



AFGE Local 1040 e-News

Representing TSOs, BDOs, and STIs of Dallas Ft. Worth (DFW), Dallas Love Field (DAL), Tyler-Pounds (TYR), Gregg County (GGG), and Wichita Falls, Sheppard (SPS)

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Friday, November 04, 2011

New Rights and Responsibilities of Unionized Employees, AFGE, and TSA Management

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Last week we discussed your Weingarten Rights, or the rights to have a union representative with you during an investigatory interview/examination that could lead to a disciplinary action. This week we would like to talk about TSA's second guidance document issued under the Pistole Determination. This document centers on important new rights of unionized employees and AFGE, and, just as important, new responsibilities of TSA management.

Your New Rights

- You have the right to join (or not join) the union without interference, coercion or retaliation.
- You have the right to use the Dispute Resolution System, such as filing a grievance or an appeal to a disciplinary action, without interference, coercion or retaliation.
- You have the right to serve as a union representative for your co-workers.
- You have the right to request and be granted "official time" - the time you use to represent your co-workers in a grievance, disciplinary action, etc.
- You have the right to have a union representative with you during an investigatory interview (Weingarten Rights)
- You have the right to vote to support or not to support any collective bargaining agreement negotiated by AFGE and TSA before the agreement becomes binding.
- You are required to be respectful and constructive in addressing and seeking to resolve issues.

AFGE's Rights and Responsibilities

- AFGE as your exclusive representative has the right to represent bargaining unit employees.
- We have the right to negotiate with management over work rules.
- We have the right to be present at formal discussions.
- We are required to maintain respectful and constructive communication with TSA management, to act in a cooperative problem solving manner in addressing and seeking to resolve issues.
- We are not required to represent non-members.

TSA Management's Responsibilities

- In a major step toward developing a collaborative working relationship with employees

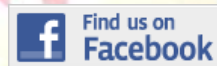
and AFGE, managers are charged with the responsibility to maintain respectful and constructive communication on work issues and to act in a cooperative problem solving manner in addressing and seeking to resolve issues.

"Where you have had difficult dealings with local management, this new guidance will be particularly useful as we step up our demands for collaboration and respect," said AFGE General Counsel **David Borer**.

NOTICE: This is sent to you so you may be informed of issues that may affect Transportation Security Officers. If you know of TSO's who would like to be informed, and are not currently receiving this e-News list, please forward them a copy so they may sign up and receive this information.

To *ADD* your personal Email Address to this E-News List, or if you prefer not to receive this e-News message please click *remove* to remove your email address from this listing.

Visit your union web site at www.AFGELocal1040.org



Local 1040: Facebook Page



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AFGE Local 1040 Representing Transportation Security Officers (TSO), Behavior Detection Officers (BDO), Security Training Instructors (STI) at Dallas Ft. Worth (DFW), Dallas Love Field (DAL), Tyler-Pounds (TYR), Gregg County (GGG), and Wichita Falls, Sheppard (SPS).



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