



U.S. Department of Homeland Security
Transportation Security Administration
6595 Springfield Center Drive
Springfield, Virginia 20598

December 12, 2025

Dr. Everett B. Kelley
National President
American Federation of
Government Employees, AFL-CIO
80 F Street, NW
Washington DC 20001

Mr. Hydrick Thomas
AFGE Council 100 President

Dear Dr. Kelley and Mr. Thomas:

I am writing to inform you that Department of Homeland Security (DHS) Secretary Kristi Noem, signed a new Determination on September 29, 2025 regarding Transportation Security Officers (TSOs) (attached). This September Determination will be implemented on January 11, 2026.

This September Determination rescinds all prior Determinations, the American Federation of Government Employees' (AFGE's) status as exclusive representative of non-supervisory TSOs, and the May 24, 2024, collective bargaining agreement (CBA). This aligns with this Administration's vision for the future of TSA and ensures that the Agency maintains the maximum agility required to secure the traveling public from constantly evolving threats.

As set forth in the September Determination, TSA is returning to its original labor framework, in place for the first decade of the Agency's existence, in which collective bargaining and exclusive representation were not permitted. As such, individuals carrying out the security screening function under section 44901 of Title 49, United States Code, shall not, as a term or condition of their employment, be entitled to engage in collective bargaining or be represented for the purpose of engaging in such bargaining by any representative or organization. Further, those individuals shall not, as a term or condition of their employment, be exclusively represented for purposes other than collective bargaining by any representative or organization.

Effective January 11, 2026:

- TSA will cancel all voluntary dues deductions through payroll effective Pay Period 1 2026;
- Those TSOs who previously served on official time, including those who served on a full-time basis, must return to performing their TSO functions and be recertified as required on January 11, 2026 (or later if on approved leave or coordinated regular day off that aligns with their TSO schedule). No official time will be authorized for union representational purposes.
- All grievances and arbitrations previously filed by AFGE and grievances filed by

- employees involving alleged violations of the 2024 CBA will be cancelled.
- All pending actions between TSA and AFGE (e.g., impact and implementation bargaining, local bargaining, requests for information, etc.) will be terminated.

TSA is committed to moving forward in a manner consistent with this Administration's policies and which best serves TSA's critical mission to protect the transportation system and keep Americans safe.

Sincerely,

Thomas J. Regan
Acting Assistant Administrator
Human Capital