



2019 AFGE TSA CONTRACT SURVEY

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO • www.afge.org



**Dear Administrator Pekoske,
Let's talk.**



It's time for you to **sit down** at the **negotiating table** with our union, **AFGE**. We went **35 days without pay** during the longest government shutdown in history and **answered the call of duty** to serve our country. **We have the right to negotiate a new contract.**



AFGE is about to begin negotiating the third Collective Bargaining Agreement (CBA) with TSA. This means AFGE needs to know your feelings about what you consider to be important contract demands. Your feedback will play an important role in how we negotiate your contract. This survey should take about 15 minutes of your time, and your answers will be completely anonymous.

1 How many years have you been employed with TSA?

- a. Less than 2 years
- b. 3-5 years
- c. 6-9 years
- d. 10+ years

2 Are you a member of the Union?

- a. Yes
- b. No
- c. Previously, but I dropped
- d. I was a member of NTEU, but I never joined AFGE

Airport Code _____

3 Please rate the topics below:

	Not a priority	Priority	Top priority
Performance Management			
Awards			
Shift Bid Process			
Annual Leave			
Shift Trade			
Transfer			
Part-time/Full-time Conversion			
Uniforms			
Selection process for			
Special assignments			
Attendance Management			

Below are some subjects for that will be negotiated in this contract, please let us know your thoughts on the below topics:

4 UNIFORMS: AFGE is concerned about the uniform requirements for the TSOs. In addition to the negotiated language in the current Collective Bargaining Agreement (CBA) what else would you like to see implemented concerning this subject?

5 AWARDS: AFGE wants to ensure that the awards process is fair and equitable for all TSOs. In addition to the negotiated language in the current Collective Bargaining Agreement (CBA) what else would you like to see implemented concerning this subject?

6 ATTENDANCE PROCESS: The current CBA contains rights related to FMLA, call-in procedures, letter of sick leave restrictions, AWOLs, leave and more. What else would you like to see implemented concerning attendance or what could we make stronger?

7 PERFORMANCE MANAGEMENT: AFGE wants to ensure the performance management system (TOPS) and the performance improvement process is fair for all TSO's. What else would you like to see implemented concerning TOPS or PIPs or what could we make stronger?

8 SHIFT-BID: Because of the CBA, you have the right to bid for your shift. In addition to the negotiated language in the current Collective Bargaining Agreement (CBA) what else would you like to see implemented concerning this subject?

9 ANNUAL LEAVE: You also have the right to bid for annual leave including day at a time slots. In addition to the negotiated language in the current Collective Bargaining Agreement(CBA) what else would you like to see implemented concerning this subject?

10 SHIFT TRADE: AFGE wants to ensure a fair shift-trade process to allow for maximum flexibility for officers. In addition to the negotiated language in the current Collective Bargaining Agreement (CBA) what else would you like to see implemented concerning this subject?

11 TRANSFER POLICY: You have rights to transfer to other locations in the CBA. In addition to the negotiated language in the current Collective Bargaining Agreement (CBA) what else would you like to see implemented concerning this subject?

12 PART TIME TO FULL TIME CONVERSION: In addition to the negotiated language in the current Collective Bargaining Agreement (CBA) what else would you like to see implemented concerning this subject?

13 SELECTION PROCESS FOR SPECIAL ASSIGNMENTS: In addition to the negotiated language in the current Collective Bargaining Agreement (CBA) what else would you like to see implemented concerning this subject?

14 OTHER: If there are any other topics we did not identify in this section, please list your comments below.







AFGE's Lawsuit is fighting for TSA!



Join AFGE and our Lawsuit NOW.

On December 31, 2018, AFGE and the law offices of Kalijarvi, Chuzi, Newman & Fitch (www.KCNFDC.com) sued the federal government on behalf of AFGE members and ALL federal employees covered by the FLSA who were forced to work without pay from 12/22/18 - 1/25/19. Our union is the only organization fighting on behalf of employees throughout the entire government who were forced to work without pay.

Visit www.2018governmentsshutdown.com for questions or to join the suit.

Fill out the **TSA Form 1158-1** on the opposite side of this page to **JOIN AFGE**. Hand the form to anyone at your local AFGE office. Or visit www.afge.org/join

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DEPARTMENT OF HOMELAND SECURITY
Transportation Security Administration

VOLUNTARY DEDUCTION / CANCELLATION OF AFGE UNION DUES

INSTRUCTIONS: Sections I, II, and IV are to be completed by employee. Section III must be completed by the AFGE Local Representative, and Section V will be completed by the TSA Office of Human Capital (OHC) HRAccess. Please type or print the required information in the spaces below. Human Resources/Payroll Specialist will retain the original and provide a copy to the employee.

SECTION I. Employee Information

Last Name:	First Name:	SSN: <i>(full)</i>
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Home Address: <i>(Number and Street)</i>	(City)	(State)	(Zip Code)
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Contact Number: () -	Airport Code/Office:
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Personal email address: *(optional)*

SECTION II. Voluntary Deduction Request

Labor Organization – **American Federation of Government Employees (AFGE)**
 Action Requested: *(check only one box)*
 Establish AFGE Dues Deduction – *Employees must contribute dues for a minimum of one (1) year.*
 Cancel AFGE Dues Deduction – *Cancellations must be submitted during the time frame specified in Section IV.*

SECTION III. Union Representative Only

Amount to be Deducted Bi-weekly: \$	ID or Local Number: <i>(if applicable)</i> :
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_____ Union Representative Name	_____ Union Representative Signature	_____ Date
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SECTION IV. Employee Acknowledgment

I hereby authorize TSA to deduct from my pay each pay period the amount certified above as the regular dues of the AFGE Local, and to remit such amount to AFGE in accordance with its arrangements with TSA. I understand that this authorization will become effective the pay period following its receipt in the TSA Payroll Office. I understand that the AFGE has the right to change the amount to be deducted when certified by AFGE at any given time after my membership begins. I further understand I must resubmit this form to cancel dues deductions for AFGE, and that I may only cancel this dues deduction after my initial one-year anniversary membership date or upon my selection to a position not covered by the bargaining unit. I fully understand that after completing my initial one (1) year of contributions, I can cancel my contributions within two (2) pay periods prior to or two (2) pay periods after my anniversary membership date each year. Cancellations relating to a position change can be submitted upon the effective date of this action. Cancellations will be effective the first full pay period after the form is received in the TSA Payroll Office. Bargaining unit employees who have elected to have dues withheld, who are reassigned from one airport to another, will continue to have dues withheld.

Signature _____	Date _____
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SECTION V. TSA Payroll Office Use ONLY

Voluntary Deduction Code:	Collection Code:
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TSA Payroll Office Processing Instructions – Forward to:

TSA HRAccess Shared Service Center
 Metroplace1, 2650 Park Tower Drive, Suite 201
 Vienna, VA 22180-7300

PRIVACY ACT STATEMENT: AUTHORITY: 49 U.S.C. § 114(n); E.O. 9397. **PRINCIPAL PURPOSE(S):** To request that union dues be deducted from your pay, or cancel union dues from being deducted from your pay, and notify AFGE accordingly. **ROUTINE USE(S):** Information may be shared with the Department of the Treasury, with employees of AFGE, or for other routine uses listed in the Transportation Security Administration’s system of records notice, DHS/TSA 022 National Finance Center (NFC) Payroll Personnel System. **DISCLOSURE:** Voluntary; failure to furnish the requested information may result in an inability to process your request. **Your SSN is requested by AFGE for reporting requirements.** Supplying your SSN is voluntary, but failure to provide it may result in inability to process your payroll deduction/cancellation request.



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