

THE SOLIDARITY SOURCE

OFFICIAL MAGAZINE OF AFGE TSA COUNCIL 100



"SO IT BEGINS"

CBA survey results are in. The negotiations have begun. The Pay Equity Act goes into effect. So much happening...NOW is the time to get busy!

Cover Photo: AFGE D12 & C100 Y.O.U.N.G. Coordinator and L1230 Secretary, Gilbert Galam, with a job seeker at the Union Job Fair in Sacramento, California.

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PRESIDENT'S MESSAGE

HYDRICK THOMAS
COUNCIL 100 PRESIDENT



AFGE TSA Sisters, Brothers and Siblings,

I want to first congratulate you and our nearly 22,000 dues-paying members, who have made our long-fought aspirations a reality! I implore you to take a moment, breathe deeply, look around at all the positive changes the Union has accomplished, and congratulate yourselves and each other.

Council 100 leadership has completed the Memorandum of Agreement (MOA) on Official Time (more on that later), finished CBA ground rules and is currently working on the Grievance and Arbitration MOA, and has begun collective bargaining for a historic contract.

It has been a very busy first-half of the year and the busyness will only increase. But that's a good thing—it means we are making significant progress towards our ultimate goal of codifying Title 5 and GS pay.

As the Council works for you at the National level, I ask that you continue the great works you have all done in your Locals. Our goal is to secure 25,000 members by next AFGE National Convention in August 2024.

As your Council President, I have never been more proud of you than at this time. Don't stop, we still have much to do, but we're closer than we've ever been; and the fruits of our labor are showing to the leaders, members, and even to those in the agency.

In Unity,

Hydrick Thomas
C100 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 is looking for more Local Y.O.U.N.G. Coordinators to join, if this is something you are interested in please email us for more information! If you are not presently your Local's Y.O.U.N.G. Coordinator and are interested in learning more, please reach out and we'll be more than happy to assist!

Committee Chair: Mitchell Word (DEN)
Committee Vice Chair: Felicia Crosland (JFK)
Committee Secretary: Taneishal Grant (FLL)

Email Us at YOUNG@AFGECouncil100.org

LEGISLATIVE/POLITICAL CORNER

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

12 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



Uniform Committee

Beginning in 2024 officers will receive their uniform allotment and allowance at the same time in February. In each Region, Officers will wear test a new dye Cargo Pant that hopefully resolves the fading issue that currently exists. A new brand of dry-fit undershirts (DFND) will be available as inventory of the old stock runs out. Wider compression sock will be available. Outerwear with added name tapes will be available to enable you to identify your jacket. Veteran and Pronouns have been approved and will be able to be added to your name plate. Turtlenecks color will change from blue to black.

If you ever have any ideas of things to add or modify regarding the TSA Uniform please contact RVP-7 Joe Shuker!



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



Secretary Pete Buttigieg's appointment as the Secretary of Transportation under the Biden administration marked a significant milestone for LGBTQIA+ representation in the U.S. government. As the first openly gay Cabinet member confirmed by the Senate, Buttigieg has not only been instrumental in shaping transportation policies but has also been a vocal advocate for LGBTQIA+ rights and labor equality.

Advocating for LGBTQIA+ Rights

Secretary Buttigieg's appointment to a prominent position within the government serves as a beacon of hope for LGBTQIA+ individuals across the nation. Throughout his career, he has consistently championed equal rights and tirelessly worked towards dismantling discriminatory policies.

- 1. Promoting Inclusive Policies:** As Secretary of Transportation, Buttigieg has been dedicated to advancing LGBTQIA+ inclusion within the transportation sector. He has actively worked to ensure that federal transportation policies and programs address the unique needs and concerns of LGBTQIA+ individuals. Buttigieg's emphasis on inclusivity extends to areas such as public transportation, aviation, and infrastructure planning, where he has sought to eradicate discrimination and ensure equal access for all.
- 2. Supporting LGBTQIA+ Youth:** Buttigieg has been an advocate for LGBTQIA+ youth, recognizing the challenges they often face. He has consistently emphasized the need for supportive environments in schools, mental health services, and anti-bullying initiatives to ensure the well-being and success of young LGBTQIA+ individuals.
- 3. Pushing for Equality Legislation:** In his role, Secretary Buttigieg has been a vocal proponent of LGBTQIA+ rights legislation, urging Congress to pass the Equality Act. This landmark bill aims to provide comprehensive protection against discrimination based on sexual orientation and gender identity in various areas, including employment, housing, and public accommodations.

Championing Labor Equality

In addition to his work on LGBTQIA+ rights, Secretary Buttigieg has been an advocate for workers' rights and labor equality. He recognizes the importance of fair wages, safe working conditions, and the power of collective bargaining.

- 1. Infrastructure Investments and Job Creation:** Secretary Buttigieg has been a staunch supporter of investing in infrastructure as a means to create jobs and improve the nation's transportation system. He has stressed the need for equitable job opportunities, ensuring that infrastructure projects benefit diverse communities and promote economic growth.
- 2. Strengthening Worker Protections:** Buttigieg has prioritized the enhancement of worker protections, particularly for those in the transportation industry. He has sought to address issues such as wage theft, workplace safety, and unfair labor practices, working to strengthen regulations and enforcement mechanisms to safeguard workers' rights.
- 3. Collaborating with Labor Unions:** Recognizing the crucial role of labor unions in protecting workers' rights, Secretary Buttigieg has actively engaged with union leaders and organizations. He has emphasized the importance of partnerships between the government, labor unions, and industry stakeholders to ensure fair working conditions, competitive wages, and benefits for workers.

Secretary Pete Buttigieg's tenure as the Secretary of Transportation has exemplified his commitment to advancing LGBTQIA+ rights and labor equality. Through his advocacy and policy initiatives, Buttigieg has worked towards creating a more inclusive transportation sector and a fairer labor landscape. By championing the rights of marginalized communities, Secretary Buttigieg has not only brought about positive change but has also inspired hope for a more equal and just society. His work serves as a testament to the transformative impact that individuals in positions of power can have in advocating for the rights and well-being of all Americans.



CONGRATULATIONS NVP!



AFGE TSA Council 100 would like to extend its warmest congratulations to each and every one of you on your remarkable achievement. Your re-election and election as National Vice Presidents of AFGE is a testament to your unwavering dedication, exceptional leadership, and commitment to serving the interests of our members.

Your tireless efforts and unwavering advocacy have played a pivotal role in advancing the rights, benefits, and welfare of federal employees across the nation. Through your hard work and perseverance, you have ensured that the voices of our members are heard, their concerns are addressed, and their rights are protected.

As National Vice Presidents, you have proven yourselves to be steadfast champions of the labor movement, fighting for fair wages, safe working conditions, and the dignity of every federal worker. Your extensive experience, strategic vision, and deep understanding of the challenges faced by our members make you invaluable assets to our union.

We are confident that under your continued and new leadership, AFGE will reach new heights of success and prominence. Your passion for upholding the principles of justice, equality, and solidarity will guide us as we navigate the ever-evolving landscape of labor rights and fight for the betterment of all federal employees.

Please accept our heartfelt congratulations once again. Your re-election and election as National Vice Presidents of AFGE reflect not only the trust and confidence bestowed upon you by our members but also the remarkable contributions you have made to our union and the labor movement as a whole. We look forward to witnessing the positive impact you will undoubtedly make in the years to come.

**Newly Elected*

District 2 - David Gonzalez
 District 3 - Philip Glover
 District 4 - Anita Autrey*
 District 5 - Tatishka Thomas*
 District 6 - Arnold Scott
 District 7 - Jason Anderson
 District 8 - Ruark Hotopp*
 District 9 - Diana Hicks*
 District 10 - Cheryl Eliano
 District 11 - Tim Snyder
 District 12 - Mario Campos
 District 14 - Ottis Johnson Jr.



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 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 is 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

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.



Members can get a FREE credit counseling session, budget analysis and advice to get back on the road to financial recovery. Simply complete a credit counseling report online

or use the toll free number available 24/7.

The free session covers:

- Complete financial review and budget analysis
- Assistance in budgeting or advice on sources of additional income
- Advice on how to work with creditors
- A written Action Plan that summarizes your financial situation, provides a budget and timeline for reaching goals, and restates action items
- Referral to a social service organization in your area, if appropriate
- Referral to the AFGE Union Plus Legal Services or the AFGE Union Plus Mortgage assistance program, if appropriate.

The Union Plus
Credit Counseling Program
WORKS FOR ME

"MMI staff are very friendly. They are easy to work with. Because it's a benefit through the union, when you call them, they are available. You do not have to track anybody down."
—union member

Learn more at
unionplus.org

AFM-CRDC0046-4-27-2023

TSA POLICY UPDATE

After the historic Memorandum of Agreement on Official Time, which included 193 official time slots, in addition to 75,000 ad hoc bank hours, was signed, AFGE Council 100 met virtually with all Local leaders informing them of the MOA, various internal Council policies and expectations, including Local Union official time allotments. It was further requested that Local Unions draft more specific policies for their representatives on 50%, 100%, or those using as hoc bank hours.

Meanwhile, some airport Human Resources staff are not quite certain on what to do and when or how to do it. With that being the case, if you are a representative, reach out to your Local President; and if you are a Local President, reach out to your Council Regional Vice President for any questions or further instructions. Additionally, please review the documents you signed for a list of dos and don'ts.

2023 CBA SURVEY

AFGE Council 100 is grateful to all our members who participated in the CBA Survey. Your voice is very important to this process; we will incorporate your thoughts throughout this contract. 30% of all members surveyed were employed for 3-7 years. Followed by 25% for 15+ years. Members polled stated the following top five articles to bargain: 1) Attendance Management, 2) Annual leave, 3) Overtime, 4) Shift trades, and 5) Awards.

Some of the most important specific issues decided by our members were: No limitations on airport transfers, Union-management joint selection of special assignments, shoe monetary allocation, providing dosimeters and results, paid status while on fitness for duty determination, parking as close to airport as possible, eliminating sick leave restriction, and overtime offered to highest seniority first.

Of course, this is not an all-exhaustive list, and other answers will be taken into consideration for bargaining implementation, to include comments provided by our members. Again, Council 100 thanks you for your input into your contract. Please be on the lookout for, possibly, additional surveys pertaining to the CBA.

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

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