

AFGE



LOCAL 1127  
CO, ID, MT, OR, UT, WY

# AFGE TSA Local 1127

## Washington DC visit

### Legislative Conference 2024

President Rebecca Wolf, Exe. Vice President Trang Kim, Secretary Denise Rodriguez, RVP\_Idaho Cameron Cochems, and Angela Grana (DRO) participated in this years Legislative Conference in Washington DC, representing TSA Local 1127. We not only visited Legislators that represent Local 1127's six states but we also participated in a rally calling on Congress to raise Federal Employees wages and avoid a government shutdown. Holding signs saying...

**FAIR PAY IS WORTH FIGHTING FOR!**

**Continuous Resolutions are NOT the Solution!**

**1990 Wages Don't Pay Today's Bills**

### TSA Legislative Priorities

We visited many legislator's offices. Both in the Senate and Congress. Our goal was to educate their offices and inform them that not only does the American Federation of Government Employees (AFGE) represent more than 750, 000 federal and D.C. government employees, of those approximately 45,000 are Transportation Security Officers (TSOs) within TSA.

**We urged support for:**

- ◆ Title 5 Collective Bargaining Rights
- ◆ Fund the TSA Act (H. R. 3394)
- ◆ Honoring our Fallen TSA Officer Act. (H.R. 871)

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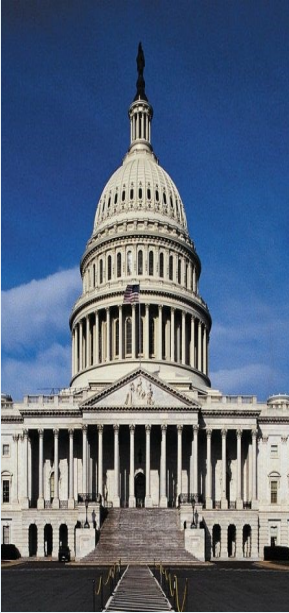
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### AFGE TSA Local 1127

- President Rebecca Wolf
- Exe Vice President Trang Kim
- Exe Treasurer Don Thompson
- Exe Secretary Denise Rodriguez
- RVP-Colorado Adam Givens
- RVP-Idaho Cameron Cochems
- RVP-Oregon Samantha Dollens
- RVP-Montana Barbara Hanson
- RVP-Utah Tanja Fowler
- RVP-Wyoming



## Title 5 Collective Bargaining Rights



**TSO's, including exclusive representative elections, subject to oversight by the Federal Labor Relations Authority.**

- ◆ Establishing a list of prohibited personnel practices (including discrimination based on age, race, national origin, religion, marital status, enforcement of legal recourse, political affiliation, or retaliation for filing a discrimination, work safety complaint, or whistleblower disclosure) as well as mechanisms to correct violations
- ◆ Pay under the General Schedule (GS) system, including overtime and night differential pay
- ◆ The consistent grading and classification of positions based on job duties
- ◆ Worker protections under the Family and Medical Leave Act and the Fair Labor Standards Act
- ◆ The right to appeal adverse personnel actions to the Merit System Protection Board (MSPB)

### *Bills Introduced in the House of Representatives*

Did you know Federal Employee like you are...

- ◆ We are the American Federation of Government Employees, AFL-CIO (AFGE). Our members come from all walks of life and work in many different government agencies
- ◆ The middle class averaging \$825 per week after taxes
- ◆ Our salaries are as much as 60% below the private sector
- ◆ Federal employees have already sacrificed \$246 billion to deficit reduction since 2011
- ◆ Federal employees compensation is often the first-place people turn to for spending reduction, but federal employees are extremely efficient and cost less than half, of what the government pays for private contractor employees performing the same work.

### Fund the TSA Act (HR 3394)

The Fund the TSA Act would restore revenues from passenger security fees established following September 11, 2001, to help finance the cost of aviation security. Since 2013, during another politically driven debt ceiling “crisis”, one-third of the security fee revenues have been diverted to the General Fund to pay for unrelated government spending. By FY 2027, more than \$19 billion will have been diverted away from aviation security unless Congress acts. This legislation will end the diversion of the fee revenue, increase the fee and index it to inflation and allow TSOs to be paid in the event of a lapse in appropriations that forces a government shutdown.

### Honoring our Fallen TSA Officers Act (HR 871)

This legislation would provide the public safety officer benefit (PSOB), including death benefits for TSOs and their families. It has been over ten years since Transportation Security Officer Gerardo Hernandez was shot and killed in the line of duty at a checkpoint at Los Angeles International Airport.

We see his story in our OLC s of an Active Shooter

Please help me in giving a huge SHOUT OUT for an Awesome Job to

- ◆ EVP Trang Kim,
- ◆ RVP ID Cameron Cochems
- ◆ Secretary Denise Rodriguez
- ◆ Angela Grana

You all ROCKED in DC!

Of 35 Congressional Offices that we needed to visit...

23 Appointments we made!!! No easy feat.

We also did cold call visits to Offices that we did not have appoints for!!

We are tired for real. Lots of walking and talking... but we had great visits.

Again, thank you!!

## Meeting with Congressional Staff

Meeting one on one with different Congressional Staffers was very rewarding. We, TSOs, gave much more of a personal introduction as to why the priorities we discussed with them were important to us. Adding a personal touch to the conversation meant that we could give actual examples of what we TSOs endure at the checkpoint. Something that a lobbyist could not do.

For example:

- ◆ How at our smaller airports, NDOs come to help out because most TSOs cannot afford to live in for example Ski Resort towns.
- ◆ How our main purpose is to keep airplanes in the skies, so as we look for prohibited items, we could be endangering ourselves and even possibly losing our lives in the line of duty.
- ◆ How we are tested constantly, FET, Tips, OLCs, Annual Certifications. We cannot make any mistakes.
- ◆ We were able to share our we receive our pay raises based on performance, which often is unfair to those doing the same job.
- ◆ We shared that many of us work a 12 hour shift because the high turnover. TSOs cannot either work the airport shift hours, cannot handle the pressures of the job, or do not understand the job of a First Responder, being at work ONTIME every time.



Rep. James Risch-Idaho



Sen. Michael Bennet-Colorado



Rep. Russ Fulcher-Idaho



Rep. Harriet Hageman-Wyoming

## TSA's Historic Pay Raise

### TSA achieved historic pay raises, needs budget to keep them

by Molly Wiesner

It's been a historic year of pay raises for the 50,000 uniformed Transportation Security officers who keep American airports safe for travelers.

First, in July, this population of screeners got up to a 31% pay increase — among the largest in agency history — after a long-sought provision was included in the annual spending bill. “Getting funding in the fiscal year 2023 omnibus appropriations act was the biggest legislative achievement in TSA’s history,” said Legislative Director Grace Bergin in a statement Feb. 6.

Then, just last month, employees were cleared for an average 5.2% raise, matching that which was given to the rest of the federal workforce by a White House executive order in December. That was the largest average raise in nearly four decades.

Recent pay bumps are huge strides for the administration and its workers who are stationed at 440 airports across the country and screen millions of passengers and their luggage each day. The workforce has long been fighting to be compensated at similar levels to their federal counterparts. A 2014 memo from the department reported TSA officers were the lowest-paid operational personnel in the workforce. Because they've been excluded from the Title 5 system that includes most General Schedule feds, they've been shortchanged on pay raises and certain employment rights. “Getting funding in the fiscal year 2023 omnibus appropriations act was the biggest legislative achievement in TSA’s history,” said Legislative Director Grace Bergin in a statement Feb. 6.

That's why TSA officers aren't automatically given the governmentwide annual raise proposed by the president and why the administrator has to approve them, if he chooses to, in a separate action. He did that for this year, and the 5.2% raise took effect for the first pay period of 2024, a spokesperson said.

The fight is not over, said Johnny Jones, secretary-treasurer of the American Federation of Government Employees council 100.

Just because pay increases were secured in 2023, doesn't mean they're permanently in place for future years. And the global health crisis sowed particular hardship on the workforce with the pandemic decimating air travel only to have it surging to 94% of pre-pandemic demand in 2023. All the while, TSA officers were working on the frontlines amid decreased staffing and difficulty filling overtime shifts even before the pandemic hit.

“The employees are very excited about being included in

the 5.2% pay increase,” he said in an interview. “And when you add that in with the previous pay increases that we secured earlier in the year, it's made a big difference to their entire lives.” However, he said the raises must again be included in the 2024 budget, which requested \$1.4 billion to support pay initiatives.

“Because they're doing a CR, until they do a full budget with the money in it, it's a problem,” Jones said.

The Senate's version of the Homeland Security funding bill includes \$1.1 billion to close TSA pay gaps after seeing attrition down nearly 50% since the raises were implemented. House Republicans' version wants to strip pay increases for members of the TSA workforce that aren't officers, like inspectors. They also refuse to fund expanded collective bargaining or merit system protections.

Now, nearly halfway through the fiscal year, TSA has not received any new money under Congress' now thrice-renewed stopgap bill. As a result, it may have to get creative about to fund its raises, Jones said. To implement just the 5.2% raise, \$250 million was requested in the 2024 budget. The concern is that if a yearlong CR is in place or if lawmakers fail to pass a spending bill by the March 1 and March 8 deadlines, any agencies that run out of carryover money will be forced to make cuts to essential programs or personnel, as NASA recently did at its Jet Propulsion Lab.

Jones said the union is not aware of any official plans reduce staff or institute a hiring freeze to cope.

The other legislative battle ahead is to codify full Title 5 protections for TSA in a law. In 2022, TSA Administrator David Pekoske signed a workforce order expanding collective bargaining rights to TSA workers.

But because a future administrator has the power to set the terms and conditions of employment for the screening workforce under the the Aviation and Transportation Security Act, it would help to cement them in statute, Jones said.

Such a bill, the Rights for the TSA Workforce Act of 2022, passed the House in 2022 and was referred to committee in the Senate.



## Can you imagine?

We asked Congressional staffer if they can image a airport without TSA?

We asked them how did they would they feel if TSA was an outside contracted agency?

Would they fly?

Would they feel safe?

Would they feel safe, even if it was still TSA but the Officers were working for free, because there is no monies to cover TSA Officers if the Government Shuts Down?

**They all unanimously got the MESSAGE and said they would not want to be in an environment without a paid TSA workforce!**

## *Continuing Resolutions are Not the Solution!*

### Rally calls on Congress to fund government, raise federal employee wages

Federal employees rallied in Washington D.C. this week calling on Congress to raise their wages and avoid a government shutdown.

With more than 120,000 federal employees based in Maryland, the March expiration of the latest continuing resolution looms large in the state.

On Tuesday, the American Federation of Government Employees held a rally on Capitol Hill in support of fully funding the government.

The federation is the largest federal employee union, and national President Everett Kelley said it's time for Congress to step up.

"Not only do we want them to do their job, but we want them to fund the government, right?" said Kelley. "Keep the government open. Keep the government serving the American people. This is the most basic function of Congress."

In a continuing resolution passed last November, the House split government funding into two tranches with separate deadlines. The current continuing resolution expiration

dates are March 1 and March 8.

Rally attendees also spoke out in support of the "Federal Adjustment of Income Rates" or "FAIR Act", which would raise federal employee wages by 7.4% in 2025.

U.S. Rep. Glenn Ivey - D-Cheverly - represents Prince George's County in the House and said federal workers deserve a raise.

"The FAIR Act's going to pass, right?" said Ivey. "Seven point four percent, you're long overdue. And we're going to make sure that you all get the pay raise that you deserve."

The Federal Salary Council advisory board calculates that federal employees make on average 27% less than people doing similar jobs in the private sector.

AFGE: If the FAIR Act passes, federal workers will receive a 7.4% pay raise in 2025.  
Contact your lawmaker now!



## It's Time to Support the FAIR ACT!

Federal employees on average earned **27.5 percent less than private sector workers in similar jobs in 2023**, according to an analysis released by the Federal Salary Council in November, up more than three percent from 24.1 percent in 2022.

As costs rise and the pay gap widens, we need the FAIR Act now more than ever. The “Federal Adjustment of Income Rates (FAIR) Act,” S. 3688 introduced by Senator Brian Schatz and H.R. 7127 introduced by Representative Gerald Connolly on January 30 would authorize a 7.4% pay raise for federal employees in 2025.

If enacted, H.R. 7127/S.3688 would narrow the double-digit pay gap between federal workers and private sector workers who perform equivalent work.

**We need to let our lawmakers know that government workers need them to cosponsor this legislation.**

<https://www.congress.gov/members>

<https://www.senate.gov/members>

**“Protecting Officer Rights;**

**AFGE AFL-CIO  
CO ID MT**



**TSA Local 1127  
OR UT WY**

**While They Protect the Skies”**

AFGE family, sometimes we need to sit back, let the noise quiet, and we can find the answer that we were looking for.

AFGE TSA Local 1127

Rebecca Wolf, President  
president@local1127.org 208-353-3885

Trang Kim, Exe Vice President  
vicepresident@local1127.org

Denise Rodriguez-Secretary  
secretary@local1127.org

Adam Givens RVP-Colorado (DEN)  
rvp\_colorado@local1127.org

Cameron Cochems, RVP-Idaho (BOI)  
rvp\_idaho@local1127.org

Barbara Hanson, RVP-Montana (BIL)  
rvp\_montana@local1127.org

Samantha Dollens, RVP-Oregon (PDX)  
rvp\_oregon@local1127.org

Tanja Fowler, RVP-Utah (SLC)  
rvp\_utah@local1127.org

RVP-Wyoming  
rvp\_wyoming@local1127.org

Sometimes the  
questions are  
complicated  
and the  
answers are  
simple.



<https://afgetsalocal1127.org>



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