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**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.