

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 – The administration submitted a plan to Congress to freeze your wages. The House and Senate will conference an appropriations bill that could raise our pay or freeze it. The FY 2019 is quickly approaching so once again we are asking that you **call your representative and both senators at 1-888-907-8362 today to urge them to make sure the 1.9% pay adjustment for federal workers is given.**

Executive Orders – With the huge victory for AFGE members the Office of Personnel Management (OPM) has ordered agencies to comply with the judge's ruling and restore employees' legal right to representation. AFGE President J. David Cox Sr. stated "**AFGE is proud to have led the way in this legal victory for federal employees and the unions that represent them.**"

Department of Veterans Affairs Win Arbitration – The Trump administration was delivered another blow against its attempts to undo our political civil service system and dismantle unions across the country. An arbitrator found the Dept of VA in violation of existing Master Agreement between the VA and AFGE by improperly implementing the VA Accountability Act. The VA has been improperly using the so-called Accountability Act to target workers at the VA – one-third of whom are veterans themselves – with the clear intent to

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!

stamp out the union. "**As the president and his administration continue their heinous anti-worker attacks on unions and federal workers, it's great to see momentum swinging in our direction,**" said AFGE President J. David Cox Sr."

Council 100

COUNCIL 100 – With the 41st National Convention/Council our local now has two members on the Council. Johnny Jones (Treasurer) and Becky Mancha re – elected (RVP #4). Becky Mancha will also be on the committee of training of the CBA to all locals. Both will also be part of the CBA bargaining committee.

ADMINISTRATOR – The Council met with Administrator Pecoske last week. Emails were sent out to union members outlining what was discussed at this Labor/Management (LM) and posted on FB. At this month's membership meeting Becky and Johnny will discuss the areas of importance of this meeting between Council 100 and the TSA Administrator.

Council 100 Committees (Locally) – The following is the list of candidates for the Council 100 committees from Region 4:

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.

Uniform: Michael Bolton (DAL)
Health, Safety & Wellness: Henry Nromon (AUS)

Veterans: David Lee (DFW)

YOUNG: Hakeem Shark (DFW)

Communication: April Hines (TYR)

need guidance and steps the TSOs will need to take in those areas. If a TSOs feels the LOC or LOG is inaccurate or contains errors to its content, contact a union official. These two notices cannot be grieved but brought to the attention of the union they can meet and discuss with management.

MEMBERSHIP MEETING – September 21, 2018 1100 – 1500

[Golden Corral 1701 N. Beltline Rd, Irving, TX](#)

In solidarity

LP Rudy Garcia
AFGE Local 1040

LOCAL

LOCALLY – ANNUAL PROFICIENCY REVIEW (APR)

Per the APR, annual evaluation of everyone assigned screening duties is conducted and documented. Because of the changes as I stated in my brief from last month, I advise all to go to iShare and read the 2018 APR Requirements and read MD 1900.8, procedures for TSO TRAINING AND INITIAL CERTIFICATION PROGRAMS. Was informed at DFW the OAA has been postpone for the next three weeks. Will get with management to provide simulators so that baggage TSOs can prepare themselves for the OAA OSARP testing.

TSOs can submit rebuttals to these notices, and have your rebuttal included your supervisors file. These notices can and will be used as material on any disciplinary/adverse action toward TSOs.

Membership Meeting – Will take place on 9/21/2018 same time and location.

Agenda

- 1.Meeting with Administrator Pekoske
2. APR changes
3. TOPS
- 4.Labor/Management meeting.

Letter of Counseling & Guidance – Are process steps that management take on TSOs to inform them of areas they

It has been asked at numerous membership meetings with a show of hands of those who have read the CBA or the Administrators Determination. I have included in the brief areas the union cannot bargain/ negotiate. The Determination also outlines areas that can be bargained / negotiated. By posting this you will have a better understanding of the uphill battle the union must endure. Therefore, the union is fighting to get Title 5. Go to our website to read both the Determination and CBA

Determination

Under the legislation that created TSA, the Aviation and Transportation Security Act (ATSA), Pub. L. 107-71, Congress gave the TSA Administrator the authority to **set the terms and conditions** of employment for the screening workforce notwithstanding any other provision of law. 49 U.S.C. 44935 note. This means the TSA Administrator has very broad authority to establish terms and conditions of employment for the screening workforce, **including the labor framework** for the employees defined as covered employees in Section II of this Determination.

Issues excluded from collective bargaining listed below:

- a. Pay and policies affecting pay;
- b. Security policies and procedures, including without limitation standard operating procedures, directives, instructions, training, and means and methods of implementing such procedures, and security operations (e.g., security checkpoint operations, exit lane operations);
- c. Deployment of security personnel, including without limitation TSA's ability to have the covered employees with the required certifications in the necessary locations at the necessary times to **meet operational needs**;
- e. Job descriptions, qualifications, fitness for duty standards, performance standards, and staffing, numbers, and types of employees (including covered employees).
- f. Annual certification requirements, testing, and consequences of failure to certify or recertify;
- g. Means and methods of covert testing and use of results;
- h. Any action deemed necessary by the TSA Administrator or his/her designee to carry out the TSA mission during emergencies;
- i. Disciplinary standards and penalties.
- j. Internal security practices including without limitation policies designed to safeguard personnel and property.