

Contract Survey

The first thing that must happen after the election is immediate preparation for bargaining by conducting a contract campaign to make this first contract your contract. That means that AFGE needs to know your feelings about what you consider to be key contract demands. Your feedback is important to us in how we can negotiate your contract. This survey should take about 15 minutes of your time. Your answers will be completely anonymous.

For each area below, please provide your comments or additions.

PASS: AFGE is fighting to get rid of this system. In the short-term, until PASS is eliminated, in addition to the suggestions listed below, what else would improve PASS?

Clear criteria

Full disclosure of errors made by TSOs in taking tests

Independent evaluation of the system in order for it to correspond with actual job responsibilities.\

Ability to refute test results and have witnesses other than managers

No testing on new procedures until provided the opportunity to learn and incorporate them into your work

Updated testing machines

Extra prep time for test of skills that TSO's don't normally use

Training

EEO validation

Tested by observation at the work site

Test failure does not result in firing

Elimination of subjective elements of PASS

Everyone who is certified gets a pay increase

Comments/additions _____

PARKING FACILITIES: We must make parking both more available and subsidized heavily. In addition to the items below, what else would improve the parking facilities?

Free or subsidized parking

Provide parking transportation that covers all shifts

No waivers signed for liability

Comments/additions _____

HEALTH AND SAFETY: AFGE is concerned about the working conditions of the TSO's. In addition to the items listed below, what else would improve the health and safety at the workplace?

Temperature in the work areas

Sun glares

Magnifying glass at checkpoint area for checking ID's

Elimination of dust and mold from screening areas

Placement of mats on the screening floor

Ensure that assigned duties are rotated every 30 minutes

Protection against radiation by:

- (a) permitting employees to wear dosimeters,
- (b) annual inspections of all x-ray machines, and
- (c) annual cancer screenings

Comments/additions _____

UNIFORMS: AFGE is concerned about the uniform requirements of the TSO's. In addition to the items listed below, what else would improve the uniforms?

Permission to wear TSA jackets, shorts, sunglasses, and certain brands of shoes based on employee's preference

Permission to wear all current TSA garments, including jumpsuits, in public areas of the airports.

Improve the quality of the uniforms

Increase the uniform allowance

Permit a greater diversity of personal appearance, e.g. long hair, long fingernails, earrings, etc.)

Comments/additions _____

PERSONAL ITEM STORAGE: AFGE is concerned about where TSO's can store personal items and the amount of space provided for such items. In addition to the items listed below, what else would improve the storage of personal items?

Ability to keep coats and handbags at checkpoint or baggage area

Adequate storage room in the break rooms

Beverages allowed at checkpoint area

Comments/additions _____

TRANSFERS: AFGE believes that the ability to transfer should be available to all TSO's with a consistent policy to effectuate the process. In addition to the items listed below, what else would improve the ability to transfer?

Permit transfer from one airport to another in the same region for any reason

Permit transfer from one airport to another in a different region for any reason

Limit restrictions on transfers

Comments/additions _____

SCHEDULING: AFGE is concerned about the fairness in scheduling and ways it can be improved. In addition to the items listed below, what else would improve the fairness in scheduling?

Modify or eliminate the split shift

Shifts should not be the same as supervisors thereby eliminating supervisors determining TSO's shifts

Scheduling should be done at the same airport instead of done by someone from another airport

Implement annual bid policy, so you do not have to bid every six months

Mini-bids for shifts

Permit shift trades for any reason

Comments/additions _____

LEAVE: AFGE is concerned about the use of leave and possible repercussions for exercising leave. In addition to the items listed below, what else would improve the use of leave?

Eliminate the policy that use of leave is abuse of leave

Hire more employees, so more leave will be approved

Eliminate restrictions on taking leave

Grant Family Medical Leave Act Leave freely

Require medical documentation only when an employee misses 3 consecutive days

Comments/additions _____

BREAKS and HOURS OF WORK: AFGE believes that breaks play an important role in the optimum performance of the TSO's. Therefore it is important that a break policy exist that would achieve that goal. In addition to the items listed below, what else would improve breaks?

- Guarantee breaks every two hours
- Eliminate problems with scheduling breaks
- Provide break rooms close enough to work areas to use during break time
- Permit employees to work a flexible or compressed schedule
- Ensure employees are compensated for preparatory and concluding activity

Comments/additions _____

PART-TIMERS: AFGE believes that part-timers play a valuable role in protecting our country at the airport. As such, a unified practice should be in place. In addition to the items listed below, what else would improve the ability of part-time workers?

- Eliminate the restrictions on the amount of overtime allowed for part-timers
- Improve the lack of flexibility in scheduling part-timers
- Implement schedules related to peak times
- Not giving enough duty time to study Standard Operating Procedures
- Eliminate the arbitrary restrictions on the number of full-time staff thereby denying part-timers a chance for a full-time position

Comments/additions _____

DISCRIMINATION: AFGE believes that the workplace should be free of discriminatory practices. In addition to the items listed below, what else could eliminate discrimination in the workplace?

- Promotions based on qualifications and not favoritism, race color, sex, national origin, age, religion, or disability
- Discipline based on performance and conduct and not race, color, sex, national origin, age, religion, or disability
- Elimination of sexual harassment in the workplace

Comments/additions _____

SENIORITY: AFGE believes that you should be rewarded for your time on the job and the effort you put in while protecting the nation's airports. In addition to the items listed below, what else could improve seniority?

Develop a fair system for determining seniority
Maintain seniority if you transfer to another position (e.g., TSO to BDO)
Prevent the loss of seniority if you go from part-time to full-time
Prevent the loss of seniority if you transfer airports

Comments/additions _____

CHILDCARE: AFGE is concerned about childcare facilities. In addition to the items listed below, what else could improve childcare?

Improve lack of childcare facilities
If facilities are provided, they need to be reasonably priced
Create a nursing mothers' area

Comments/additions _____

FURLOUGHS and REDUCTION IN FORCE: AFGE is concerned about how the agency implements furloughs and reductions in force. In addition to the items listed below, what else could improve the agency's policy in this area?

Require the agency to notify employees 90 days prior to a furlough or reduction in force
Permit employees to appeal furloughs and reductions in force to a neutral, third party
Establish a procedure to ensure that employees reduced in force will be hired first to fill any vacancies

Comments/additions _____

ASSIGNMENTS and ROTATION OF ASSIGNMENTS: AFGE believes that assignments should be allocated fairly and consistently among the entire workforce. In addition to the items listed below, what else would improve the agency's policy regarding assignments?

Ensure that all employees are permitted to perform collateral duties
Employees temporarily assigned to act as a LTSO or STSO should receive LTSO or STSO pay
Ensure that all employees desiring to work overtime are permitted to work overtime
Allow employees to volunteer for mandatory overtime

Comments/additions _____

TRAINING: AFGE understands that the opportunity to train is important to your continued success at TSA. In addition to the suggestions listed below, what else would improve the agency's training program?

Ensure that all employees are given an equal amount of time to receive training

Guarantee that all employees receive a minimum of an hour a week to train

Permit employees to attend off-site training to improve their performance

Comments/additions _____

PROMOTIONS: AFGE recognizes the importance of promotions for your professional development, economic needs, and personal satisfaction. In addition to the items listed below, what else could improve the agency's policy on promotions?

Permit all employees to apply for promotions

Mandate that all promotions are based on qualifications of the applicants

Forbid the agency from disqualifying a candidate from a promotion because of a letter of counseling, letter of reprimand, or leave restriction

Comments/additions _____

DISCIPLINARY ACTIONS: AFGE is alarmed by the manner TSA issues discipline. In addition to the suggested changes to the process for implementing and challenging disciplinary actions below, what else would improve the agency's policy related to disciplinary actions?

Have a neutral, independent third party review disciplinary actions

Limit the length of time a disciplinary action remains in your Official Personnel File (OPF)

Require management to impose discipline within a month or be banned from issuing the discipline

Require management to adhere to a table of penalties when issuing discipline

Prior to purposing any discipline, the employee will be afforded an opportunity to inspect her/his OPF

Comments/additions _____

WORKERS' COMPENSATION: AFGE knows that TSA has created a workers' compensation system that discourages employees from filing workers' compensation claims. In

addition to the suggestions listed below, what else would improve TSA's workers' compensation programs?

Require the agency to post a notice regarding the right and procedure to file a workers' compensation claim
Require TSA to provide the required forms to permit an employee to file for workers' compensation
Limit the amount of medical information the employee has to disclose to TSA

Comments/additions _____

PERSONNEL FILES: AFGE is concerned about the information that TSA places in your personnel files. In addition to the suggestions included below, what else would improve your personnel files?

Employees receive a copy of all files placed in their official personnel file (OPF)
Employees are permitted to inspect their personnel file at anytime
Every six months the employee and his/her supervisor will review the employee's personnel file
No other personnel files will be maintained by TSA except the Official Personnel File (OPF)

Comments/additions _____

