# 3117 N 16th St, Ste 203, Phoenix, AZ 85016

# 480-463-4794 – www.mylocal1250.org

**November 25, 2024**

**Labor Management Relations Meeting Minutes**

**Agenda Supplemental Item**

* **Improper Conduct and Role Overreach by Human Resource Specialist at RNO:**
  + **Language Restriction Incident:**
    - A Human Resource Specialist (HRS) reportedly instructed an employee not to speak Spanish at work, potentially violating federal workplace policies promoting inclusion and diversity.
    - Clarification is needed regarding whether this aligns with TSA policies and EEO principles.
  + **Misrepresentation of Uniform Policy:**
    - The same HRS incorrectly informed employees they were not wearing the proper shoes, despite adherence to standards outlined in the CBA **Appendix A: Shoe Style Guide**.
  + **Role of an HRS:**
    - An HRS is not a supervisory or management official and should not be performing functions such as enforcing dress code compliance or issuing directives at checkpoints.
    - Clarify why the HRS was present at the checkpoint and engaging in operational activities beyond their scope.
  + **Request for Action:**
    - Investigate the incidents to determine whether the HRS’s actions violated TSA policies or federal guidelines.
    - Ensure all HRS personnel receive training on the limitations of their authority to prevent similar issues in the future.