

Become a Member of your Local 1040

Download TSA Form 1158-1

Big Enough to Win \$100 / \$100

With our jobs, benefits, and right to have a voice in the workplace on the line, it's more important than ever that we stand together.

It is more important than ever that we organize, educate, and mobilize our coworkers and friends to stop these cuts. We can't build a better future for our nation by building a worse one for our federal workers.

We've made great progress together. Now we have to keep up the momentum. Let's **organize, organize, organize!** And you can help us do that!

All you have to do is turn in the completed 1158-1 and rebate form to your local officials - it's that easy.



National

NATIONAL – Tell Congress: Pass a Clean Budget. Despite President Trump's efforts to shut down the government over immigration and the border wall stated "is a very small price to pay" but the 2.1 million federal public servants who keep this country running know what's at stake and what it costs. In 2013, the government shutdown took \$24 billion out of the U.S. economy and as employee of the Federal government and taxpayer we take the brunt and damage of a shutdown. Call your lawmakers at (877) 528-8536 and tell them: pass a clean budget and stop using my job as a **barquining chip!**

Fund the Government – AFGE sends letter to House and Senate to avoid December 7 shutdown and support a 2019 pay adjustment for civilian federal employees. This shutdown will have a negative impact on federal employees who are either forced to work without a paycheck for the duration of the funding lapse.

Proposed Retirement Cuts – OPM submitted legislative proposals to Congress that would cut retirement income for retired federal workers, including law enforcement officers. But through affords by AFGE they were able to successfully fight back these proposed cuts, keeping \$143.5 billion in wages and

Review and Update Your Beneficiary Forms Today

It would be to your benefit to review your life insurance policy, Thrift Savings Plan, or other benefits if the unexpected happens to you.

These forms are legal documents and will determine who will receive financial support in the event of your death. Contact your servicing human resources office to update your forms. When in doubt, fill them out!

benefits over the next 10 years.

Trump's Executive Orders (EO) – The EO which was ruled violated the U.S. Constitution and the separation of powers as established in law is once again being challenged by this administration. These EOs are illegal action which is a direct assault on the legal rights and protections that Congress specifically guaranteed to the public-sector employees across this country.

Privatize Air Traffic Control System – The Senate's approval of the Federal Aviation Administration (FAA) Reauthorization Bill. The FAA were in a battle against privatization battle after AFGE and other unions strongly opposed efforts to privatize the country's air traffic control system. TSA officers have also faced repeated threats to privatize security operations at a number of airports across the country. Earlier this year, AFGE helped beat back attempts to contract out TSA jobs at Orlando International Airport.

Department of Homeland Security – On Nov. 25 The Department of Homeland Security turns 16 created in 2002 because of the terrorist attacks on September 11, 2001.

Membership = Power

Encourage ALL your co-workers to join and support the union. STRONG MEMBERSHIP says a lot.

Jump on the union train, JOIN and support your union!

Having a strong membership impacts everything a union does. Management is more responsive when employees stand united as members. TSOs who don't join AFGE signal to TSA management that their workplace life is just fine and no change is needed. If fighting for your federal careers and privatization of your airport, as well as GS pay scale is important to you. Then JOIN your union. YOUR union, AFGE will be the only entity who is going to FIGHT for your careers.

Make a pledge to yourself to sign up a new member today. If you're not yet a member, don't wait another day to make a difference!



Probationary Employees

If you're currently a probationary employee, **please be very mindful of your sick leave usage**. A vast majority of the employees that are removed during this trial period are officers with attendance issues. Unscheduled use of sick leave to be more specific, and excessive amounts of tardiness.

Council 100

Council 100 & TSA

Administrator Pekoske – On Nov 15-16 meeting were held to discuss concerns and issues of TSOs. Council did present a list to the Administrator at the last meeting in Oct in hopes that these areas can be address and resolved. At this time waiting on Council email on areas that were discussed at the meeting.

Council React on New Policy

– The policy TSA decides to throw our way to suppress this ever-moving forward Union was addressed with the Administrator. Please be assured, we will not, and we are not, simply standing still, we are aggressively pursuing these overbearing, CBA-violating, practices of TSA. Remember the CBA has precedence on the MD on tattoos, shoes and jewelry (wrist watches). Smart

watches are not covered by the CBA but is in the new MD 1100.73-2.

LOCAL

Locally – There has been issues with the new APR and the PSO and how it should be implemented. The OAA for baggage (OSARP) has been a challenge and the union has addressed our concerns to TSA management, especially at DFW with many failing the OSARP portion, retaking the test several time.

Annual Leave Bid – DAL has completed the annual leave bid and the FCFS and DFW will start on 12/3/2018.

Holiday Gathering –

There will be a Holiday Party at [Los Lupes 3644 Irving Mall in Irving](#) from 0900 – 1600. Door Prizes, and a Raffle for a TV. So come on by and enjoy talking and meeting other members our local.

In solidarity

LP Rudy Garcia
AFGE Local 1040

TSA HANDBOOK TO MANAGEMENT DIRECTIVE 1100.63-1

B. GENERAL LEAVE POLICIES AND PROCEDURES:

5. Insufficient Leave Balance

(e) When management has approved a period of annual leave, sick leave, or compensatory time off and the employee has an insufficient leave balance, the employee must be given the option to request another form of appropriate leave or to cancel the leave request. Management may not charge an employee AWOL for an approved period of leave when the employee has an insufficient leave balance.

ARTICLE 3:

8. LEAVE WITHOUT PAY (LWOP)

(b) Use of LWOP

i. LWOP may be approved for personal reasons when a bargaining unit employee has limited or no available paid leave. Generally, LWOP will not be approved for bargaining unit employees with more than eighty (80) hours of annual leave available.