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**March 12, 2024**

**Labor Management Relations Agenda**

**Agenda:**

* **Official Time Request**
  + Agenda item as requested per Theodore Harris.
* **Payroll**
  + Employee having insufficient leave balance not contacted by management to substitute insufficient leave balance for another type.
  + CBA Article 3.C.8.a.i (In general, a bargaining unit employee may not be placed on LWOP unless it is at the bargaining unit employee's request.)….
  + TSA MD Handbook 1100.63-1 B.5.(e) ((e) When management has approved a period of annual leave, sick leave, or compensatory time off and the employee has an insufficient leave balance, the employee must be given the option to request another form of appropriate leave or to cancel the leave request.)
* **Scheduling**
  + Shift trades continue to be pending for extended periods, in excess of 72 hours
  + Reassignment to STSO/TSM authority to handle approvals at local level
* **TUS Shift Start Change (PP2)**
  + Employees allegedly notified with 3 day or less notice of shift start change by 45 minutes.
  + CBA Article 4 D.5 (For shift adjustments between thirty (30) and fifty-nine (59) minutes, bargaining unit employees will receive notice one pay period in advance.)
* **Follow Up –** 
  + Notification of a deficiency in the PM shift at TUS.
  + Noteworthy occurrence of officers being frequently "directed" to remain beyond their scheduled shift end time of 1900.
  + Update on scheduling adjustments.
* **Officer Assault (Last year at T4D – April 25, 2023)**
  + Expression of workforce discontent regarding the absence of jail time for a female individual associated with T4D.
  + Perception of the workforce feeling unsupported in light of the outcome.
  + Reference to Case Number: 23-00780-PHX-DLR.
* **Mandatory Overtime (T4A)**
  + Discussion regarding the implementation of mandatory overtime during early afternoon shifts in Pay Period 2.
  + Inquiry into whether Non-Designated Officers (NDOs) will be available to cover the gap during these shifts.
  + Evaluation of the necessity for additional shifts or adjustments to accommodate the mandatory overtime requirements.
* **March Madness Mandatory Overtime/Sick Leave Message from DFSD**
  + Part time employees
    - Not receiving overtime for their additional day (exclusion?)
  + Solicitation for volunteers?
  + Overtime assignment by seniority
  + Overtime swap between officers
  + Sick leave usage
  + Sick leave for medical/dental/vision appointments
    - TSA MD cited Section (e)
    - Must plan to schedule…reasonable time consistent with the medical providers’s availability
* **Screening Policies**
  + **Chapter 8, Section 1 and 2**
  + **Chapter 14, Section 4.B**
  + **Chapter 15, Section 2.4**