects for 2024, including a new leadership training, stewards training, new collective bargaining agreement, more EEOC, OWCP, and other types of training. This year, the team put on multiple steward trainings, OWCP trainings-in collaboration with CFPC Victor Payes, CWC Concetta Fialkowski, AFGE's Workers' Compensation Specialist Joe Mansour, and the Women's and Fair Practices Department. This quarter, from December 11-15, the team put on our first-ever MSPB training, taught by two attorneys, AFGE's Deputy Director of Field Services Franklyn Fragomene and General Counsel's Office Legal Rights attorney Christopher Blessing. The training was spectacular, covering a detailed MSPB portion as well as the new grievance procedures at TSA. We are looking forward to providing your representatives much more in 2024!

## 2024 POTENTIAL SHUTDOWN - A BROKEN RECORD

After having just narrowly escaped a government shutdown last year, at the tail end of September and middle of November, once again, we face another, more ominous, shutdown prospect. As Federal employees at TSA, we have heard this song before, in fact, all too often—like a bad tune on repeat that we cannot get out of our heads.

The problem, however, is that while we would like to change this song, we are not the ones spinning the records, instead, at times, we are the records! Spinning until we are nauseated from dizziness, vomiting out our displeasure of Congress's disinterest of our patriotic commitments and selfless labor being used over and over as political theater and discourse.

Every year. Every single year. Multiple times per year, we go through this stressful situation in which politicians use the budgetary process to hold up our livelihoods and disrupt services for tens of millions of Americans, as the politicians themselves continue to receive their paychecks and act as though it is business as usual. Except, it's not.

It's not business as usual for the single mother struggling to make ends meet, stressing over how she's going to pay bills, childcare, or pulling out loans while still paying back loans from the last shut down. It's not business as usual for the ill employee who can barely afford their doctor visits, cancer treatments, insulin, or required prescriptions needed to survive, despite rising healthcare costs.

And it's not business as usual for Federal employees who constantly bear this burden, which depletes their strength and energy and compromises their ability to fully focus on their important tasks for fear of not being able afford the most basic necessities for their families.

Politicians that are attempting a shutdown for personal agendas and partisan politics, should be embarrassed and ashamed of themselves when Federal employees—who are public servants and agents for good, including TSA Officers who protect the flying public and keep our skies safe—are forced to stand in food pantry lines, typically meant for the poor and destitute.

Furthermore, when Federal employees, who normally contribute to the entire U.S. economy through consumer spending, are begging for respite on their bills, requesting bill pay and rental assistance, and still showing up to work, in spite of high gasoline prices and other related costs, because of high stakes hissy-fits being thrown in Congress, it is the Federal government who should act in accordance with common sense, common decency, and compassion, and pay their workers timely for services rendered.

There must not be a government shutdown; Congress must act once and for all, do the right thing by ending the politicizing of non-partisan Federal employees, and pass a budget for the good of America!



## 2023 LEADERSHIP TRAINING - LAS VEGAS

From December 11 through 15, 2023, AFGE TSA leaders from across the United States, including several U.S. territories, converged on the Las Vegas strip at the Horseshoe Hotel, to conduct the first-ever full Merit Systems Protection Board (MSPB) training for TSA Union representatives. There were over 160 participants learning this new process for representing members in adverse actions, such as removals, involuntary demotions, suspensions of more than 14 days, and other severe actions.

In addition to the stringent curriculum and required readings, leaders were tasked with critical thinking, and responding and interacting with the instructors, AFGE Legal Rights attorney Christopher Blessing and former-EEO attorney turned AFGE Deputy Director of Field Services Franklyn Fragomene, who were each poised and touched on the entire MSPB process, which prepared our leaders for the battles ahead.

Once training concluded, our leaders left Las Vegas feeling rich with knowledge, armed with education, and eager to put it all into practice. Council 100 and its training team worked hard to ensure this first MSPB training for TSA representatives would leave a lasting impression for those who sat under its tutelage. It was an eye-opening experience which was eclipsed only by the camaraderie that the Union leaders shared with one another. It was great seeing new and familiar faces, knowing that our Union is in good hands for the immediate and distant future.



## LABOR HEROES

Local 556 President Jovan Rodriguez, and his team did quite a bit for our communities this past year. Several books were donated to *A Gift for Teaching* and *Catapalooza/Lotsa Love Pet Rescue* received dog and cat items. Items were collected for the Jacksonville, Florida ASPCA, the Local then bought items off of our Local teachers Amazon wishlist. Additionally Local 556 partnered with *Soldiers Angels* with a pledge of 200 filled stockings to be sent to Veterans but actually collected and donated 366 stockings and a monetary donation of \$137!

Kudos to all of Local 556 membership for their caring of our communities.



## 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)

**Committee Director - Bobby Orozco Jr.**

C100 Region 6 RVP

**Committee Chair - David Boucher (C100 Region 1)**

Regional Vice President (NH) - L2617

**Committee Vice Chair - Mitchell Word (C100 Region 5)**

Local Sergeant-At- Arms - L1127

**Committee Members:**

Debbie Hanna, C100 Region 2

Darrell English, C100 Region 3

Sean Root, C100 Region 6

Matt Culbertson, C100 Region 7

Summertime will be here before you know it! Now is the perfect time to start planning your vacations for the year!

When you join the union, you have access to these AFGE benefits. These benefits are backed by the collective strength of over 10 million members of AFL-CIO unions. By using one or two of the programs, many members save as much as their annual dues.

Learn More at [www.AFGE.org/Member-Benefits](http://www.AFGE.org/Member-Benefits)



## A SEAT AT THE TABLE TSA COUNCIL 100 ON AFGE'S LAW ENFORCEMENT STEERING COMMITTEE (LESC)

In February 2022, at the AFGE Legislative Conference, held in Washington, D.C., District 12 (AZ, CA, HI, NV, Pacific Islands) National Vice President (NVP) Mario Campos and some National Border Patrol Council Local leaders began entertaining and suggesting the idea that Transportation Security Officers at TSA should have a seat at the table on AFGE's Law Enforcement Steering Committee (LESC). At that annual meeting, the LESC voted preliminarily to include TSA into the committee. And that is where the conversations began, but did not end. There were still some hoops to jump through, this was only one of many.

Late-Spring 2022, AFGE Council 100 leadership was approached by an LESC representative, solidifying its interest in joining the AFGE Law Enforcement Steering Committee and seeking an appointment of a Council officer. Council President Hydrick Thomas appointed Region 6 Vice President Bobby Orozco Jr. (RVP Orozco).

Just prior to the AFGE National Convention in Orlando, in August 2022, LESC Legislative and Political Mobilization Subcommittee member John Dunne (Marines) had a phone conversation with Region 6 (AZ, CA, HI, NV, Pacific Islands) Vice President Bobby Orozco Jr., and each agreed to meet at the National Convention. While at the National Convention, RVP Orozco met with Mr. Dunne and spoke with LESC Chair Gene A. Racano (DOD) about his appointment to the committee.

After a few attempts, TSA was finally provided a spot on the LESC Executive Board with RVP Orozco serving as Council 100's representative. Other law enforcement agencies part of the LESC, include Border Patrol, Department of Defense, Veterans Administration Police, Bureau of Prisons, Federal Protective Service, and DC Metro, among others. As TSA continues to fight for permanent rights, we now have partners in the LESC community to stand right by us fighting with us—as we fight with them in their battles.

The Mission of the AFGE Law Enforcement Steering Committee is, “to assist all law enforcement personnel within AFGE by providing unity of action in all matters affecting the mutual interest of law enforcement personnel nationally.” Not only are permanent Title 5 Rights and GS Pay Scale in our sights, but so is eventual law enforcement status for TSA Officers, for increased pay, protections, and pensions. Our fight is far from over, yet each time we come to the yard, we tend to bring more friends, with rolled up sleeves, ready to stand in the face of adversity, as they have before us. We are one step closer. We are one step stronger.



# AFGE CONTACTS



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# BRIDGING UNION GAPS ACROSS AFGE



AFGE A.P.O.W.E.R. (Third Tuesday at 7 pm EST)

- [Meeting Link](#)
- [Discord Server](#)

AFGE B.L.A.C.K. (Third Wednesday at 7:30 pm EST)

- [Meeting Link](#)



AFGE PRIDE (Second Thursday at 7 pm EST)

- [Meeting Link](#)
- [Discord Server](#)

AFGE HISCO (Third Thursday at 7 pm EST)

- [Meeting Link](#)
- [Discord Server](#)

