

NTEU's Five-Point Plan for TSA Representation

What you should know

1 Secure Collective Bargaining Rights for TSA Employees

- Collective bargaining leads to stability in the workplace, with employees as partners in the fight against terrorism. It is the only way to foster a trained and committed workforce and stop attrition at TSA. NTEU is calling for the administration to grant collective bargaining rights to TSA employees and is supporting legislation that would ensure they could not be taken away in the future.

2 Eliminate the Performance and Accountability Standards System (PASS)

- Pay raises at TSA are based not on merit, but on favoritism and cronyism. The system itself is confusing for supervisors and employees alike; it changes from year to year. Appraisals and testing are subjective and unfair. NTEU is fighting for a system that is transparent and accountable.

3 Fight for a fair scheduling system

- Insufficient staffing leads to many problems: split shifts, where employees must sit at the airport for up to four hours between shifts—at no pay; being penalized and sometimes terminated if they cannot work overtime; and injuries resulting from fatigue.

4 Improve the training and certification program

- Thanks to NTEU's efforts, some changes have been made in the training and certification area, but much more needs to be done. Declaring that the imaging tests were unfair, TSA changed the tests. But nothing was done about the failures from the flawed tests that were placed in employees' records.
- Many airports are so short-staffed, training is minimal or non-existent.
- The "retain and retrain" policy for employees who fail tests is at the manager's discretion.

5 Extend full Whistleblower Rights for TSA employees

- The agreement between TSA and the MSPB indicates that TSA employees would now be able to take their whistleblower complaints to the MSPB. Given the importance of TSA's national security mission, employees deserve full whistleblower rights.
- NTEU is working in Congress to secure the strongest possible bill that provides real whistleblower rights to TSA employees.

For more information, call toll-free (866) 591-5735 or e-mail TSA@nteu.org.

www.TSAunion.org

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The National Treasury Employees Union