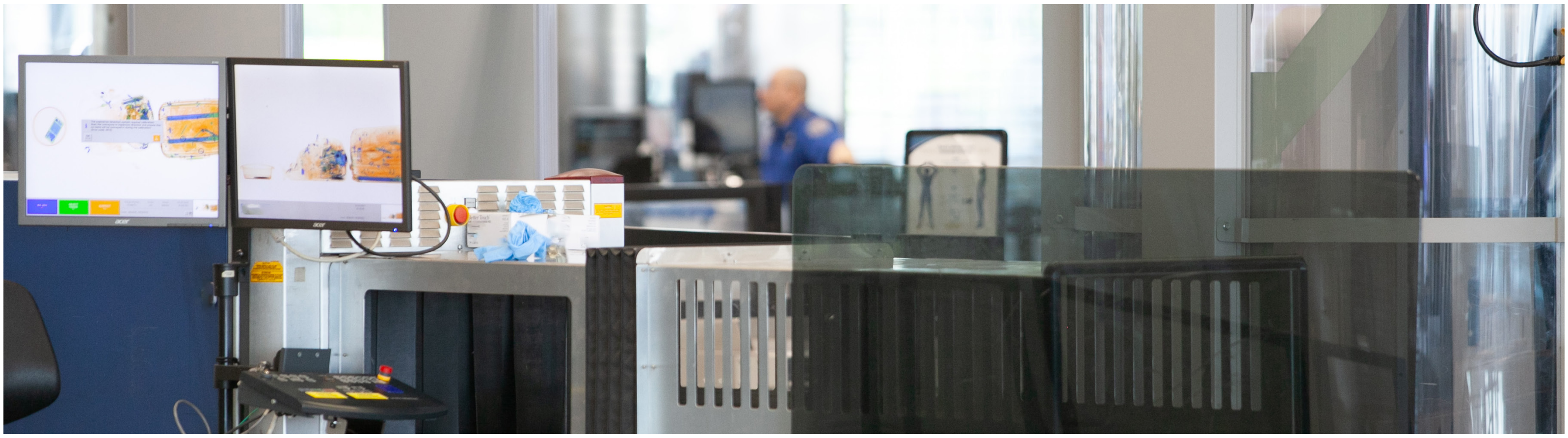
REAL COST OF TSA PRIVATIZATION



WHAT YOU STAND TO LOSE

If TSA Is Privatized

Paid Parental Leave *(12 weeks)*	$-11,538
Healthcare Costs *(Higher premiums and deductibles)*	$-3,000 to $6,000
Lost TSP Match *(Reduced or no employer match)*	$-2,500+
Lost Pension *(No defined-benefit retirement)*	-$4,500+
Reduced Leave *(Less annual and sick leave)*	-$2,600+
No Job Protections *(No due process, Grievances, or Merit System)*	Priceless
APPROXIMATE LOSS	**-$25,000+ per year**

Privatization could cost you an estimated $25,000+ per year.

AFGE Union Dues are less than a cup of coffee a day

Can you afford not to be a union member?
Join AFGE Today!

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

HOW WE CAME UP WITH THESE NUMBERS

Annual benefits at risk for Transportation Security Officers

1. PAID PARENTAL LEAVE — -$11,538

What you get now: 12 weeks fully paid under FEPLA. Private contractors offer little to none. Based on $50K salary.

2. FEHB HEALTHCARE — -$3,000 to -$6,000

What you get now: Gov't pays ~72% of premiums. Private plans mean higher premiums, deductibles, and copays out of your pocket.

3. TSP MATCH (5%) — -$2,500+

What you get now: Gov't contributes 1% automatic + matches up to 4% more. $2,500/yr in free money. Most private contractors match less or nothing.

4. FERS PENSION ACCRUAL — -$4,500+

What you get now: You earn 1-1.1% of your high-3 salary per year toward a guaranteed pension. Over a career, worth hundreds of thousands. Private contractors have no equivalent.

5. PAID LEAVE — -$2,600

What you get now: Up to 50 paid days off: 13-26 days annual leave + 13 sick days + 11 holidays. Private security offers far less, especially early on. If you work on a federal holiday, you also receive **holiday premium pay** on top of your regular pay.

6. DUE PROCESS — PRICELESS

What you get now: As a federal employee covered by the AFGE Collective Bargaining Agreement (CBA), you have the right to challenge firings, demotions, and suspensions through a formal **grievance and arbitration process**. Your union represents you at every step. You also have **MSPB appeal rights** to contest adverse actions before an independent federal board. Private contractor employees are at-will with no CBA, no grievance process, and no independent appeal. No due process. No protection.

Approximate Annual Loss — -$25,000+

These are the annual benefits you stand to lose right now, based on a $50,000 salary. **Privatization could cost you $25,000+ per year. It is not a pay raise. It is a pay cut.**

DISCLAIMER: Based on an average TSO salary of $50,000. All figures are estimates provided by AFGE for informational and educational purposes only, using publicly available federal data. Actual benefit amounts vary based on individual salary, locality pay, years of service, plan selections, and family status. The MSPB appeal rights value cannot be quantified in dollar terms. This document does not constitute financial, legal, or retirement planning advice. Consult a qualified financial advisor or your agency human resources office for personalized calculations. Data current as of May 2026.

Join AFGE Today!