Labor Management Relations Agenda

Agenda

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Radios

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Increase Radio Availability:

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Ensure adequate radios are available at all checkpoints to improve communication efficiency among personnel.

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Prioritize radio distribution to critical positions such as Screening Officers (SO), X-ray operators, and Travel Document Checkers (TDC).

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Identify potential gaps in radio coverage and implement measures to address them.

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Mentoring Program

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Implementation of a Mentoring Program:

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Propose the establishment of a mentoring program modeled after successful initiatives at other airports.

▪

Allow employees to shadow those in higher pay bands or leadership roles to gain practical insights and career development opportunities.

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Example: A Transportation Security Officer (TSO) shadowing a Lead TSO (LTSO) or Supervisory TSO (STSO).

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Establish guidelines and timelines for participation to ensure consistency and measurable outcomes.

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Focus on employee skill enhancement and leadership readiness.

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Disciplinary Procedures

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Exclusion of Language in Proposals of Discipline:

Language in current disciplinary actions informs employees of their right to have personal representatives during the grievance process.

Clarification of Representation Rights:

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In accordance with the Collective Bargaining Agreement (CBA), only a designated union representative is authorized as the exclusive representative for bargaining unit employees. No other individuals, including personal representatives, are permitted to represent or attend investigations or fact-finding interviews.

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During grievance processes, only the affected employee or their designated union representative may engage. Personal representatives are explicitly prohibited, as outlined in the CBA.

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This policy ensures adherence to the CBA's provisions, affirming the union's role as the sole entity authorized to provide representation for bargaining unit employees in investigatory or grievance matters

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Uniform Ordering and Polo Extension

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Uniform Supply Chain Issues:

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Address the national delay in the production and distribution of poly/wool blend uniform shirts due to material shortages.

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Provide realistic timelines:

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Current estimate: 6 months.

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Anticipated realistic timeframe: 1 year before manufacturers can meet the supply demand.

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Proposal for Polo Shirt Extension:

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Request approval for year-round use of polo shirts during shifts as a temporary measure to mitigate supply chain issues.

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Benefits of extended polo use:

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Boost in employee morale.

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Increased comfort during work hours.

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Maintained professional appearance consistent with TSA standards.

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Provide data or case studies from other airports where similar policies have been implemented successfully.