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

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**January 9, 2024**

**Labor Management Relations Agenda**

**Attendance:** Eric Hatcher, Robert Strength, Pascual Conteras, Jovan Petkovic

TSA: Chad Beedle, Brian Towle, Mike West, Lisa Christianson, Tim Harris, Steve Bernard, Dennis Haynes.

**Agenda:**

* **Safety Team Meetings**
  + Currently, members of the safety team meet once (1) every three (3) months. We recommend that the safety team members meet at least once a month to review current reported safety issues airport wide and make appropriate follow ups and/or act.

2 times TO DO safety duties. No issues.

Formal discussion – invite to follow or training schedules.

* **Screening Deficiency**
  + Checkpoint A TDC Area Space
    - Current configuration limits space to hold “additional screening passengers.”
    - Officers get frustrated and overwhelmed.
    - Creates unsafe work environment (Breach issues) for officers.

To be reviewed by management at alpha

* **Temporary Movements IWA-PHX**
  + No prior precedence (No flight days).
  + Work-Life Balance of Employees.
    - Are the employees clocking in at IWA, then driving to PHX? Or drive directly to PHX from their home to clock in at PHX?
    - Additional 33min travel time for most employees IWA-PHX
  + Unclear guidance/instructions to affected employees.
    - To whom do they report at PHX?
    - Where do they go at PHX?
  + Accessing Gov car at FSO or IWA
    - Employees would not have access to building/elevators at AM.
    - Lack of instructions to call CCO to obtain keys.

PT always busy on AM shift

\*Guidance to be forthcoming

* **Action item**
  + Follow up on TUS Shift bid letter regarding draft read to LTSOs prior to bidding; awaiting resolution.
* **Shift Trades**
  + Scheduling adopted limiting officers to working 13 hours per day in a 24-hour period by their own shift and a shift trade.
    - CBA Article 5 states that: g. Management may approve an overlap involving back-to-back shifts.
    - CBA Article 5: m. Management may at its discretion approve trades that do not meet the eligibility requirements listed in this subsection.
  + Long-term consequence can lead to employees not seeking out shift trades anymore due to the limitation imposed now;
  + Lead to further increase in call-off rate in the near future.

No Changes –LMR guidance restriction

Eric – discussed xmas staffing

* Additional Topics possibly

#1 in country as CAT X on sick abuse