



AFGE TSA Local 1250 Meeting Minutes

January 23, 2024

I. Call to order

Secretary Jovan Petkovic called to order the regular meeting of the AFGE Local 1250 at 10:30AM MST on January 23, 2024, at Tucson International Airport, via Zoom Meeting Platform and in-person.

II. Roll call

Roll call was performed, present from the Executive Board are Juan Casarez, Local President, Diane Rodriguez, Treasurer; Jovan Petkovic, Secretary; Robert Strength, AZ Vice President; Becky Cooper, NV Vice President; Pascual Contreras, Political Coordinator; and additional members. Please see attached sign in sheet.

Secretary Jovan Petkovic read the meeting minutes from the last member meeting, held on December 27, 2023. Minutes were presented to the body. Approval of minutes from last meeting was performed. No addition, corrections, or amendments were made to the meeting minutes. Member Eric Hatcher entered motion to approve the minutes. Motion second by Member Robert Strength. Motion passed and Minutes approved.

III. Agenda

Secretary Jovan Petkovic read the agenda items.

- Review of January 9, 2024 LMR with PHX TSA Leadership
 - (a) Safety Team Meetings
 - (i) Local recommended that safety team meets on a more frequent basis to ensure greater scope of communication amongst the safety team members. Currently members are meeting in person quarterly. Management does not intend to add additional meetings

as safety team members communicate through Teams or email platform on a regular basis.

- (b) Screening Deficiency T4A TDC Concern
 - (i) SENSITIVE SECURITY INFORMATION
- (c) Temporary Staffing Movements IWA-PHX - No Flight days
 - (i) Management must follow TSA Management Directives to reassign employees to work locations during no flight days. Reviewed the lack of direct and clear communication with the affected employees. Grievance was filed due to believed violations of TSA policy as it relates to the employee movements and notifications.
- (d) Shift Trades - Limit of max 13 hrs. total work within 24 hours.
 - (i) Management is citing TSA HQ Interim Guidance from 2021, directing the implementation of the guidance to limit employees to max of 13 hours working on shift trades. This limit does not apply to regular hours plus overtime hours. Management stated that they intend to follow policy. Grievance filed. Officers argue this violates bidding, transfer and travel policies. We advised TSA leadership that their stance could lead in an increase of sick call offs due to inability to conduct shift trades. Management remains steadfast in their decision to follow guidance.

- **IWA Added Item**

- (a) Steward John Palmer added additional information regarding the Temporary movements. Provided background on ongoing LMR local actions at IWA; grievances in process and actions to be taken.
- Shutdown (If we have a shutdown)
 - (a) Reviewed CR passed through March. If there is a shutdown, like the 2018/2019 shutdown that lasted a historical 35 days, unions such as the AFL-CIO would organize donation pick up sites for employees to gather items to help them out during the shutdown. Local Credit unions would step up and provide 0% interest or super low interest loans to federal employees based on their employment status for a limited term and amount.
 - (b) Access to financial assistance programs

- (c) Donation pick up sites
 - (d) 2019 Passed Public Law 116-1; use of annual and sick leave during shutdown. No furlough status for us!
- Responsibilities and Duties
 - (a) During fact findings, if management request statements, we as employees must comply and provide statements. Failure to comply can result in an additional disciplinary action.
- • Union Presence at Examinations/Investigations
 - (a) You have a right to union representation during any form of questioning, that makes you reasonably believe to be leading to disciplinary action.
 - (b) Writing Statements (Do's and Don'ts)
 - (i) Get another person to read what you wrote before you submit your statement. You have a right for a union representative to assist you in writing a statement.
 - (c) Witness (Should I be in the room alone?)
 - (i) Always ask for a union representative.
 - (d) Integrity/Honesty (What to say, and not to say)
 - (i) Be honest! Management knows the answers due to use of CCTV and compiling witness statements from others prior to talking to you!
- Fit for Duty - Releasing or mentioning your medical conditions
 - (a) Brief Reminder on TSO Medical and Psychological Guidelines; don't disclose medical information in the workplace; don't talk about your feelings (feeling anxious, depressed, etc.)
- On-the-Job Injury
 - (a) Anytime you get hurt in the workplace, report it! File a CA1 or CA2 as applicable. Elect "COP" on the form. Document travel to doctors appointments, claimable mileage.
 - (b) Creating your eComp profile

- (c) Selecting your local as representatives to assist on eComp and with DOL
- Legislative Conference - Washington, D.C.
 - (a) February 10-15, 2024
 - (b) Appointments scheduled with members of Congress, both Arizona and Nevada
 - (c) Asking for a National pay increase of 7.6%
 - (d) Local Budget passed in November 23, included a \$20,000 limit on the expenditures for the legislative conference. Local was successful in limiting expenditure below the voted budget limit.
 - (e) Motion entered by Eric Hatcher to approve Legislative Expenditure. Motion second by Member Pascual Contreras. No debate. Motion approved.
- **Open Business**
 - (a) **HCAM 2024.63-1**
 - (i) **Eligibility for Title II Family and Medical Leave Act**
 - 1. **12 month of service = Can apply for FMLA and PPL**
 - Member Mike Palumbo entered motion to adjourn the meeting. Member Pascual Contreras second the motion. Motion passed.

- **Adjournment**

Secretary Jovan Petkovic adjourned the meeting at 11:01AM MST.

Minutes submitted by: Jovan Petkovic, AFGE Local 1250 Secretary

Minutes approved by: Juan Casarez, AFGE Local 1250 President