

Highlights of the AFGE – TSA Collective Bargaining Agreement



AFGE and TSA have reached agreement on a historic first contract covering working conditions for 45,000 TSA officers nationwide. Below are some highlights. More details will be released as soon as possible. The contract will still have to be ratified by vote of the employees before it takes effect.

Performance Management Process

- PASS as we've known it will end.
- Certification test scores will no longer count on performance scores and pay increases.
- New "TOPS" program will evaluate officers' actual performance of their duties.

- Supervisor may excuse tardiness up to 30 minutes.
- Tardy if not at the designated time clock station at the start of his/her shift.
- Shuttle breakdowns/delays may be considered a mitigating fact/circumstance if the employee is late for duty.

Awards and Recognition Process

- Awards offered: Attendance Award, Career Service Recognition, Distinguished Career Service, Honorary Award, Magaw Leadership Values Award, On-the-Spot, Performance Awards, Special Achievement Award (SAA), and Time-Off Award. Local Airports may also establish their own awards.
- AFGE will monitor annual report of awards and expenditures.
- TSA will consider for awards the contributions of employee's bilingual language skills and operational challenges such as same-sex gender pat-downs.
- Jointly appointed bargaining unit employees to airport awards committee.

Shift and Annual Leave Bid Process

- All airports must conduct at least one airport-wide shift bid each year.
- Recall pay if an airport does not provide an alternative to in-person bidding and the employee's only option is to bid in person outside his/her normal duty hours.
- Seniority protection: if an employee fails to bid, will be assigned a shift closest to his/her prior shift.
- At least 5% of the total number of bargaining unit employees who express an interest at an airport to receive additional equipment certification training.
- Pilot program at 4 airports: passenger and dual-function officers allowed to bid baggage on a seniority basis and receive the necessary training for the position.
- All employees will be able to bid for annual leave once a year and all days will be available for bidding.
- Standby list of at least 5 employees who want to bid for annual leave on a specific date.
- Employees may request up to three weeks of annual leave during the annual bid.
- 80% of anticipated annual leave available for the annual leave bid and awarded by seniority, 20% on a first-come, first-served basis.

Attendance Management Process

- No denial of accrued leave based solely on your leave balance.
- Leave will be denied only for appropriate reasons and not as a form of discipline.
- Annual leave will be approved absent a legitimate operational need.
- Employees may self-certify for absences of 3 days or less.
- Sick leave restriction only if employee has a pattern of sick leave usage that indicates abuse.

Shift Trade Policy

- Allows officers to trade shifts and full schedules with other officers.
- Improves officers' schedule flexibility.

Selection Process for Special Assignments

- Seniority rights for many special assignments.
- Temporary promotion for assignments over 30 days to higher pay band.

Transfer Policy

- Seniority rights for transfers to another airport.
- Transfers given priority over other methods of filling a position (e.g. outside hiring).
- Balances in-airport conversions from part time to full time with transfers.
- Permits temporary transfers.
- Job swaps between two employees voluntarily transferring duty stations.

Process for Work Status Changes, Full Time/Part Time

- Convert from part time to full time based on seniority.
- Balances these conversions at an airport with transfers from other airports.
- Allows temporary or permanent voluntary conversion to part time.

Uniforms and Uniform Allowances

- Increase uniform allowance from \$232.00 to \$446.00 a year (includes \$317.00 allowance plus automatic annual issuance of three shirts and three pants).
- Add uniform shorts option in hot weather.
- Reduce tattoo restrictions.
- New shoe options including athletic shoes.
- New "Ike" jacket that can be worn at the check point.
- More officer discretion.

Parking Subsidies

- Provision for safe and secure parking.
- Final subsidy amount subject to further mediation.

Facilities and Services

- Provisions governing: workplace temperatures, drinking water, anti-fatigue mats, gloves and personal protective equipment, lockers, first aid kits, break rooms/equipment, indoor air quality, ergonomic equipment, noise levels, and insecticide/chemical exposure.
- Minimizing glare. UV lights will be fixed to the podium. Supplemental task lighting.
- Facilities for nursing mothers to express milk.
- Joint labor-management committee on health, safety, and wellness issues.
- Commitment on testing/service/maintenance protocols for screening equipment; prompt action to abate malfunctioning machines or increased radiation levels.
- Dosimeter testing for sample groups of Officers, investigation and abatement.
- Payroll errors corrected in 3 to 5 days if not requiring investigation.

Note on New MSPB and Arbitration Rights

On July 12, 2012, AFGE and TSA reached a historic agreement on an independent dispute resolution process that will provide fairness and due process for TSA officers. While not part of the basic contract, this letter of agreement is just as important. Effective November 1:

- TSA employees will have the right to appeal adverse actions (i.e., removals, demotions, and suspensions of 15 days or more) to an independent third party: the Merit Systems Protection Board (MSPB).
- AFGE will have the right to have disciplinary actions (i.e., letters of reprimand, suspensions of 14 days or less) heard by an neutral, independent third party in expedited arbitration.
- Expedited arbitration before an outside neutral is also available if management violates employment-related policies.

