

THE SOLIDARITY SOURCE


OFFICIAL MAGAZINE OF AFGE TSA COUNCIL 100

AFGE




DHS-TSA

2025 LET'S GO!



2024 End of Year issue



SUMMARY

- 4 EDITORIAL.
- 5 Meet your AFGE council 100
- 6 "A Leader Heartfelt Message of Hope"
- 7 The Future of Our Council
- 8 A reflection on the importance of participating in unity.
- 9 AFGE Council 100 and its local path to becoming thriving organizations
- 10 Letters from our locals
- 13 AFGE Local 2222 Hosts Signing Ceremony for TSA Contract
- 14 A Milestone for TSA Officers: AFGE and Council 100's Historic Contract
- 16 Get to know

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AFGE C100: President's thoughts on labor and our role as Council 100 members



Hydrick Thomas
Council 100 president

Hydrick Thomas Discusses His Vision for AFGE C100 & TSA Employee Advocacy

From Humble Beginnings to Leadership Hydrick Thomas, reflecting on his journey, shared insights into his life and vision for the relationship between AFGE, AFGE Council 100, and the Transportation Security Administration (TSA).

Born and raised in a rural area of South Carolina, Thomas comes from humble beginnings, growing up with clear examples of hard work. He considers himself privileged and grateful to have worked multiple union-protected jobs early in his career. These experiences shaped his appreciation for workers'

rights and instilled in him a deep commitment to advocating for TSA employees.

"I want to make sure we do the best to ensure that TSA employment is seen as a career," he stated.

Thomas firmly believes that providing Title 5 protections is the key to helping TSA employees support their families and improve their quality of life.

Addressing Inequities and Misrepresentation

Thomas did not shy away from addressing the challenges TSA employees face. "We have been a second-class agency for a long time," he remarked, expressing frustration over the lack of protections for the workforce charged with safeguarding the flying public.

He also criticized how recent news coverage has misrepresented the hard work and passion of Transportation Security Officers (TSOs). "It's frustrating to see the dedication of our employees go unnoticed," Thomas said.

Despite these challenges, he underscored the vital role TSA has played in ensuring safe skies and supporting the airline industry. He pointed to record-breaking numbers of travelers safely reaching their destinations as evidence of TSA's success.

Fostering Collaboration and Respect

A cornerstone of Thomas's leadership is fostering a collaborative culture within TSA. He envisions a partnership between the union and agency leadership, working as one team to build trust and mutual respect. "The key point that the council

will strive for under my leadership this year is ensuring that all levels of the agency perform their duties with integrity and respect," he explained.

Thomas emphasized the importance of improving employee morale and working conditions through strong relationships between management and the workforce.

Implementing Change Through Contracts and Education

Thomas highlighted the progress made under the union's leadership, particularly regarding contract negotiations with TSA management. However, he stressed that the work is far from over.

"We must continue to work hard, ensuring that contract provisions are implemented correctly," he stated.

He called for better education for both management and employees to understand that these rules benefit the agency and protect the workforce. According to Thomas, properly executed contracts are essential for creating a fair and efficient workplace.

A Mission Centered on Safety

Above all, Thomas reaffirmed that TSA's mission is centered on safety. "Our mission is safety, and every initiative we put into effect must be for that reason," he said.

Under his leadership, the union will continue to champion initiatives that prioritize this mission while advocating for the workforce's well-being. With his focus on collaboration, respect, and fairness, Thomas's vision for TSA promises a stronger, more unified agency dedicated to its critical role in protecting the traveling public.

Meet Council 100



Hydrick Thomas
Council President

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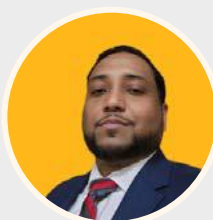
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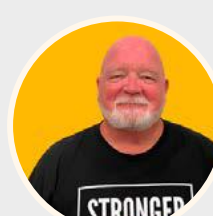
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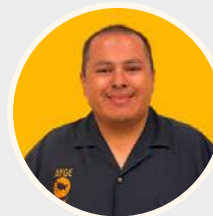
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FEATURED

"A Heartfelt Message of Hope from a Local Leader"

DARRELL ENGLISH
AFGE LOCAL 777 PRESIDENT - ILLINIOS / WISCONSIN

MY Brothers and Sisters As we reflect on 2024, it is important to recognize that our Union has achieved historic levels of new enrollments and growth across our locals.

We have never been more unified and focused on the future of AFGE than we are today.

This unity is a direct result of the continuous opportunities that C100 has provided to local leaders, enabling them to assist their members through comprehensive training and effective communication. These training sessions have created a consistent platform for understanding and interpreting our Collective Bargaining Agreement (CBA), which has strengthened our local leadership's ability to submit effective and comprehensive grievances.

In May, local leaders participated in 24 hours of official time training focused on the newly signed agreement with TSA and the union.

This training equipped locals nationwide to understand specific details of the new CBA, enabling them to effectively engage with TSA management and inform their members about key changes. As a result, collaboration among local leaders was fostered. In September, union members once again had the opportunity to receive 32 hours of training on the new grievance and arbitration process. This session provided union leaders with essential insights into Title 5 rights and how these rights can assist members facing grievances.

Throughout this historic year, C100 maintained regular communication and training that strengthened the bonds among locals. This unity has enhanced our understanding of teamwork and networking at both the local and national levels.

While we have made remarkable achievements this year, we must not become complacent. Ongoing communication, training, and collaboration are vital to our continued success as one of the fastest-growing federal labor unions in the country.

The Future of Our Council



In a recent interview with Bobby Orozco, the President of the largest Council 100 local union on the West Coast and Region 6 Vice President of AFGE Council 100, he outlined ambitious local-level strategies aimed at enhancing the public and media relations presence of AFGE TSA Locals by 2025.

Orozco, who created and previously chaired the C100 Communications Committee, emphasized the importance of a resilient communication framework that involves participation from all levels of the organization, from Council 100 down to local stewards. He underscored that long-term effectiveness hinges on addressing immediate crises through strategic short-term actions, which include careful planning, overcoming barriers, and leveraging victories.

Orozco detailed a robust public relations strategy that focuses on outreach to both airport passengers and governance boards. He suggested that union members should engage with the public by distributing leaflets and possibly investing in low-cost advertising to raise awareness of their issues. Additionally, Bobby encouraged union representatives to attend airport governance board meetings regularly to build relationships with decision-makers and stay informed about developments that affect their members.

When discussing media relations, Orozco highlighted the necessity of engaging with both mainstream and alternative media outlets. He proposed interviews with local news stations and the creation of op-eds for newspapers and magazines to amplify union issues. Social media also plays a crucial role, with the Region 6 Vice President recommending consistent postings across various platforms, the creation of dedicated channels for videos and blogs, and targeted advertising to reach specific audiences.

Finally, Orozco laid out plans for community engagement, including organizing press conferences with labor union partners, community leaders, and political representatives. He stressed the significance of these events in raising awareness around key issues affecting TSA and federal government workers, especially in coordination with “9-11” first responders and surviving families.

Orozco believes that by implementing these strategies, TSA Local Unions can significantly enhance their visibility and effectiveness in advocating for their members’ rights.

A reflection on the importance of participating in unity.



AFGCE Council 100 operates across the United States, assisting local presidents who work tirelessly to protect the rights and welfare of employees in federalized airports. One of the most effective tools in achieving this mission is the comprehensive training provided by the Council. These training sessions are more than just educational opportunities; they are a chance for members from different regions to come together, share their experiences, and inspire one another. This cross-pollination of ideas enriches our collective knowledge, enabling local leaders to return to their communities with fresh strategies and renewed motivation.

The concept of cross-pollination highlights the power of diverse perspectives. When leaders from airports across the nation convene, they bring unique challenges and successes to the table. These discussions foster innovation, as solutions that worked in one airport may inspire approaches for others. The exchange of ideas creates a ripple effect of growth and adaptation, strengthening the union as a whole. In this way, Council trainings are not just about learning new information but about building a stronger, more connected network of leaders.

Face-to-face training is integral to cultivating brotherhood through friendship. In an age where much of our communication is virtual, the opportunity to meet in person allows for deeper connections and mutual understanding. These relationships form the foundation of a supportive

union culture, where members feel a shared sense of purpose and camaraderie. In-person interactions during training sessions foster trust, empathy, and solidarity—qualities that are essential in a movement dedicated to protecting workers' rights.

Additionally, Council trainings prioritize accommodating different learning styles, recognizing that not everyone absorbs information in the same way. Kinetic learners, who thrive on hands-on activities and physical engagement, often struggle with the limitations of online training. In-person sessions provide an interactive environment where such learners can fully engage with the material. By addressing the varied needs of participants, Council trainings ensure that every attendee leaves better equipped to serve their members.

We warmly invite all members to take part in these transformative training sessions. While leaving home and work responsibilities behind for a few days may be uncomfortable, the benefits far outweigh the challenges. The knowledge gained, connections formed, and skills developed will not only enhance your ability to lead but also enrich your personal growth. Together, through training and unity, we can continue to build a stronger, more effective union for all TSA employees.



AFGE TSA C100 Y.O.U.N.G. Committee

If you want to become a part of this amazing team, contact your C100 Regional Vice President to inquire about being appointed as a C100 Y.O.U.N.G. Coordinator. If you have any questions or would like to have a Y.O.U.N.G. Coordinator visit your local event, feel free to send us an email, and we will do our best to make it happen!

Committee Chair: Mitchell Word (DEN) Committee Vice Chair: Felicia Crosland (JFK) Committee Secretary:

Marquita Simmons (LGA) Email Us at YOUNG@AFGECouncil100.org

“AFGE Council 100 and its local path to becoming thriving organizations”

UNITY IN FORGING THE PATH AHEAD

Successful businesses have long understood a fundamental truth: motivated individuals are more productive, hardworking, and creative. This principle does not only apply to corporate boardrooms or bustling start-ups. In the field of labor rights, the American Federation of Government Employees (AFGE) Council 100 and local leaders, including their executive boards and representatives, face a similarly demanding yet vital mission—to secure fair working conditions for TSA officers across the nation. This endeavor requires the same level of ingenuity, dedication, and unity seen in thriving organizations, and it reminds us that our strength lies in collective action.

The Transportation Security Administration (TSA) was born out of necessity following the tragic events of September 11, 2001. Then-President George W. Bush signed the Aviation and Transportation Security Act (ATSA) into law, creating TSA as part of a broader effort to bolster national security. This decision fundamentally reshaped airport security, ensuring that federal oversight replaced private contractors. While this swift action addressed immediate threats, the rapid establishment of the agency left structural gaps that continue to affect TSA employees to this day. One glaring issue is the lack of Title 5 protections, which denies TSA officers the rights and benefits enjoyed by employees in other government agencies.

AFGE Council 100 has worked tirelessly to address these inequities, with a key focus on securing proper funding for airport security—funding that should be directly allocated to TSA. Ensuring that TSA receives the necessary resources is not just a financial goal but a step toward enhancing the safety and working conditions of TSA officers. Much like successful corporations allocate budgets to align with strategic goals, our union must advocate for legislative changes that prioritize TSA's mission and its workforce. By lobbying Congress and the Senate, we aim to correct the disparities stemming from TSA's hurried inception.

Adapting to these challenges has required AFGE leaders to learn quickly, embracing

lobbying and legislative efforts—avenues that were not traditionally familiar to many of us. Like successful corporations, we have leaned into creativity, hard work, and adaptive leadership to navigate these political channels. For example, businesses often implement systems of mentorship or cross-departmental collaboration to foster innovation. Similarly, our union mirrors these techniques by promoting solidarity across Locals, exchanging best practices, and mentoring newer representatives to build a stronger, unified front.

The foundational issues of TSA's creation have also required us to focus on education and advocacy. President Bush's establishment of TSA under DHS's umbrella, while addressing immediate concerns, inadvertently created administrative hurdles. For instance, discrepancies in policies between TSA and other federal agencies hinder our ability to secure equitable representation for our bargaining unit employees (BUEs). Addressing these challenges requires persistence, unity, and a clear understanding of our goals—chief among them being the alignment of funding and policy priorities with the needs of TSA officers.

Our advocacy efforts draw inspiration from the corporate world, where fostering a positive culture—where employees feel valued, heard, and motivated—translates directly into success. Incentives such as professional development opportunities, recognition programs, and transparent communication channels are hallmarks of thriving companies. Similarly, AFGE's strength has grown from listening to our members, addressing concerns, and celebrating victories both large and small. We know that motivated union members are the driving force behind our achievements.

Moreover, businesses that continuously reinvent themselves tend to stay ahead in competitive markets. AFGE mirrors this adaptability. Through strategic planning and innovation, we have not only lobbied Congress but also organized grassroots

campaigns and built coalitions with allied organizations to amplify our voice. By focusing on securing appropriate funding for TSA and improving working conditions, we demonstrate our ability to evolve and respond to the needs of our members. This adaptability is essential as we continue to face legislative and administrative challenges.

The road forward is undoubtedly challenging, but it is one paved with opportunities for growth, learning, and solidarity. By continuing to draw inspiration from successful business practices and addressing the foundational issues left by TSA's creation, we can build a stronger union culture where every member feels empowered to contribute to our shared mission. Our ability to listen to one another, grow from our experiences, and bridge differences will be the cornerstone of our success. Just as the corporate world thrives on the collective energy of motivated individuals, our unity as labor rights advocates will propel us toward securing a fair and equitable workplace for TSA officers nationwide.



Letters from our LOCALS

A Grateful Thank You to Our Newsletter Contributors.

As we close out another year, I want to extend my deepest gratitude to all the AFGE Locals who took the time to contribute to our end-of-year newsletter. Your dedication in sharing pictures, articles, and updates from your regions has been invaluable in showcasing the incredible work happening across our union. These contributions not only highlight the efforts of our members but also inspire and connect us as a collective force advocating for the rights and welfare of TSA officers nationwide.

On behalf of Council 100 and the Communications Committee, I would especially like to thank the newsletter contributors for their creativity, hard work, and commitment to our shared mission. Your stories and images brought our newsletter to life, reminding us of the unity and resilience that define AFGE. Each submission reflects the unique challenges and successes of your Locals, and together, they tell a powerful story of collaboration and solidarity.

As Chairperson of the Communications Committee, I am deeply honored to work alongside such dedicated members. Your efforts ensure that our union's achievements are celebrated and our challenges are acknowledged. Thank you for making this year's newsletter a success. I look forward to continuing this important work together in the coming year. Wishing you all a joyous holiday season and a prosperous New Year.

In Solidarity,



Carlos Rodriguez
Council 100 Region 1 Vice President
Chairperson, Communications Committee
Secretary Treasurer AFGE Local 2222

As the year ends we want to reinstate our commitment to making this newsletter be a forum of expression for all the local leaders. A space where all the great work achieved by our locals can be shared in order to inspire others to do more. We thank those who sent their collaborations to this newsletter.

Holiday Cheer from Local 1260

This year was filled with many moments of uncertainty for locals around the world; with the elections looming, threats of privatization for TSA employees, and the anxiety of a possible recent government shutdown, BUEs hearts filled with worry and trepidation. In addition, the flight loads at SAN International Airport were 6% higher than previous years creating an environment of even more stress and irritation amongst the members of Local 1260.

Discerning the climate at the airport and the nervous energy that filled the checkpoints while visiting, AFGE leaders from Local 1260 decided that we needed to encourage our member and reiterate the importance of our role as leaders and more importantly representatives of them wasn't just about helping when they were in trouble, but in conjunction, supporting and being an entity of comfort, reliability and simply human to our fellow men/women.

Mid December Local 1260 Leadership convened to discuss what we could do for our membership to lift their spirits and show support during this most strenuous time.

Local President Bobby Orozco Jr, Secretary Treasurer Victor Payes, Executive

Secretary Root, Director of Communications Nyrine Washington, and idea spear

header, Airport Chief Steward Robert Mack decided to create what some would call

'holiday cheer' in the form of what we liked to call a Jingle Walk. Despite individual beliefs, our goal was to generate positivity, love, comradery, and joy amongst our membership.

On December 23rd we all headed to the airport, Robert Mack suited in full Santa costume, with a large gold bag filled with over 200 homemade cookies made with love and gift cards to bring a smile to a few extra fortunate members. As we walked the lobby and met in the breakrooms the response received was ecstatic! Members were overjoyed to see the dedication of their Airport Chief Steward and fellow AFGE reps from Local 1260 and likened the scene to

"getting a hug from a loved one they hadn't seen in a while". Those downtrodden from the day, glowed when they saw our smiling faces and it was reciprocated immediately. To be able to help others, to make people feel as special as they already are and create a climate of sheer happiness is what it's all about. When our local can accomplish that goal of spreading positivity in a usual chaotic space and manage to uplift member spirits and anyone who's in sight can feel the energy that exudes from those close by is what it's all about. All of us at Local 1260 appreciate and are proud to serve our membership. The Jingle Walk was simply a kick

start to all the amazing things our local has in store for 2025!

By : Nyrine Washington
Director of Communications
AFGE TSA Local 1260

Greetings from Local Local 1127

To Our dear readers and members :

We are excited to share the success of a recent initiative led by AFGE Local 1127 to encourage the switch to E-Dues, our new electronic dues payment system. As part of our outreach, we hosted a special event to connect with employees across shifts and explain the importance of this change. During the morning hours, we served pancakes, eggs, and bacon to the AM crew, creating a welcoming environment to discuss how E-Dues strengthens our union's ability to advocate for workers' rights. In the afternoon, we shifted gears to burgers for the PM shift, ensuring that everyone had an opportunity to learn more about this transition. The camaraderie and participation at the event were inspiring, showcasing the collective spirit that makes our union strong.

In the accompanying photo, from left to right, you'll see Local 1127 RVP Oregon Samantha Dollens, Oregon FSD Kathleen MacDonald, Local 1127 EVP Trang Kim, and Region 5 Vice



pivotal roles in the event's success. Their dedication underscores the commitment of AFGE leadership to keeping our members informed and empowered. E-Dues is not just a payment system; it is a way for us to remain independent and maintain control of our resources. Together, we are taking proactive steps to secure a stronger future for all members. Thank you to everyone who participated in this important event, and we look forward to seeing more members make the switch to E-Dues.



Members of local 1127

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**"On behalf of the C100
Comms we are very
greatful for all the
support we received in
making this newsletter
before the end of the year."**

AFGE Local 1127
AFGE Local 0448

Dear Brothers and sister Greetings: Our local 0448 traveled to Cincinnati for Disaster Preparedness and Response Training.

Local 0448 was invited by the Council of the International Chemical Workers Union (ICWUC) to attend Disaster Preparedness and Response Training (including train-the-trainer training) at their center in Cincinnati, Ohio. Local 0448 is seeking to expand and improve upon the role Union plays in the workplace.

This training provided each of our representatives with the knowledge necessary to train others in disaster preparedness and response, which is woefully lacking at TSA considering our role as frequent support/first responder staff during natural disasters, man-made disasters, and providing humanitarian aid along our southern border.

We now have something new to our local, which are four (4) individuals certified by the National Institute of Environmental Health Sciences to provide training in disaster response to a wide array of groups (including federal employees)

By
Scott Robinson President
AFGE TSA Local 0448



(Scott Robinson LP0448 among other training participants.)



(Samantha Dollens Local 1127 Regional Vice President- (PDX).)

AFGE TSA Local 1127

Samantha Dollens Regional Vice President- Oregon (PDX) Volunteering with Humane Society for Southwest Washington (HSSW) on her off time since February 2023. HSSW is the oldest and largest animal welfare organization in Southwest Washington, partnering with multiple organizations around Washington/ Oregon.

Samantha finds time to get in there and help however she can. Primarily volunteering on the canine side.

All volunteers spend time walking dogs

making sure that every dog can get out of their kennels multiple times. "We also handle Dog Enrichment at different points in the day where we take dogs out to run in extended enclosures, give them play time with other dogs, or just sit and cuddle with them" Samantha says. She is working on getting the training needed to become a Matchmaker helping to pair dogs with families looking to adopt the perfect pet.

Every year HSSW does multiple fundraising events to raise money for the animals. Samantha has participated in the Annual 5k Walk/Run for the Animals, and the Mobile Vet

Clinic serving low-income areas to provide free/low-cost vaccine services to animals. Samantha assists the clinic by doing check-ins, line monitoring reactive animals, she assists in distributing pet food, treats, leashes, food/ water bowls, and pet toys to homeless and low-income families.

It's very fulfilling to be able to give back and help people and animals who need it the most.

By
Angela Grana, TSO
Local Representative, C100 Comms liason
AFGE TSA Local 1127

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INFORMATION AND ALL OTHER
ISSUES OF OUR NEWSLETTER

WWW.AFGE COUNCIL100.ORG

THE SOLIDARITY SOURCE

AFGE LOCAL 2222 HOSTS SIGNING CEREMONY FOR TSA CONTRACT



AFGE Local 2222 proudly played host to the momentous signing ceremony of the historic seven-year contract between the American Federation of Government Employees (AFGE) and the Transportation Security Administration (TSA). Held on behalf of AFGE TSA Council 100, the event featured key

leaders, including Council 100 President Hydrick Thomas, alongside Local 2222's executive board, representatives, and members. This gathering marked not just the formalization of a transformative agreement but also celebrated the collaborative efforts that brought it to fruition, further cementing AFGE's commitment to advancing workplace rights for TSA officers.

Following the signing ceremony, AFGE Local 2222 Secretary-Treasurer and Council 100 Region 1 Vice President Carlos Rodriguez joined AFGE National President Everett Kelley in presenting a commemorative plaque to Council 100 and Local 2222 President Hydrick Thomas. The plaque honors President Thomas's distinguished union career, highlighting his tireless dedication and service to AFGE Local 2222 members.

His leadership has been pivotal in advancing worker protections and improving the quality of life for TSA officers, exemplifying the core mission of AFGE and Council 100.

This ceremony and recognition of President Thomas's contributions underscore the long-lasting impact of the new contract, which introduces groundbreaking workplace rights and benefits for TSA officers. As AFGE Local 2222 and Council 100 continue their advocacy, the event serves as both a celebration of past achievements and a commitment to future progress. The signing not only commemorates the transformative agreement but also stands as a testament to the power of union solidarity and leadership in driving meaningful change for workers nationwide.



YOU'RE INVITED!
C100 National Call

*All AFCE USA Members
and BLUE's welcome...
scan here to register*





A Milestone for TSA Officers: AFGE and Council 100's Historic Contract

The signing of a historic seven-year contract between the American Federation of Government Employees (AFGE) and the Transportation Security Administration (TSA) marked a transformative moment in the journey toward workplace rights and equity for TSA employees. Spearheaded by the tireless efforts of AFGE's TSA Council 100, the agreement represents a culmination of years of organizing, advocacy, and determination to secure protections that many federal employees have long taken for granted. Finalized on March 5 and ratified by TSA local union leaders on March 11, this milestone reflects the enduring commitment of AFGE and its Council 100 to improving the lives of TSA

officers and redefining their role within the federal workforce.

At its core, the contract introduces groundbreaking provisions designed to enhance both the professional and personal lives of TSA officers. For the first time, officers benefit from a negotiated grievance and arbitration procedure, ensuring fair resolution of workplace disputes. Protections against unfair disciplinary actions, expanded uniform allowances, better leave conditions, and the right to bargain over local issues create a more stable and equitable work environment. These advancements not only elevate the quality of life for TSA employees but also set a precedent for what organized labor can achieve through persistence and solidarity.

AFGE and TSA Council 100 leaders view the contract as more than a policy shift—it's a testament to the power of collective action. Council 100 President Hydrick Thomas emphasized the broader significance of the agreement, noting that it builds on the union's recent successes, including a landmark 31% pay increase. Together, these achievements have strengthened the workforce, reduced attrition, and enhanced TSA's ability to fulfill its critical mission. AFGE President Everett Kelley highlighted how the contract's provisions address long-standing inequities, ensuring that TSA officers are no longer left behind in terms of workplace rights and compensation.



This milestone also represents a blueprint for future progress. The collaboration between AFGE, TSA management, and supportive lawmakers like House Homeland Security Committee Ranking Member Bennie Thompson demonstrates the lasting impact of partnerships built on shared goals. Thompson's ongoing advocacy for Title 5 protections and his reintroduction of the Rights for the TSA Workforce Act underscore the importance of enshrining these gains in law to safeguard them against potential future rollbacks. As AFGE and TSA Council 100 continue their work, this contract stands as a beacon of what organized labor can achieve—transforming not only workplaces but also lives for generations to come.



Members of afge council 100 at contract signing

Get to know our NST C100 Johnny Jones



For those who don't know me, I'm Johnny Jones, the Council 100 Secretary-Treasurer. I reside in Fort Worth, Texas, and my home local is Local 1040, where I am the current local president. I have served as Council 100 Secretary-Treasurer since 2018, and we've had good times, hard times, and different times. Now, we may be facing some of our toughest challenges, but as a council, we always come together to find solutions that benefit the hard-working officers at the TSA. Sometimes, it's easy to forget that during good times, challenges will always find their way to you. Under our tenure, we have transitioned from a near-zero collective bargaining framework to nearly fully implementing collective bargaining with ample amounts of official time so we can represent the bargaining employees of the TSA. We have expanded relationships with senior-level administrative staff and worked across party lines to find solutions to enhance the screening and workplace protections for TSA officers. We may not always agree with management, but we always strive to find workable solutions that will improve the workplace. Going forward, we look forward to collaborating with the upcoming administration to continue the strides we've made to make TSA a much better place to work, where people can build a career instead of using it as a stepping stone to another agency. I am always ready to help answer questions and look forward to the great training that Council 100 puts together, including legislative conferences to work across party lines and find solutions for the bargaining employees.

My name is Duncan McGuire and I am the recently elected Council 100 Region 5 Vice President. Region 5 basically covers the entire northwest including Local 1121 -- AK and WA state under the guise of Local President (LP) Fred Olson -- and Local 1127 -- CO, ID, MO, OR, UT, WY under the leadership of LP Rebecca Wolf.

I, myself, have been with the Agency since 2003 as an officer, LTSO, and STSO starting at LAX then Long Beach, California, and currently am based out of Portland Oregon (PDX) where I moved in summer 2019. I have been of service as Union rep on Executive Boards in Locals 1260, 1234, and 1127. Prior to TSA, I served in the 101st Airborne Army Infantry, and was also honored to be recipient to AFGE Veteran of the Year in 2021.

The political aspect of organized labor never came easy for me as fighting management over anything and everything was the only thing I knew in the early days: Self-demoting from Supervisor

to Lead in 2011 when we received Collective Bargaining, it was grievance after grievance, suspension after suspension -- a couple of which were my own. In time, I learned the ropes and, in turn, my role to play so to best represent the bargaining unit employees without constantly going to war with anyone that had FSD in their title.

We, as a Union and an Agency, have come and incredibly long way in the past 14 years. Management is more willing than ever to work with Labor, and many an airport shows. Uniting my Region was top priority for me upon election, as well as growth and sustainability. Our strength is not only in our membership numbers but also our stewards. Trust, resilience, and competency are the ways to move us forward with the days of faking it til we make it long gone. I look forward to growing Region 5 as we have a rendezvous with destiny: we are the largest Region in the country, geographically; in time, our membership and representatives will mirror that.

Get to know our Region 5 vp Duncan McGuire



**Looking
Back at 2024,
Ready for
2025!**

2024 was a year of significant milestones for our AFGE family. We witnessed the AFGE National elections, Council 100 elections, and the U.S. Presidential elections. As we step into 2025, it promises to be another impactful year for all of us.

On behalf of the AFGE Communications Team, I want to extend my heartfelt gratitude to all the locals and their leaders for their invaluable contributions and unwavering support. Your stories, photos, and opinions are the heartbeat of our newsletter, and without them, it wouldn't be possible.

Here's to another year of collaboration and success!